

Glanbia plc's Overview

Overall Performance

Glanbia's Profile

Headquarter
Ireland

Parent Company
Glanbia plc

Supplies for LSFF¹
Data unknown

Type of Ownership
Public

Supplies in India/Kenya?
Data unknown

Millers for Nutrition Partner
No

Supplies in other markets?
Data unknown

Micronutrient/premix applications

Baked Goods, Bars and Breakfast Cereals, Beverages, Condiments, Dairy, Dietary Supplements, Infant Food, Medical Nutrition Supplements, Savoury Snacks

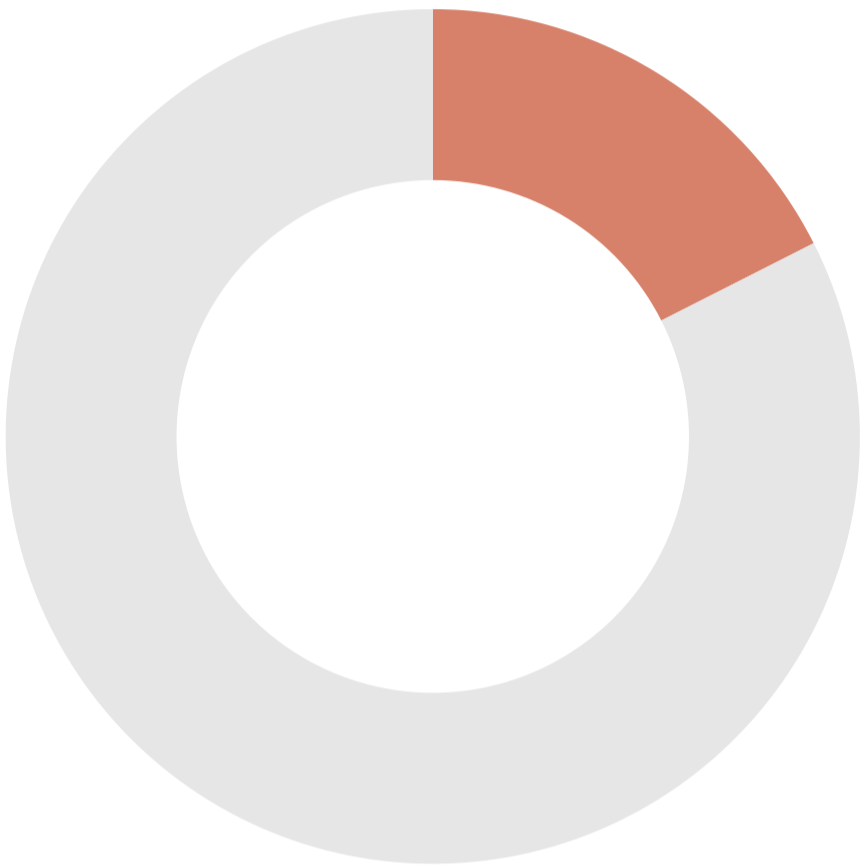
Fortificant Production Site Locations (Nr. of GPF-certified sites out of total sites)²

China (Unknown)
Germany (Unknown)
USA (Unknown)

Footnotes:

- 1. Large-scale food fortification
- 2. The company has at least 1 GPF-certified site globally

Overall Performance



Company engagement: No Response

Important - The findings of this Assessment regarding companies’ performance and their profile rely to a large extent on information shared by companies, in addition to information that is available in the public domain. Several factors beyond the companies’ control may impact the availability of information. Therefore, in the case of limited or no engagement by such companies, this Assessment may not represent the full scope of their efforts or their profiles.

Company's performance across 4 thematic categories



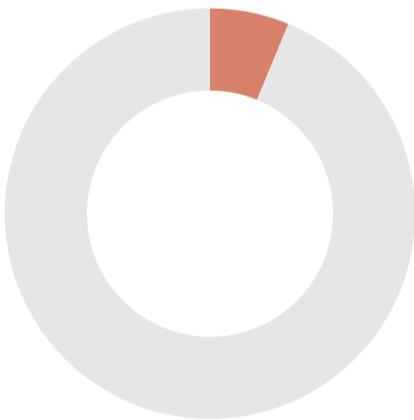
Commercial Nutrition Strategy
Level of disclosure: ●



Engagement with Customers and Distributors
Level of disclosure: ●



Nutrition-Sensitive Activities
Level of disclosure: N/A



Workforce Nutrition
Level of disclosure: ●

- Relevant information found was fully disclosed
- ⓘ Relevant information found partially disclosed (i.e. some information is confidential)
- Relevant information was fully confidential

Glanbia's overview

Commercial Nutrition Strategy Analysis

Findings

☐ **Commitments to address nutrition**

In its latest Sustainability Report, Glanbia identifies the Sustainable Development Goals (SDGs) where it has the greatest impact, as part of its Better Nutrition, Better World sustainability strategy. In relation to SDG2 (Zero Hunger), the company commits to developing cost-effective nutrition solutions that meet the highest food safety and quality standards. In in relation to SDG3 (Good Health and Wellbeing), Glanbia commits to applying science-based innovation to improve the nutritional profile of consumer products. However, the commitments lack specificity, measurability, and clear timelines of implementation.

☐ **Reporting on nutrition progress**

No relevant information was found or shared by the company; therefore, it is unclear whether Glanbia tracks and report on the progress of all its nutrition-related commitments.

☐ **Nutrition governance**

The company's Sustainability Report outlines the Group Board's role in overseeing the review and approval of the sustainability strategy, as well as in assessing performance against its commitments and impacts, although the frequency of these reviews is not clearly specified. It also states that the Group Operating Executive (GOE) holds overall responsibility for executing the company's strategy. While the report indicates that the company's sustainability targets are linked to executive remuneration, the metrics focus on environmental outcomes and do not explicitly cover nutrition-related objectives.

☐ **Responsible sales of fortificants**

Glanbia shares on its website the range of food applications its fortificants are marketed for, including ice creams, cookies, and confectioneries. However, no public information was found or shared indicating whether the company prioritizes fortificant sales for products considered healthier by national and international public health authorities—relative to total fortificant sales in market-driven food fortification.

☐ **Nutrition-related business risks**

Glanbia has a global risk management framework, as outlined in its annual report, addressing strategic, external (e.g. geopolitical, market), technological, operational, and regulatory risks. These include supply chain disruptions, raw material procurement challenges, and potential regulatory changes such as stricter labelling requirements, all of which may affect its ability to supply to its customers. However, there is no public evidence that Glanbia explicitly recognizes nutrition as a material business risk.

Glanbia's overview

Commercial Nutrition Strategy Analysis

Recommendations

 **Commitments to address nutrition**

Glanbia is encouraged to further define its nutrition commitments, ensuring they are specific, measurable, and time-bound to enable effective tracking and reporting of progress. Moreover, these commitments should be embedded into a clear and cohesive nutrition strategy that aligns with its core business objectives and is published on its website.

By integrating nutrition and fortification efforts more formally into its sustainability and corporate responsibility agenda, the company can more effectively leverage its commercial operations and broader initiatives to enhance its impact on public health and nutrition. This approach would also reinforce nutrition as a central component of the company’s value proposition and long-term sustainability.

 **Reporting on nutrition progress**

Glanbia is encouraged to regularly track and publicly report on the progress of all its nutrition-related commitments against clear and well-defined quantitative metrics. Doing so would enhance transparency, accountability, and recognition.

 **Nutrition governance**

Glanbia is encouraged to formally integrate nutrition-related targets into executive remuneration frameworks, clearly specify the frequency of performance reviews against its commitments, and disclose these governance measures to reinforce strategic alignment and enhance transparency.

 **Responsible sales of fortificants**

To support healthier diets, Glanbia is encouraged to prioritize the sale of fortificants for use in healthier products that align with national and international public health guidance—particularly in market-driven fortification beyond government-mandated staple food fortification. This includes stimulating fortification in products that contribute positively to nutritional outcomes and refraining from promoting the fortification of less healthy products that are high in sugar, salt, or unhealthy fats.

By aligning its sales strategy and customer engagement with public health goals, Glanbia can help ensure that fortification efforts contribute meaningfully to improved nutrition and long-term health outcomes.

 **Nutrition-related business risks**

To strengthen its enterprise risk management (ERM) framework, Glanbia is encouraged to explicitly assess and publicly disclose whether nutrition constitutes a material risk within its overall risk portfolio. This includes evaluating potential impacts on business operations, reputation, regulatory compliance, and long-term sustainability.

Public disclosure of such risks aligns with corporate governance best practices, signals a proactive stance on public health and reinforces accountability to shareholders and stakeholders.

Glanbia's overview

Engagement with Customers and Distributors Analysis

Findings

☐ **Technical support to customers**

According to Glanbia’s premix guide available on its website, the company provides technical support for custom premix solutions, including formulation, ingredient sourcing, evaluation, testing, and final blending.

The company emphasizes customer collaboration and outlines several considerations to ensure each premix blend meets specific customer, market, and regulatory requirements. Key considerations include ingredient form, interactions and stability, as well as the chemical and physical properties of each micro- and macronutrient in the end-product, and its manufacturing processes in addition to compliance with daily values and recommended daily intakes of nutrients.

In addition, the guide highlights the company’s technologies designed to improve stability, extend shelf life, and prevent ingredient interaction. It also states that Glanbia offers application testing to ensure formulations meet customer-specific requirements.

However, no information was found or shared by the company demonstrating that technical support is delivered systematically through a structured implementation plan with defined targets.

☐ **Instructions on proper handling and use of fortificants**

Glanbia’s premix guide, available on its website, notes that ingredients must be added in precise quantities, in the correct chemical form, and at the right stage of the production process when used to fortify foods. However, it is unclear whether the company provides specific instructions to customers on the appropriate handling and use of fortificants when fortifying their products.

Recommendations

☐ **Technical support to customers**

To strengthen its support for effective fortification practices, Glanbia is encouraged to develop a structured technical assistance plan with measurable targets or key performance indicators. This would ensure consistent and systematic support for all customers, through training, research and development, and other forms of guidance.

Glanbia is also encouraged to continue collecting detailed information on both the fortificant and the intended end-product, and ensure the data aligns with the requirements outlined in the Pan-American Health Organization (PAHO) Code of Practice for Food Premix Operations—for example, understanding the packaging and labelling of the end-product.

The company is encouraged to publicly disclose on its website its efforts to support effective fortification, and related outcomes, as this promotes transparency, accountability, and recognition.

☐ **Instructions on proper handling and use of fortificants**

Glanbia is encouraged to provide clear, consistent, and comprehensive instructions to both customers and distributors on the appropriate handling and storage of fortificants. These guidelines should align with recognized guidance—such as the PAHO Code of Practice for Food Premix Operations—to promote proper fortificant use and effective fortification practices. The company is also encouraged to publicly report on these efforts.

Glanbia is also encouraged to explicitly reference fortificant handling and storage instructions in formal distributor agreements. This would help prevent mishandling that could compromise product quality and ensure accountability.

Glanbia's overview

Nutrition-Sensitive Activities Analysis

Findings

- ☐ **Nutrition-sensitive activities**
- No relevant information was found or shared by the company; therefore, it is unclear whether and how Glanbia contributes to broader fortification efforts beyond its core business operations (i.e. not targeted at customers).

Recommendations

- ☐ **Nutrition-sensitive activities**
- Glanbia is encouraged to actively engage in partnerships with governments, development partners, and industry peers to support and advance global fortification efforts and scale impact. To ensure these efforts are both impactful and aligned with public health priorities, Glanbia is encouraged to develop structured implementation plans, with clear, measurable targets, that also reflect the company’s strategic objectives.
- Transparency and accountability can be strengthened by publishing details of these partnerships—through annual reports or the company website—including implementation plans, progress metrics, and outcomes. This not only demonstrates commitment but also highlights the shared value and collective impact achieved.

Glanbia's overview

Workforce Nutrition Analysis

Findings

☐ **Workforce nutrition programme**

No evidence of a formal workforce nutrition programme was found.

Nutrition education: Glanbia was found to organize activities for employee well-being, including workplace well-being weeks, global well-being initiatives such as physical exercise classes and nutrition education, as described in its 2024 Sustainability Report. The company also mentioned its Glanbia Performance Nutrition’s Sports Nutrition School, an industry-leading educational programme on performance nutrition, lifestyle nutrition and weight management, which is available to Glanbia teams, customers, retailers and distributors, although it is unclear whether this is offered free-of-charge to employees.

No other relevant information was found or shared by the company; therefore, it is unclear whether the company offers programmes that address nutrition education, nutrition-focused health checks, or breastfeeding support.

☐ **Paid maternity and secondary caregiver leave**

Glanbia states in its 2024 Sustainability Report that it provides parental leave in line with local statutory requirements.

Recommendations

☐ **Workforce nutrition programme**

Glanbia is encouraged to build on its current efforts to support employee health by developing a more cohesive workforce nutrition programme that addresses healthy food at work, nutrition education, and nutrition-focused health checks. This should have clear goals and objectives, with each pillar consisting of multiple elements. Practical guidance can be found in the Workforce Nutrition Alliance guidebook series. Such a workforce nutrition programme should ideally be made available in all countries and to all employees, including those at manufacturing sites.

☐ **Breastfeeding support in the workplace**

Glanbia should establish a comprehensive, company-wide policy to support breastfeeding mothers and promote maternal and child health. This policy should apply across all markets and work sites and include provisions for private, comfortable spaces for milk expression during paid breaks, refrigeration for storage, access to breastfeeding support services, and flexible work arrangements such as adjustable hours or on-site childcare. In addition, a supportive workplace culture should be fostered through breastfeeding awareness initiatives.

☐ **Paid maternity and secondary caregiver leave**

Glanbia is encouraged to develop a comprehensive policy offering at least 18 weeks of paid maternity and primary caregiver leave in line with the International Labour Organization (ILO) recommendation) and, ideally, 26 weeks as recommended by the World Health Organization (WHO). This policy should apply consistently across all countries and for all employees, including those at manufacturing sites, even where this goes beyond national regulatory requirements. The company is also encouraged to offer secondary caregiver leave to exceed current national regulations.