



Anti-Slavery and Human Trafficking Statement 2025

Lakeland Dairies Co-operative Society Limited and all of the Companies within the Lakeland Group are committed in working to combat slavery and human trafficking. We exercise a zero-tolerance approach to slavery and human trafficking.

Our Company

Lakeland Dairies is a major dairy processing co-operative operating within a fifteen-county catchment area across the northern half of the island of Ireland. The Group processes circa 2 billion litres of quality milk annually into a range of value-added dairy foodservice & consumer products and functional dairy food ingredients. All of Lakeland Dairies' processing facilities operate to the most stringent international standards of equality, customer satisfaction and sustainability.

We are committed to ethical trading.

Our Supply Chain

We are committed to our corporate social responsibilities at a local, national and international level. We internally review our supply chain to assess both human trafficking and slavery risks. We review all aspects of the supply chain including but not limited to human trafficking, child labour and safety. We have a document management system that ensures all steps of the supplier approval process are followed.

We recognise and understand the complexities associated with the existence of modern slavery and its potential impact on global supply chain networks and we are committed to working with our Suppliers, Customers, Regulatory Authorities and other parties and organisations, including NGO's, to support the development of long-term solutions to this issue and its abolition. Our Purchasing teams are fully committed and focused on ensuring that we purchase materials only from legitimate companies that meet all appropriate legislation and are not in any way engaged in or associated with Modern Slavery or Human Trafficking.

Our Workplace

Lakeland Dairies Group and each of our subsidiary companies places a high value on each one of our employees. We offer a work environment where there are equal opportunities, fairness, inclusiveness, mutual respect and diversity.

Our Policies

Our policies and procedures are continually reviewed to enable a supportive, safe and accident-free workplace. Our employees are at the centre of our health and safety programmes where we work together to achieve the objective of Zero Harm across the organisation.



We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This Anti-slavery and Human trafficking Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We internally review our supply chain to evaluate human trafficking risks and slavery risks and we review all aspects of the supply chain including safety, human trafficking, child labour and other legal requirements. We are members of Sedex (Supplier Ethical Data Exchange) and regularly audited by third parties

Training and Communication

We publish this statement on our website and communicate to our suppliers. We provide training to ensure information about our commitment to Anti-Slavery and human trafficking is communicated throughout our business.

In our Values we embrace the value of 'WE CARE':

Our People, our Farm Families, our customers and our Planet matter deeply to us.

Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 2024.

Signed on behalf of Lakeland Dairies Co-operative Society Limited:

A handwritten signature in black ink that reads "Colin Kelly".

Colin Kelly
Group Chief Executive Officer

Date: 1 January 2025



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Lakeland Dairies Co-Operative Society Limited
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