

Living Proof

Glanbia Ireland's Sustainability Strategy



**Glanbia Ireland's commitment
to farming, food and the future**





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to farming, food and the future



Three generations: The Barron family, mum Ciara, dad Padraig, Fiadh (2) and new-born Paudie with their Grandparents Mary and Pat launching '**Living Proof**', Glanbia Ireland's sustainability strategy alongside Aoife Murphy, Director of Ingredients, and Chairman, John Murphy, Glanbia Ireland on the Barron family farm at Tullerstown, Co. Wexford.

Why are we doing it



Highlights what is required and much of what is happening on farm.



Glanbia Co-op are brand owners and partners to some of the world's biggest brands.



To help future-proof our sector.

Our Journey

Our Sustainability Journey so far: highlights

Farm Sustainability and Our Natural Supply Credentials



Ireland's food and drink
sustainability programme

Founding members of Ireland's pioneering food & drink sustainability programme.



Pioneers in the roll out and implementation of Bord Bia's independent third-party certification Standard. Audit on farm at least once every 18 months.



24,500 calves enrolled on the Cogeca award-winning Twenty20 Beef Club which has an ambition to enrol **50,000** animals per year



Farming for
Water Quality

Whole of Government and whole of sector collaborative approach taken to improving water quality. Leading role by Glanbia Ireland, in establishment phase.



11 demonstration farms for knowledge transfer on advancements in technology and farming practice for action on climate change.



New brand launched in the USA in 2018.



- ✓ **On Farm Carbon:** Calculations on all farms carried out since 2014.
- ✓ **Anaerobic Digestion:** Participation in an Industry led initiative since 2020.

Our Sustainability Journey so far: highlights

CARBON REDUCTION OPERATIONS

- ✓ Green electricity at all manufacturing sites.
- ✓ Solar project in Ballyragget well advanced.
- ✓ Pilots ongoing for green transport – electric vehicle for MyMilkMan.

CIRCULAR ECONOMY

- ✓ Plastic and packaging reduction initiatives ongoing.
- ✓ The Glanbia Ireland Avonmore brand has moved **12 million** 1.75 litre cartons from fossil fuel plastics to plant-based plastics

NATURAL NUTRITION

- ✓ Various activities to support the the Glanbia Ireland Nutrition Standard have been initiated.

BIODIVERSITY

- ✓ **81,000** native Irish trees and hedgerow units planted between December 2020 and April 2021 under Operation Biodiversity.
- ✓ Operation PolliNation – **1,600** members of the public signed up to the Pollinator Pledge.
- ✓ Operation WildNation - Over **1,200** entries received in the Colour Me Wild inter-schools colouring competition from pupils nation-wide.

WATER & WASTE

- ✓ Saving and recycling initiatives on all sites.
- ✓ Zero Waste To Landfill.

IN OUR COMMUNITIES

- ✓ Since joining FoodCloud in 2018, Glanbia Ireland has donated **199.8 tonnes** of food under the initiative, equating to more than **475,000** meals, **639 tonnes** of avoided CO2 and a staggering **€599,000** worth of food.
- ✓ Glanbia Ireland's farmers were contributors to the Irish Red Cross Yemen Appeal through which ICOS raised **€190,000**



Our Ambition



Our Living Proof Sustainability Ambition Statement



By combining the strengths of our heritage, our farmers and our people we are building on excellent foundations, a rich ecosystem and natural supply credentials to embed our sustainability ethos as we responsibly enrich & deliver a healthy future for all our communities.

The Living Proof Pillars Underpinning Our Ambition

Farming for the Future

Living Proof of our passionate commitment to tackle climate change through supporting farmers on their sustainability journey.

Implementing regenerative agriculture initiatives through building soil health and championing biodiversity.

Safeguarding and protecting animal welfare, our waterways and air quality.



A Healthy Future

Living Proof means demonstrating we care every day, for people and the planet, by offering consumers a choice with both plant and dairy based innovation.

By promoting natural nutrition and sustainable diets, and by providing healthy animal nutrition.

Continuing to lower our own production emissions, championing circular economy programmes and collaborating with producers to source our ingredients responsibly.

Community at Heart

Living proof of our belief in the importance of staying true to our co-operative ethos.

Demonstrating our commitment to diversity, inclusion and fairness amongst our employees.

Actively promoting the well-being of employees and the farming community.

Playing our part in ensuring that rural communities remain vital and sustainable.

Our Promise

Our Pillars, Flagship Targets and Key Initiatives



Net Zero Carbon Ambition
by no later than 2050



Signed up to SBTi, aligning to the goals of the Paris Agreement & working with our dairy farmers to reduce carbon intensity from milk production by 30% by 2030

- **100%** of Glanbia Ireland farms with a Nutrient Management Plan, Soil Testing and Fertiliser Programme by 2025.
- **100%** of Glanbia Ireland farms certified to A Greener World Animal Welfare Approved Standard by 2025.
- **100%** of Glanbia Ireland farms in Priority Areas for Action with water quality plans by 2025.
- **100,000** native trees and hedgerows planted by 2021, as part of Operation Biodiversity.



Achieve 100% of packaging for all consumer brands compatible with the circular economy by 2025

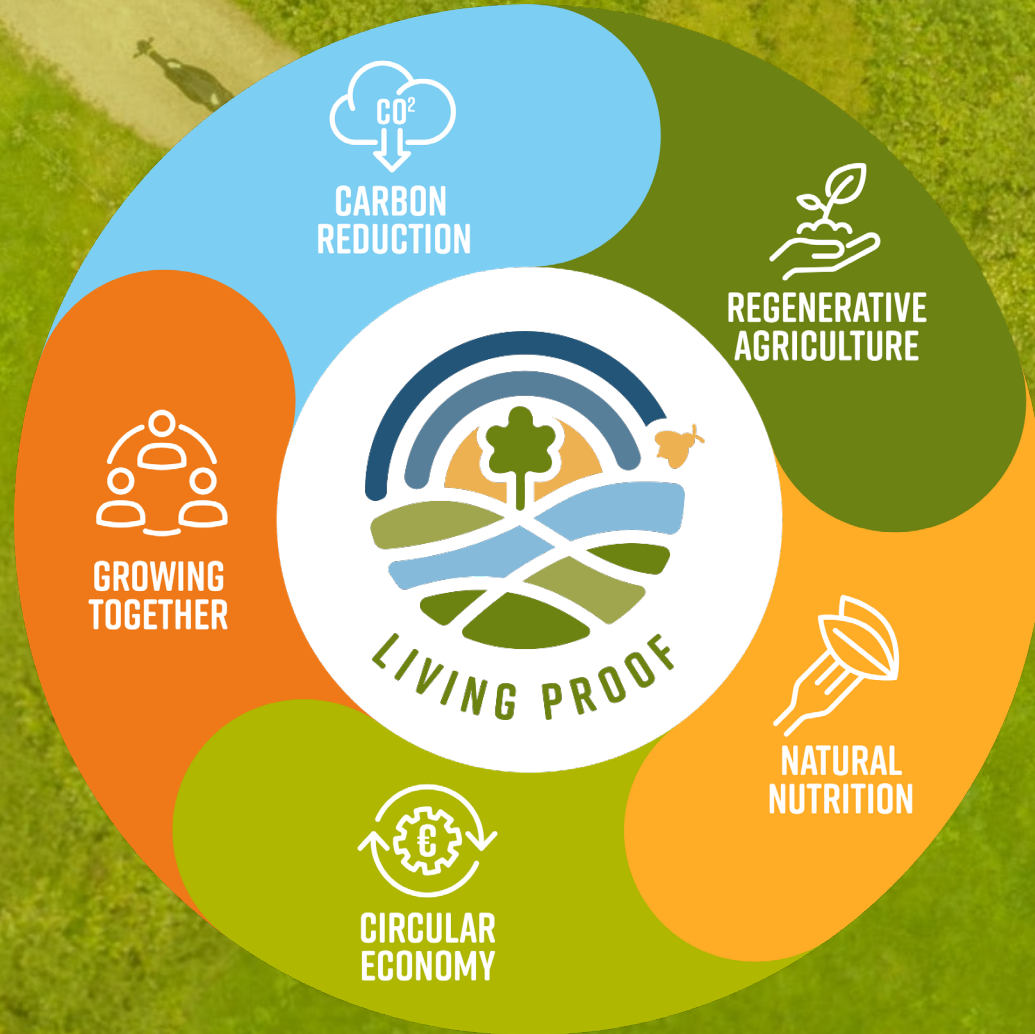
- Deliver **100%** of portfolio compliant to the GI Nutritional Standard by 2025.
- **100%** of inputs for food to be sustainably sourced by 2030.
- Signed up to SBTi, aligning to the goals of the Paris Agreement & working to reduce carbon emissions from Glanbia Ireland processing sites with **30% absolute reductions** by 2030.
- Maintain **Zero waste** to landfill.
- **Halve** food waste by 2030.



Enriching all the communities we serve

- **Achieve 50/50** female/male representation in leadership roles in Glanbia Ireland by 2030.
- Staying true to our **Co-operative ethos**, through a continuous engagement and support to sustainable sporting, cultural and community projects for the benefit of all.

Sustainability Programme Key Work-streams

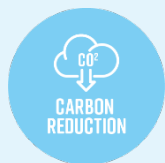




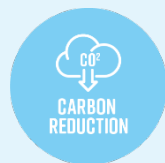
Our Sustainability Targets



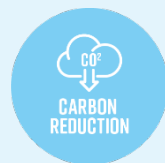
Ambition to reach Net Zero Carbon by no later than 2050



Sign up to the **Science Based Target Initiative** (SBTi), specifying targets and timeframes for reducing greenhouse gas emissions



Reduce carbon emissions from GI processing sites with **30% absolute reduction** by 2030 (from 2018 baseline)



Supporting our dairy farmers to deliver a **30% reduction in carbon intensity from milk** production by 2030



Building and enhancing soil health, with **100%** of our Milk Suppliers having a Nutrient Management Plan, Soil Testing and Fertiliser Programme by 2025



Protect water quality, with **100%** of our Milk Suppliers in Priority Areas for Action having water quality plans in place by 2025



Safeguard animal health and welfare, with **100%** of our Milk Suppliers being certified to A Greener World Animal Welfare Approved Standards by 2025



100,000 native trees and hedgerows planted by 2021, as part of Operation Biodiversity



Halve **Food waste** by 2030 & Maintain **Zero waste** to landfill



Reduction in plastic usage by **15%** by 2025 and **25%** by 2030



100% of packaging materials compatible with a circular economy by 2025 (consumer-facing brands)



100% of portfolio compliant to GI Nutritional Standard by 2025



100% of inputs for food to be responsibly sourced by 2030



Achieve **50/50** female/male representation in leadership roles by 2030



Continue to engage with and support sustainable sporting, cultural and community projects for the benefit of all

Alignment to the UN SDGs

UN SDGs are the global framework to operate



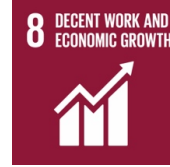
Optimising productivity to feed growing population



Producing healthy nutritious dairy & plant based products



Promoting Diversity & Inclusion



Providing decent working conditions and rewards for all GI partners



Safeguarding Irish rural communities, cultural and natural heritage



Operating and using resources responsibly



Climate change mitigation and impact reduction



Promoting animal welfare and biodiversity



Acting with our partners and our ecosystem

CARBON REDUCTION				✓	✓	✓	✓	✓	✓
REGENERATIVE AGRICULTURE	✓			✓	✓	✓	✓	✓	✓
CIRCULAR ECONOMY						✓	✓		✓
NATURAL NUTRITION	✓	✓				✓		✓	✓
GROWING TOGETHER		✓	✓	✓	✓				



Continuing Our Journey



Advocacy

**Industry
Participation**

Research

Active Participation to Industry platforms

for Climate Action and Sustainable Agriculture is gaining ground and is now essential



**Sustainable Agriculture
Initiative Platform**



International Dairy Federation

Sustainability Research



AMBITION

Catalyze collaborations to address the sustainability innovation gaps through the creation of technologies and science that generate value having an impact for GI's sustainability agenda.



ROADMAP

Outlines research priorities for 4 Sustainability Key Work-streams.



COLLABORATION

- Pre-competitive.
- Contract Research.



FUNDING

- Horizon 2020.
- Enterprise Ireland.
- Science Foundation Ireland.
- DAFM.
- Food Drink Ireland.

PARTNERS



PRIORITY AREAS



CARBON REDUCTION

- Carbon sequestration.
- Carbon reduction from manufacturing.



REGENERATIVE AGRICULTURE

- Methane reduction.



NATURAL NUTRITION

- Future proofed protein supply chains with a positive impact on the bio-economy, environment, biodiversity, food and nutrition security and consumer trust.



CIRCULAR ECONOMY

- Minimizing food waste (packaging).
- Valorisation of waste.

Turning the sustainability strategy into action



Sustainability Action Payment



About the Sustainability Action Payment



Glanbia Ireland has launched a voluntary Sustainability Action Payment which will result in milk suppliers achieving a milk price payment for delivering specific sustainability actions.



0.5c/litre will be paid to all suppliers who deliver on defined actions.

This represents a potential average payment of c. €3,000 to Glanbia Ireland suppliers.



Under this initiative, 18 sustainability 'options' will be available, from which suppliers would be requested to achieve up to seven options that they will action on their individual farms – and provide appropriate proof points of delivery.



On the basis that a supplier delivers on his/her individual selected options, the full sustainability payment will be paid – or a pro-rata basis for partial delivery.

About the Sustainability Action Payment



The programme began in January 2022, as part of a three year initiative - with a full review taking place during 2024.

The success of the programme will be monitored annually by the Board, with the programme updated as appropriate.



In recognition of farmers current on-farm sustainability actions, for the first year (2022) all suppliers will receive the full payment (0.5cpl).

This will also allow each supplier time to plan for the delivery of their actions from 2023.



From year two (2023), the sustainability payment will be based on delivery of up to seven actions from the *menu* of options.

Monthly payments will begin in Jan 2023 pending confirmation of delivery via proof points throughout the year.



Over the duration of this initiative, the *menu* of options **can** be extended to provide an increased range of choices for milk suppliers in terms of sustainability actions that can be selected.

Sustainability Action Payment – *Menu of Options*

Suppliers action **seven options** to receive full payment

CARBON REDUCTION

1.



Measuring Grass Growth

CARBON REDUCTION

2.



Clover use

CARBON REDUCTION

3.



Multi-species swards

CARBON REDUCTION

4.



Milk recording

CARBON REDUCTION

5.



Improve Herd EBI

CARBON REDUCTION

6.



Low protein feed

IMPROVE AIR QUALITY

7.



Low Emissions Slurry Spreading

IMPROVE AIR QUALITY

8.



Purchase of Protected Urea

BIODIVERSITY

9.



Additional native trees

BIODIVERSITY

10.



Additional hedgerows

SOIL HEALTH

11.



Soil Nutrient Management Planning

WATER PROTECTION

12.



ASSAP water quality planning where identified by LAWPRO

WATER PROTECTION

13.



Fencing off watercourses

REDUCE FOSSIL FUEL USE

14.



Renewable energy generation

ANIMAL HEALTH & WELFARE

15.



Herd Disease Screening

ANIMAL HEALTH & WELFARE

16.



Participating in Beef Twenty20 Club

ANIMAL HEALTH & WELFARE

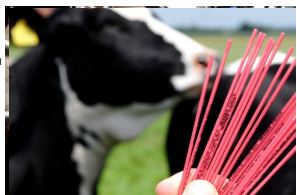
17.



Udder health – SCC improvement

ANIMAL HEALTH & WELFARE

18.



Use of sexed semen

Building Sustainability Knowledge Capacity



Pictured at the launch of the Sustainable Farming Academy were Jim Bergin, Glanbia Co-op CEO; Jennifer English, Global Brand Director (SVP), Baileys and John Murphy, Chairman, Glanbia Ireland.



READY TO TAKE THE SUSTAINABILITY CHALLENGE?
20 PART-TIME FULLY FUNDED DIPLOMA PLACES AVAILABLE

Applying for the Diploma

- The Sustainable Farming Academy's academic partner University College Cork will deliver an accredited and fully-funded **Diploma in Environment, Sustainability and Climate** to 20 farmer suppliers.
- The part-time Diploma, is delivered mostly on-line and is designed to fit in with each farmer's full-time, on-farm responsibilities.
- Closing date for completion of expression of interest forms is 31st May 2022.

Visit www.ucc.ie/en/ace/glanbia for information; the programme begins in September 2022.

- This part-time Diploma is part of Glanbia Ireland and Baileys commitment to empowering farm families, through Ireland's first Sustainable Farming Academy.
- In addition to the Diploma with UCC, the Sustainable Farming Academy is offering three bursaries of €1,000 each to family members of Glanbia Ireland suppliers* that are studying for an agricultural science degree in University College Dublin, University College Cork and Waterford Institute of Technology. Applications will open June/July 2022.
- The landmark initiative is part of Glanbia Ireland's comprehensive sustainability strategy, 'Living Proof'. Glanbia Ireland has committed to working with our family farm milk suppliers towards a 30 per cent reduction in carbon intensity from milk production by 2030. The company has signalled its clear and unambiguous commitment to sustainability by signing up to the internationally-recognised Science-Based Targets initiative (SBTi).

 **GLANBIA IRELAND'S COMMITMENT TO FARMING, FOOD AND THE FUTURE**

 **GOODNESS GROWS HERE**

Signpost Living Proof Future Farms Programme

Overview

Programme duration: 2021-2025

Key objectives

1. Reduce GHG emissions by 30% to 0.8 kg CO_{2e} per kg FPCM (before sequestration) & ammonia emissions by 20%
2. Increase NUE% to 35%
3. Net profit >€800 per cow/ > €2,000 per ha

FPCM = Fat and Protein Corrected Milk
NUE = Nitrogen Use Efficiency

Farm Sustainability Plan

- Prepared for each of the participating farms annually
- Progress benchmarked against:
 - Starting point
 - Other Signpost farmers
 - Targets for the farm
- Will be available at the end of each year



Soil Carbon Sequestration

National Agricultural Soil Carbon Observatory (NASCO)

- Each farm will participate
- Deep soil samples taken
- LiDAR analysis of above ground carbon stocks will be conducted
- Sampling will be repeated in 2025, to monitor changes in soil carbon
- Flux Towers

Biodiversity & Water Quality

- Biodiversity baseline assessment for each farm, with actions tailored for each farm & included in the Farm Sustainability Plan.
- Water quality risk based assessments carried out & on-farm remediation plans prepared by Glanbia Ireland ASSAP Farm Sustainability Development Advisors.

Thank you