

Emmi — Modern Slavery Act Statement for 2025

About this statement

This document serves as a statement complying with the Modern Slavery Act 2015 in the UK.

It covers the structure, operations and supply chain of the Emmi Group business for the reporting period January 1, 2024, to December 31, 2024. Our Modern Slavery Statement sets out the measures taken by Emmi to identify human rights abuses by its stakeholders in order to prevent modern slavery and human trafficking in our business and supply chain. Unless expressly stated otherwise, references to 'Emmi', 'we,' 'us' and 'our' refer to the Emmi Group as a whole, and include all subsidiaries, in particular Emmi UK Limited. The Mademoiselle Desserts Group, with operations in the UK, which was acquired by the Emmi Group in July 2024, is not covered by this statement. The company publishes their own Modern Slavery Act Statement on their [UK website](#). Mademoiselle Desserts will be covered in the Modern Slavery Act Statement of the Emmi Group in 2026.

Emmi is committed to ensuring that neither we nor any constituent part of our supply chain are involved in slavery or human trafficking. People and respect for all internationally recognised human rights are at the core of our corporate culture and values and a mandatory part of our Code of Conduct for Employees and our Supplier Code of Conduct. Emmi recognises the increasing responsibility that comes with the growing size of our business towards all our stakeholders – employees, farmers and suppliers, consumers, customers, shareholders and the communities where we operate. Jointly creating the best dairy moments today and for generations to come, while making sustainable dairy the norm is at the heart of our responsible business model and the long-term foundation of our success. Emmi also publicly reports under Swiss legislation on child labour. Information can be found in our Annual Report 2024, which we publish on our [corporate website](#).

Our organisation structure and supply chain

The Emmi Group has a local presence in 15 countries. The Group sells its quality products in around 60 countries and manufactures them at 72 of its own production sites in 13 countries. The Emmi Group generates more than half of our turnover abroad where roughly three-quarters of our more than 12,000 employees are based. Emmi is the leading manufacturer of high-quality dairy products in Switzerland with a significant and growing international business. Our diversified portfolio encompasses more than 30 trusted brands such as Emmi Caffè Latte or our cave-aged Kaltbach specialty cheese, Onken yogurts and a range of nutritious, premium dairy and plant-based products.

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 plant-based fresh products as well as the production, ageing and trade of primarily Swiss cheeses. Internationally, our broad range of speciality products are manufactured locally.

The origin of the company dates back to 1907, when it was founded in the heart of Switzerland by dairy farming cooperatives. Since 2003 Emmi has a unit in the UK (Emmi UK Limited). Over the past 20 years, Emmi has grown into an international, listed group thanks to its successful strategy, ongoing

portfolio transformation and targeted acquisitions. Emmi's Group strategy is based on five core strategies: strengthening our Swiss market leadership, expanding our international presence, developing profitable, clearly defined niche businesses, promoting excellence in action and embracing sustainability. Committed to sustainability, we prioritize the well-being of employees, communities, and the environment. Our dedication to sustainability is exemplified by the Swissmilk green standard, with 100% of our annual 930 million kilograms of Swiss milk complying with this standard in 2024.

Emmi is aware of its responsibility towards the society and the environment when procuring goods and services. The company therefore relies on a fair supply chain that respects human rights, minimises the risk of child labour, respects animal welfare and protects natural ecosystems. A total of 1,100 suppliers have currently a business relationship with Emmi and are managed by Strategic Purchasing.

Policies in relation to slavery and human trafficking

The Emmi Group supports and respects human rights. To respecting human rights, ensuring fair working conditions and a living wage for people working in raw material production and logistics is particularly relevant.

Emmi maintains the following written policies to ensure that we are conducting business in an ethical and transparent manner in any part of our business:

- **Code of Conduct for Employees:**

Emmi's corporate values and the associated guidelines for action are set out for employees in the Group-wide Code of Conduct (excluding newly acquired company: Mademoiselle Desserts). In addition to compliance with laws and guidelines, this includes a clear understanding of quality, safety and health requirements, a strategy for protecting the environment, fair working conditions, equality and integrity. The Code of Conduct also emphasizes the fair treatment of all stakeholders, respect for human rights in accordance with the UN Guiding Principles on Business and Human Rights, and the defined quality of its products. The Code of Conduct applies to all employees of the Emmi Group worldwide and supplements the applicable General Terms and Conditions of Employment. At the operational level, the Code of Conduct for Employees is set out in more detail by means of internal guidelines that apply throughout the Group – for example on quality management and food safety, safety of people and infrastructure, environment and sustainability, and on the handling of raw materials from critical countries of origin.

- **Supplier Code of Conduct:**

The Supplier Code of Conduct stipulates that every supplier who works with Emmi recognises and supports compliance with fundamental rights and internationally applicable labour standards. Every supplier is expected to take an active position against discrimination, unequal treatment, harassment, inappropriate or un-reasonable impairment of work performance, whether based on nationality, race, disability or gender, including gender identity or gender expression, sexual, religious or political orientation, ethnic or social origin. With regard to the observance of human rights, the Supplier Code of Conduct contains provisions on the prevention of forced and child labour, respect for the freedom of assembly and compliance with fair working conditions. The Code of Conduct generally applies to all suppliers of the Emmi Group (excluding newly acquired company: Mademoiselle Desserts) worldwide with whom Emmi maintains a regular business relationship and who are managed by Strategic Purchasing. The Code of Conduct supplements the contractual conditions agreed in each case.

- Emmi Whistleblowing Policy:

The Policy sets out minimum internal guidelines on whistleblowing that apply to all legal entities belonging to the Emmi Group and all its employees worldwide (temporary or full-time, internal or external). The external “SpeakUp” whistleblowing platform is available to employees and suppliers to report misconduct, breaches of the Code of Conduct for Employees or other legal violations on an anonymous basis. The Policy stipulates a prohibition of retaliation against reporting persons. Reports received are brought to the attention of the Group Executive Management and the Board of Directors on an annual basis.

- 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 currently relies on more than 20 labels and their respective rules and standards where appropriate. These include social and ethical labels such as Fairtrade Max Havelaar (label for fairly traded products) and Rainforest Alliance Certified (label for products from farms with a social and environmental management system). Emmi's Quality Management team together with all employees of the Emmi Group ensure the management and compliance with these standards at all times.

- Country-specific governance and country specific terms and conditions of employment:

The Emmi Group is active in a total of 15 countries with its subsidiaries. The governance requirements of Emmi and the respective company vary depending on the legal provisions and regulatory requirements of the respective countries. Country-specific requirements are derived in particular from national laws and supranational regulations (particularly EU-wide regulations) as well as from industry-specific (non-)legal requirements. In compliance with central Group-wide principles and regulations (Articles of Association, Codes of Conduct, Modern Slavery Act (e.g. the UK Modern Slavery Act), the company aligns governance in its subsidiaries with local conditions and challenges. Many guidelines and regulations exist at both Group and country level.

Due Diligence processes

Emmi's reputation as a player in the Swiss dairy industry depends to a large extent on its behaviour. We are aware that the risk of human rights violations is particularly high in the agricultural and food sectors. The internal risk analysis confirms that Emmi's agricultural value chain (particularly for fruit, cocoa and coffee) is exposed to a high risk of child and forced labour. With clear specifications on supplier qualifications, Emmi can ensure that human rights and further due diligence obligations are upheld in its supply chain, as well as compliance with environmental standards.

We therefore rely on a supply chain with forward-looking suppliers who are motivated to comply with sustainable requirements, laws and standards. Emmi is aware that breaches of the law, human rights violations or environmental pollution in the upstream or downstream supply chain can backfire on the company, damage its reputation, weaken consumer confidence and entail financial risks.

Emmi's supply chain is primarily focused on the procurement, storage, and transporting of raw materials, ingredients and packaging required for the manufacture of our food products globally. It is principally related to the provision of fresh dairy products and cheese. The majority of our raw materials (mainly milk and fruit) is locally or regionally sourced. The main raw material not sourced regionally is coffee. In addition to that we procure tropical fruits such as mango or pineapple from overseas. Where

possible, we build long-term 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. In accordance with law of the countries of production, we annually review our suppliers for the risk of child labour and take action where necessary.

Supplier Certifications: Emmi is committed to ensuring that there is no slavery or human trafficking in our supply chain or in any part of our business. Emmi's general terms and conditions of purchase for suppliers require our suppliers and sub-suppliers to comply with all applicable legislations, including ethical, social and environmental legislations. Emmi encourages suppliers to sign our Supplier Code of Conduct. If a supplier does not accept the Code, an Experts Committee consisting of representatives from Quality, Sustainability, Legal and Procurement decides on the next steps, where discontinuation of the collaboration is the last resort. Emmi also reserves the right to terminate the business relationship in case of serious violation of our Supplier's Code of Conduct.

In accordance with the requirements of the Swiss Ordinance on Due Diligence and Transparency Obligations regarding Minerals and Metals from Conflict-Affected Areas and Child Labour, the Emmi Group annually reviews the supplier base of its subsidiaries for the risk of child labour. The review covers all suppliers who have invoiced Emmi at least once a year over the last two years. The review for 2024 revealed that Emmi sources some of its raw materials and semfinished products from countries that, according to UNICEF's Children's Rights and Business Atlas, are at an increased or high risk of child labour.

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

Employees

Emmi has defined rules and procedures to ensure fair and ethical working conditions for our employees, including:

- The guarantee of a fair salary. Both salaries and working hours are in line with the legal requirements applicable 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 workplaces. In particular, discrimination on the basis of ethnicity, age, gender, disability, sexual orientation or religion is strictly forbidden.
- 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 a zero tolerance approach for slavery, human trafficking and child labour. We expect all employees and partners to comply with applicable legislations and Emmi's values and standards. The

contractual conditions reserve the right to terminate the employment or business relationship, in case of serious violation.

In the reporting period 2024, Emmi did not receive any indication of significant grievances relating to human rights violations, either directly through supplier audits or indirectly through the whistleblowing hotline or other channels. However, if risk assessments of the consolidated Group companies reveal new risks or if the annual risk analysis in accordance with the Swiss Ordinance on "Due Diligence and Transparency Obligations regarding Minerals and Metals from Conflict-Affected Areas and Child Labour" reveals shortcomings, a separate human rights risk analysis may be required.

In 2024, a total of four suppliers with an obvious risk of child labour were identified as part of the review in accordance with the requirements of the Swiss Ordinance on Due Diligence. These suppliers were subjected to in-depth internet and social media research using defined keywords and the names of the suppliers. If any suspicions were confirmed during the course of the research, Emmi would contact the supplier directly. If necessary, Emmi would initiate an audit with a clearly defined risk mitigation objective. The audit would in turn be followed by subsequent checks to review the agreed measures. However, none of the four suspected cases in 2024 (neither the suspicion of human rights violations in general nor of child labour in particular) could be substantiated during the research. Emmi has defined the detailed procedure for risk assessment and research in its internal Sustainable Procurement Policy.

Training on modern slavery and trafficking

Emmi includes guidance on avoiding modern slavery and human trafficking educating staff on the Code of Conduct (as part of the induction programme upon joining the company) and conducts regular training courses through the Human Resources Commission on issues such as discrimination.

Measuring our Effectiveness

Emmi is committed to preventing modern slavery by regularly updating and reviewing its policies and procedures, ensuring their communication to all employees and suppliers and promoting transparency. Through continuous improvement and the application of ethical principles, the Emmi Group aspires to make a significant positive impact on workers and communities affected by the supply chain. However, there is currently no systematic review of compliance with the provisions of the Code of Conduct. If there are grounds for suspicion, a survey will be initiated and the supplier reviewed dependent on the situation. If a supplier partially or completely rejects the provisions of the Code of Conduct, the internal committee of experts will decide on the next steps. The same applies if a breach of the Code of Conduct is identified. Priority is given to improving the supplier's situation, developing it and reducing the risk for Emmi. This includes, for example, formulating specific objectives in combination with more regular supplier audits. In the event of persistent difficulties or a lack of willingness to cooperate on the part of the supplier, the business relationship may be terminated.

Of the total of 1,100 suppliers who currently have a business relationship with Emmi and are managed by Strategic Purchasing, the Code is explicitly binding for more than 750 suppliers (68%). Compared to the previous year, the number of suppliers who accept the Supplier Code of Conduct more than doubled.

Emmi pursues the following goals:

- 100% of new suppliers accept the Emmi Supplier Code of Conduct (applicable since 2022)



- By 2026: 100% of active suppliers with whom Emmi entered into a business relationship before 2022 and who are managed through Procurement have accepted the Emmi Supplier Code of Conduct

Emmi Group

Signiert von:

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Emmi UK Limited

Signed by:

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