



Health & Safety (H&S) Policy

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Policy Statement

Consistent with our Purpose, Vision and Values, Glanbia is committed to fostering a culture of excellence in safety, health and well-being for our employees, their families, contract workers, and business partners. We aspire to **zero harm** wherever we operate, including manufacturing, administrative offices, at home, and across the communities we serve.

A safe working environment is inherent to Glanbia Values

Purpose

The purpose of this policy is to outline the requirements in order to fulfill this policy statement and meet the Group's objective of zero harm.

Scope

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

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).

Requirements

- **Regulatory Compliance** - Complying with all applicable local and international laws where we do business.
- **Management Systems** - Implementing a comprehensive Glanbia H&S Management System that standardises best operating practices, aligned with the Global Reporting Initiative (GRI) standards and supported by Glanbia's internal risk management system (GRMS).
- **Business Integration** - Integrating H&S considerations into strategic business decisions to embed a proactive, preventative and sustainable approach.
- **Ownership & Accountability** - Promoting personal, individual accountability by educating and training our people to work in a safe, responsible manner and by holding ourselves and our colleagues to the highest standards. Maintaining a safe workplace is non-negotiable.

Requirements Continued

- **Collaboration** - Fostering openness and dialogue on H&S risks, solutions, performance and progress with our internal and external stakeholders.
- **Monitoring & Reporting** - Using metrics and benchmarks to monitor our H&S performance against these policy measures, always aiming to be at or above industry baseline performance and striving towards continuous improvement across the Group.

Roles & Responsibilities

- Glanbia's Group and business unit (BU) Leadership are responsible for ensuring that structures, resources, and processes are in place to sustain this policy, ensure every employee is aware of their personal responsibility to maintain a safe and healthy workplace, and receives the appropriate safety training where required.
- 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.

This policy is available in all offices and sites and is also available to all employees via the Group Intranet site 'Our Glanbia'. All employees are encouraged to read it and communicate any questions to their respective location H&S representative.