

Emmi – Modern Slavery Act Statement for 2024

We recognize the 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. At Emmi, we see bringing more sustainability to our value chain as a mandate to create long-term added value.

We are 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 its stakeholders in order to prevent modern slavery and human trafficking in our business and supply chain. It is made in accordance with 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

The Emmi Group has own operations in 14 countries, eight 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 more than 9,900 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 a number of trusted brands such as Emmi Caffè Latte or our cave-aged Kaltbach specialty cheese 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 mainly 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. 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 responsibility, we prioritize the well-being of employees, communities, and the environment. Our dedication to sustainability is exemplified by the Swissmilk green standard, with 94% of our annual 950 million kilograms of Swiss milk complying with this standard in 2022.

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 Supplier Code of Conduct
- Emmi Country specific terms and conditions of employment
- Emmi Whistleblowing Policy

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 time.

Due Diligence of Suppliers and Supply Chain

Emmi's supply chains are 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 raw materials (mainly milk and fruit) is locally sourced from Switzerland and countries of the European Union. The main raw material sourced outside Europe 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.

Risk-based approach: A self-assessment questionnaire is used to determine the risk level among our suppliers related to the compliance with our standards for fair and ethical conduct set out in our Supplier's Code of Conduct. This includes, among others, regulatory compliance, corporate social responsibility standards and respect for human rights (e.g. the UN Convention on the Rights of the Child and International Labour Organisation, ILO). This approach allows us to assess ethical and social risks and to take appropriate mitigation measures where required.

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 reserves the right to terminate the business relationship in case of serious violation of our Supplier's Code of Conduct.

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 and human trafficking. 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.

Education for Staff

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

In conclusion, 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.

Emmi Group

A handwritten signature in blue ink, appearing to read "Ricarda Demarmels".

Ricarda Demarmels
Chief Executive Officer
Lucerne, 04 October 2023