

Statement of Emmi pursuant to the modern slavery act 2015

The Modern Slavery Act 2015 came into effect on 29th October 2015. This law requires manufacturers and retailers doing business in the UK which supply goods or services and have an annual turnover exceeding GBP 36 million to disclose information regarding their policies to eradicate slavery and human trafficking from their supply chain and within their business. Emmi has taken various measures to exclude slavery and human trafficking in its supply chain and its business.

Our business

Emmi is the largest Swiss processor of conventional and organic milk and one of the most innovative premium dairies in Europe. Emmi is also the leading company worldwide for cheeses from Switzerland. In Switzerland, the company focuses 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. Outside Switzerland, Emmi concentrates on established European and North American markets, and increasingly in emerging markets outside of Europe. Emmi's customers are the retail trade, the hospitality and food service sector and the food industry.

Written policies and procedures

Emmi maintains written policies that prohibit the use of slavery or human trafficking in its supply chain and within its production sites. These include, among others:

- Emmi Code of Conduct
- The general terms and conditions of purchase for suppliers
- Emmi rules for working conditions

Labels

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

- 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)

Our supply chains

Emmi's supply chains includes the sourcing of raw materials principally related to the provision of dairy fresh products and cheese. The majority of raw materials (above all milk and fruit) is sourced in Switzerland and in countries of the European Union. The only raw material purchased outside Europe in significant quantities is coffee. The quantity of fruit purchased outside Europe is small and includes primarily and for obvious reasons tropical fruit like mango, pineapple and papaya. Where possible we build long standing relationships with local suppliers and make clear our expectations of business behaviour.

Supplier certifications

Emmi is committed to ensuring that there is no modern slavery or human trafficking in their supply chains or in any part of the 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 for compliance against sustainability clauses.

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. Today, Emmi is a category B member of Sedex.

Violations

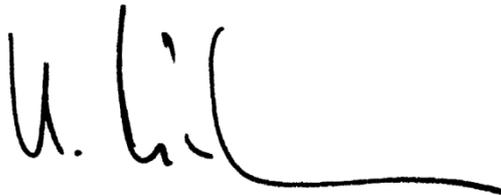
Emmi has zero tolerance to slavery and human trafficking. We expect all contractors to comply with our values and standards. The contractual conditions reserve the right to discontinue the relationship, if the values and standards are violated.

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

Training

Emmi incorporates guidance for modern slavery and human trafficking in various training sessions of the company.

Emmi



Urs Riedener
Chief Executive Officer

Lucerne, 1. August 2016