

Emmi — Modern Slavery Act Statement for 2021

We recognize the responsibility that comes with the growing size of our business towards all our stakeholders – employees, farmers and suppliers, shareholders, customers, consumers, and the communities where we operate. Caring for the best dairy moments for generations to come while making sustainable dairy the norm is at the heart of our business and the long-term foundation of our success.

Emmi is committed to ensuring that neither we, nor any constituent part of our supply chain are involved in slavery or human trafficking. This statement sets out the measures taken by Emmi to identify human rights abuses by stakeholders in order to prevent modern slavery and human trafficking in our business and supply chain. It is made under the UK Modern Slavery Act 2015 which requires manufacturers and retailers with a turnover exceeding GBP 36 million doing business in the UK to disclose information regarding their policies to eradicate slavery and human trafficking from their supply chain and within their business.

Our business

Emmi is the leading Swiss dairy company with a significant and growing international business and a diversified portfolio of trusted brands and premium quality food. The Emmi Group has operations in 15 countries, 9 of which operate production sites. Our products are sold in 60 countries and we generate more than half of our turnover abroad where roughly two-thirds of our approx. 8,900 employees are based.

The company dates back to 1907, when it was founded in the heart of Switzerland by dairy farming cooperatives. Over the past 20 years, Emmi has grown into an international, listed group, thanks to its successful strategy: strengthening its Swiss domestic market, international growth and cost management. To complement these three strategic pillars, Emmi has developed businesses in attractive niches such as organic and goat's milk products as well as desserts.

Throughout its corporate history, Emmi's keen awareness of its responsibility to its employees, communities and nature have been fundamental to our purpose. The cornerstone of our approach remains a sustainable, regional dairy business that creates value for all our stakeholders. Emmi is committed to advancing sustainable practises across and beyond its operations and a pioneer of the swiss milk green sustainability standard. In 2021, 93 % of the 950 million kilograms of milk that we process in Switzerland each year comply with this standard.

Emmi is also the leading company worldwide for Swiss cheese. In Switzerland, we focus on the development, production and marketing of a full range of dairy and fresh products as well as the production, ageing and trade of primarily Swiss cheeses. Internationally, our broad range of mainly speciality products are manufactured locally.

Policies and Procedures

Emmi maintains written policies to ensure that we are conducting business in an ethical and transparent manner in any part of our business. These include, among others:

- Emmi Code of Conduct
- Emmi Master Agreement for the Sale and Supply of Goods and/or Services
- Emmi Rules for Working Conditions

Labels

Labels are important as they provide a signpost for consumers consciously seeking to buy products with added value that are manufactured in-line with verified principles. Emmi's Quality Management team currently manages more than 20 labels and their respective rules and standards. They include social and ethical labels such as:

- Fairtrade Max Havelaar (label for fairly traded products)
- Rainforest Alliance Certified (label for products from farms with a social and environmental management system)
- UTZ (certified label for sustainably produced coffee, tea and cocoa)

Due Diligence of Suppliers and Supply Chain

Emmi's supply chains are primarily focused on the sourcing, warehousing, and transporting of raw materials, ingredients and packaging required for the manufacture of our food products globally and complemented by selected contract manufacturers. It is principally related to the provision of dairy fresh products and cheese with a growing share of dairy alternatives. The majority of raw materials (above all milk and fruit) is locally sourced. The only raw material globally purchased in significant quantities is coffee. The amount of fruit purchased globally is small and includes primarily tropical fruit like mango, pineapple or papaya. Where possible, we build long standing relationships with local suppliers and make our expectations of business behaviour clear.

All business partners, including but not limited to suppliers of raw materials, ingredients and packaging, are required to demonstrate a clear commitment to protecting the rights of workers worldwide. Emmi avoids purchasing materials from countries where human rights are not fully respected.

Risk based approach: The risks of suppliers are determined using a self-assessment questionnaire with regard to the demands of our code of conduct for social affairs. This includes among others, regulatory compliance and cooperate social responsibility. This approach helps to assess the risks and to take appropriate mitigation measures in accordance with the risk level.

Supplier Certifications: Emmi is committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. The general terms and conditions of purchase for suppliers of Emmi include the commitment of suppliers to comply with the applicable ethical, social and environmental legislation in the broadest sense, including also sub-suppliers. Emmi reserves the right to discontinue the business relationship if the adoption and implementation of the recognized code of conduct for social affairs and the environment is being disregarded (e.g. UN Convention on the Rights of the Child and International Labour Organisation, ILO).

Third Party Audits: Emmi reserves the right to audit suppliers to verify compliance with our Supplier Code of Conduct.

Employees

Emmi has defined rules and procedures on how we treat our employees, including:

- The guarantee to pay a fair salary for their work. Both salaries and working hours are in line with at least the valid legal requirements at the place of work.
- Compliance with legislation, including fundamental rights at work – in particular freedom of association and elimination of discrimination throughout employment.
- The promotion of health and the support of corresponding preventive measures.
- Non-discriminatory places of work. In particular, discrimination on the basis of ethnicity, age, gender, disability, sexual orientation or religion is taboo.

Emmi's HR processes are Sedex-certified. In 2011, Emmi was the first major food manufacturer in Switzerland to successfully complete a Sedex Member Ethical Trade Audit (SMETA) according to the 4-pillar audit scheme. Today, Emmi is a category B member of Sedex.

Violations

Emmi has zero tolerance to slavery and human trafficking. We expect all contractors to comply with our values and standards. The contractual conditions reserve the right to discontinue the relationship, if the values and standards are violated.

Emmi also requires that all employees always comply with applicable legislation and the company's values and standards during their activities.

Training for Staff

Emmi incorporates guidance based on the Emmi Code of Conduct and other mentioned policies, rules and procedures in various training modules.

Measuring our Effectiveness

Emmi will continue to update and review the policies and procedures regularly and communicate it clearly to all employees and suppliers.

Emmi Group

A handwritten signature in blue ink, appearing to be "U. Riedener", written over a blue line.

Urs Riedener

Chief Executive Officer

Lucerne, 6 September 2021

