

We've made great progress and we continue to work on improving our performance in the areas where we can drive the greatest change.



## Food Quality and Safety

### Food Quality and Safety

- Systems in place to ensure we meet or exceed regulatory food safety requirements.
- Facilities certified by international industry standards
- Systems to ensure our suppliers meet our quality and food safety standards
- Investments in partnerships and research

### Traceability

- Systems in place in all facilities- in line with international standards- for tracing products and raw material
- Stringent policy and measures in place for product recall

## Our People

### Diversity

- Diversity policy in place
- Equal entry level wages between genders

### Health and Safety

- Promotion and prevention programs to reduce rate of injury and accidents and rate of lost time
- Health and safety teams & training
- Implementation of global tool to collect and report safety data and track corrective actions

### Working Conditions

- Local industry competitive wages
- Benefits aligned to local industry standards
- Learning and development opportunities for all employees

## Business Ethics

### Code of Ethics

- Code of Ethics for all employees, officers and Board members.
- Training in place to ensure breaches of our Code can be identified and procedures to ensure they can be addressed.

### Compliance

- Financial integrity surveillance procedure in place

## Responsible Sourcing

### Animal Welfare

- Zero Tolerance Policy for any act of animal cruelty in place
- Monitoring/Auditing
- Investments in partnerships and research

### Supply Chain

- Working with suppliers on corporate responsibility performance
- Advocating for sustainable farming and milk quality

## Environment

### Energy and Greenhouse Gas Emissions

- Initiatives to reduce energy consumption

### Food Waste

- Programs in place to reduce production waste

### Packaging Waste

- Initiatives to ensure packaging includes less material and is recyclable
- Waste management programs including working with suppliers/recycling partners
- Product labelling with recycling and environmental messaging

### Water

- Water reduction measures through reusing and improving waste water quality

## Nutrition and Healthy Living

### Healthy Living

- Promotion of physical activity to our employees and consumers

### Nutrition

- Range of nutritionally balanced products including products low in sodium and sugar
- Wide range of dairy products which are part of the core food groups recommended by dietary guidelines in many countries
- Clear nutritional labelling enabling consumers to make choices

## Community

### Donations and Sponsorships

- Community investments in causes promoting healthy living and nutrition

### Market Development

- Investments in community facilities or institutions
- Direct economic impact in regions and communities