



Diversity, Equity and Inclusion Policy

Diversity, Equity and Inclusion (DE&I) Policy

Policy Statement

Glanbia's purpose is to deliver better nutrition for every step of life's journey. In addition to better nutrition that enriches lives daily, Glanbia seeks to enrich the lives of our employees, communities, and the industries we serve by ensuring diverse and inclusive representation of our many served communities and by creating a culture of belonging.

Showing respect is one of our core values and we want all of our stakeholders to feel that they are understood, valued and respected for who they are as individuals. We strive for equity to be engrained into our culture.

Our DE&I Vision is:

At Glanbia our culture will celebrate individuality, knowing that together we are more.

Glanbia believes that our organisational success, where our products and services have the greatest impact, is enabled by cultivating a diverse community of engaged colleagues. Doing so will ensure we bring forward the best ideas, experiences and perspectives needed to develop the nutrition of tomorrow.

Purpose

The purpose of this policy statement is to:

- Build and sustain a workplace that is inclusive, promotes belonging and supports our employees in being able to pursue their career aspirations and live authentic lives;
- Ensure that we do not discriminate in our policies and practices on the basis of age, disability, marriage and civil partnership, pregnancy or maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, gender (and gender reassignment), and sexual orientation programme;
- Promote equality, fairness and respect for people at all levels and in all areas across our organisation programme;
- Oppose all forms of discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, parental or other unpaid leave, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

Scope

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, independent contractors (for ease of reference all are referred to as "employees" within this policy). In joint ventures where Glanbia does not have overall control, the leaders and managers of those businesses are strongly encouraged to adopt the same or similar standards.

If there is a difference between the content of this policy and any local law or regulation, the more stringent requirements will apply.

Our DE&I Commitments

We will:

- Foster a truly inclusive culture that rejects any forms of racism and other discrimination, where every one of our employees feels that they belong and that they have equal opportunities to thrive.
- Nurture a diverse workforce that is reflective of the customers and consumers we proudly serve
- Ensure that our recruitment, development and promotion processes are accessible, fair and equitable – affording equal opportunities to all.
- Not discriminate based on factors such as race, religion, colour, ethnicity, national origin, ability, sexual orientation, gender identity or marital status.
- Integrate DE&I into all aspects of how we do business, internally and externally.
- Invest time and resources in creating a shared understanding of DE&I and our expectations around inclusive behaviours.
- Cultivate ongoing, open dialogue across teams and create safe places for connection and conversation through employee resource groups and industry engagement.
- Take action when any manager, employee, supplier or partner fails to uphold the standards set out in this policy.

Putting our DE&I Commitments into Practice

Executive Strategy

Our DE&I strategy has been approved by the Board of Glanbia plc. Overall accountability for the delivery of this strategy sits with the Group Operating Executive.

Glanbia has defined clear governance and accountabilities for delivering DE&I strategy, vision and actions. In addition to a Board Environmental, Social and Governance (ESG) Committee, a global executive steering committee for DE&I monitors progress against strategic objectives and sets ongoing DE&I priorities. The Group has appointed a Vice President for DE&I to co-ordinate strategy delivery, reporting to the Group Operating Executive and aligning with the broader objectives of the Group's ESG strategy.

DE&I affects everyone and we all have a role to play in the day-to-day delivery of our policy. All Glanbia employees are expected to contribute to an inclusive work environment by upholding the policy standards and living by the inclusive behaviours described in our values.

Monitoring and Reporting

Glanbia monitors the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability (to the extent that data and privacy laws allow) solely in order to take positive affirmative action in support of our DE&I objectives. We comply fully with DE&I reporting and governance requirements in the jurisdictions in which we operate.

The impact of DE&I activity will be monitored on an ongoing basis through our employee engagement, employee resource groups and listening programmes.

Resolution of Issues

Glanbia has a clear, transparent and supportive process for raising and addressing complaints of bullying, harassment, victimisation and unlawful discrimination at Glanbia whether by management, fellow employees, customers, suppliers or agents in the course of the organisation's work activities.

Any breach of this policy is also considered to be a breach of the Glanbia Code of Conduct and can be reported promptly through one of the routes described in the Code, for example, our Speak-Up policy or Safe Call line.

Breaches of this policy will be dealt with in accordance with our grievance and disciplinary policies and as permitted by law. Where matters are brought to us, we are committed to protect the rights of those elevating and reporting concerns, and we do not tolerate reprisal against anyone who raises a matter in good faith or where they have assisted an investigation.

We track and routinely review these mechanisms, along with any feedback on them, developing our approach to continuously improve the process. Where appropriate we will also engage with local judicial or non-judicial grievance mechanisms to address matters.

Policy Definitions

Diversity

Diversity describes everyone and our individual seen and unseen differences. Our differences include those we see, such as gender, race, and age. It also includes unseen differences including sexual orientation, gender fluidity, hidden disabilities, nationality, education, social upbringing and faith. Diversity is about valuing difference, and the different insights and perspectives different people bring. Put simply, diversity is us and the collective of our differences.

Equity

Equity recognises that challenges and barriers can exist for many diverse groups, and that, as a result, we don't all start from the same place nor have the same access to the enablers for success. Equity provides access, resources and opportunities to all employees and attempts to correct any imbalance or barrier that may exist for a particular group of people or an individual. Equity promotes fairness and impartiality within processes and procedures throughout the organisation.

Inclusion

Inclusion is the way we respect and value one another and celebrate our unique differences. Our inclusive workplace is one where we feel we belong, where we can be our true self every day and are free to thrive.