



Müller UK & Ireland Modern Slavery and Human Trafficking Statement

Financial Year Ending 31st December 2024



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1. Organisation Structure

Müller UK & Ireland is wholly owned by Unternehmensgruppe Theo Müller, a family run business which employs over 33,000 people throughout Europe.

Servicing customers with strategic partnerships throughout the UK & Ireland, while exporting to over 60 countries internationally, the business develops, manufactures and markets a wide range of branded and private label dairy products made with milk from over 1,000 farmers in Britain, alongside a designated plant-based range.

Müller is one of the ten most chosen FMCG brands in Great Britain, and the most popular dairy brand. It is ranked within the top 20 in The Grocer's Top 100 list of Britain's Biggest Brands and is picked from shelves millions of times each year. Müller UK & Ireland includes the following main trading entities:

- Müller UK & Ireland Group LLP
- Müller Service Limited
- TM Telford Dairy Limited
- Philpot Dairy Products Limited

Müller Milk & Ingredients, which aims to build a better dairy future. It produces branded and private label fresh milk, powdered milk, cream, butter, milk drinks and ingredients products, and boasts a network of dairies and depots servicing customers throughout the UK and beyond.

Müller Yogurt & Desserts, which aims to help put a smile on the nation's face. It is responsible for major brands like Müller Corner, Müller Light, Müller Bliss, Müller Rice, Müller FRijj, Müller X Myprotein and Müller Plant Based. It produces chilled desserts and milkshakes under licence from Mondelez International and also supplies the UK private label yogurt market from a dedicated, state of the art yogurt facility.

TM Telford Dairy Limited, which forms part of the Müller Yogurt & Desserts business unit, supplies Müller branded and private label yogurt from a state-of-the-art yogurt facility in Telford, Shropshire.

Philpot Dairy Products Limited, which forms part of the Müller Milk & Ingredients business unit, is a specialised dairy ingredients business, specialising in the supply of high-end dairy ingredients.



2. Improvements made since previous statement

Since the previous statement Müller UK & Ireland has made improvements in several areas:

- Modern slavery management reviews have been conducted by a third party, with findings being incorporated into a UK Ethical Management Standard.
- Modern Slavery training has been refreshed and assigned for completion to management and support employees.
- Additional resource has been employed within UTM procurement to support in the management of supply chain due diligence.
- Modern Slavery awareness has been delivered through intranet posts during Modern Slavery Awareness week, highlighting what to look for and how to report.
- An article on Modern Slavery risks, what to look for and how to respond, was published in our UK supplying farmers newsletter to raise awareness of the topic on farm.

3. Supply Chain

Milk Procurement Müller partners with a number of farmers in Britain, ensuring they maintain Red Tractor assurance, which includes GLAA licensing for labour providers. The Müller Advantage programme incentivises farmers to address animal welfare, social, and environmental issues. In 2024, more than 99% of supplying farms participate in the Müller Advantage programme.

In late 2024 Müller acquired Yew Tree Dairy leading to the increase in the number of supplying dairy farmers to over 1,000. We continue to work with our new supplying farmers to transition them to the Müller standards.

Products, Goods & Services Procurement Müller procures products, goods, and services from various suppliers, both domestic and international. Suppliers must adhere to the UTM Supplier Code of Practice, which is aligned with international standards such as the Universal Declaration of Human Rights and the UN Global Compact. All UK labour providers must hold a GLAA licence. Suppliers undergo annual risk analysis and CSR audits based on their risk profile and turnover with UTM.

4. Policies

Müller is committed to preventing modern slavery and human trafficking within its operations and supply chains. This is reflected within company policy, including:

- Whistleblowing
- Anti-slavery and human trafficking



- Anti-bribery and corruption
- Grievance
- Dignity at Work

5. Risk Assessment and Due Diligence Processes

The UTM procurement team oversees the Supplier Code of Practice. Once per year, all UTM suppliers are subjected to a risk analysis. Where human rights and environmental risks are identified, suppliers are required to take part in the supplier CSR assessment to ensure compliance. If deviations are identified, corrective actions are implemented with suppliers and completion monitored. This process complements the Balanced Supplier Score Card, which is setup and issued to the suppliers on a yearly basis.

UTM procurement monitors the indirect supply chain for potential violations. Risks are analysed and, if required, appropriate action is taken.

Operational UK sites align with Stronger Together commitments, a cross industry collaborative network and temporary staff are sourced from GLAA registered providers. HR audits and spot checks are conducted to mitigate exploitation risks from the supply of labour.

6. Key Performance Indicators (KPIs)

To measure the effectiveness of our efforts to combat modern slavery, Müller has introduced the following KPIs:

- **Percentage of Suppliers Meeting Compliance Standards:**
 - % of direct material suppliers that have completed the CSR assessment
 - % of CSR assessment results that have passed the UTM acceptance score, confirming their low risk level
 - % of direct material suppliers that have signed the UTM Supplier Code of Practice
- **Training Completion Rates:** Ensure new employees complete mandatory training on modern slavery within their first month of employment.
- **Incident Reporting:** Track and aim to respond to all reported incidents of alleged modern slavery and instigate investigation within 30 days.



7. Training and Capacity Building

Müller's Learning Management System (LMS) offers mandatory and voluntary training on legal, operational, financial, and ethical topics. New employees must complete courses on sustainability, ethical trade, and the ETI base code. HR Managers attend Stronger Together workshops on modern slavery.

8. Collaborative Working

Müller collaborates with suppliers, customers, and peers to address modern slavery and human rights abuses. Müller is a member of the Food Network for Ethical Trade (FNET), working to improve human rights in global food supply chains.

9. Board Approval

This statement, in accordance with section 54(1) of the Modern Slavery Act 2015, constitutes Müller UK & Ireland LLP's modern slavery & human trafficking statement for the financial year ended 31st December 2024. It has been reviewed and approved by the UK executive leadership.

Rob Hutchison

CEO, Müller Milk & Ingredients

Signature:.....

Richard Williams

CEO, Müller Yogurt & Desserts

Signature:.....

June 2025