



## CASE 3

# Agriculture: Milk and dairy producer

### SMALL UNDERTAKING (12 employees)

*CONTEXT, illustrative, not to be disclosed under C2*

- ☐ Operates as a farm with 200 cows, producing a variety of artisanal cheeses and other dairy products
- ☐ Embraces nature-friendly farming practices to restore soil health, better adapt to climate change and ensure long-term business continuity

### MEDIUM UNDERTAKING (200 employees)\*

*CONTEXT, illustrative, not to be disclosed under C2*

- ☐ Encourages its farmers to adopt nature-friendly farming practices to restore soil health, to better adapt to climate change and ensure long-term business continuity
- ☐ Offers climate-friendly and high-quality dairy, a variety of artisanal cheeses and other dairy products to its farmer-members
- ☐ Operates as a cooperative, in close collaboration between farmers, employees, and partners

*The undertaking discloses that it has practices, policies or future initiatives for the following issues (B2):*

- Climate Change
- Water and Marine Resources
- Business Conduct
- Biodiversity
- Own Workforce

- Circular Economy
- Water and Marine Resources
- Climate Change
- Biodiversity
- Business Conduct
- Own Workforce

We focus on **adapting to climate change by strengthening our resilience to water scarcity and extreme weather events** by (Climate change, Water and Marine Resources, Business Conduct):

- ☒ Investing in rainwater harvesting and in storage reservoirs to ensure water availability for the production of our own high-quality cow feed
- ☒ Investing in our herd's welfare by providing shelter to ensure forage for the cows and protection against adverse weather conditions such as heatwaves, frost, wind
- ☒ Reducing runoff and improving infiltration through soil-friendly land management practices

We contribute to **reducing our GHG emissions** by (Climate Change, Circular Economy, Water):

- ☒ Enhancing the protein self-sufficiency of our farm by improving our own cow feed production
- ☒ Continually improving our livestock system, including reducing the age at first calving, increasing cow longevity and adapting feed rations
- ☒ Using a renewable electricity provider
- ☒ Retrofitting our milk and dairy production machines to decrease energy consumption
- ☒ Converting dairy by-products and farm waste into natural fertilisers
- ☒ Reusing water left after use in the milk coolers as drinking water for cows and for cleaning

To ensure the **resilience of the cooperatives members** we commit to providing support when they apply following practices (Circular Economy, Water and Marine Resources, Business Conduct):

- ☒ Investing in rainwater harvesting and in storage reservoirs to ensure water availability for the production of their own high-quality cow feed
- ☒ Investing in the welfare management of cooperative members' herds by providing shelter to ensure forage for the cows and protection against adverse weather conditions such as heatwave, frost, wind
- ☒ Reducing runoff and improving infiltration through soil-friendly land management practices
- ☒ Convert dairy by-products and farm waste into natural fertilisers
- ☒ Reusing water left after use in the milk coolers as drinking water for cows and for cleaning
- ☒ Responsibly manage waste and wastewater
- ☒ Using packaging that is durable, recyclable or biodegradable

The cooperatives members and our own dairy facilities contribute to **reducing GHG emissions** by (Climate Change):

- ☒ Enhancing the protein self-sufficiency of their farm by improving their own cow feed production and adding our methane-emission reducing additives containing red algae
- ☒ Continually improving the cooperative member's livestock system, including reducing the age at first calving, increasing cow longevity and adapting feed rations
- ☒ Using a renewable electricity provider
- ☒ Retrofitting the milk and dairy production machines at our facilities to decrease energy consumption

\* This case study builds upon the practices, policies, and future initiatives outlined in the case study of the small undertaking. Any additional practices, policies, or initiatives not included in the small undertaking are highlighted in blue.

**SMALL UNDERTAKING**  
**(12 employees)**

We maintain **biodiverse and productive land (Biodiversity)**:

- ☑ By producing certified organic products as shown in our product certification overview in disclosure B1
- ☑ By expanding the share of agricultural land with green cover to all erosion-sensitive soils by 2027

**We focus on our workforce and treat them fairly (Own workforce):**

- ☑ A reliable workforce and the capacity to attract and retain workforce in this sector is key, which is why in collaboration with the team via our annual workers' meeting, we set our common approach to working hours and regular breaks, working conditions and, particularly, health and safety.

**MEDIUM UNDERTAKING**  
**(200 employees)\***

We maintain **biodiverse and productive land (Biodiversity)**:

- ☑ By enhancing the natural environment and biodiversity (including insects) of our facilities by adding hedges, ponds and other natural constructions to promote the development of our local ecosystem by 2027

**We additionally support our farmers with (Biodiversity, Business Conduct):**

- ☑ Improving animal welfare management, including through pasture access whenever conditions allow, and by reducing reliance on antibiotics
- ☑ Applying grass-based grazing methods that reduce emissions and enrich carbon in soils
- ☑ Supporting pollinator margins, and species-rich pastures to boost biodiversity.
- ☑ Partnerships with research institutions, to improve our impact on environment and society.
- ☑ Healthy and nutritious dairy production that reduces chemical residues in the food chain
- ☑ To align with our clients' requirements on the correct treatment of animals, our farms are certified for Animal Welfare Management.

**We focus on our workforce and treat them fairly and prioritise product safety (Own workforce, Consumers and End-users):**

- ☑ A reliable workforce and the capacity to attract and retain workforce in this sector is key, which is why, in collaboration with the team via our annual workers' meeting, we set our common approach to working hours and regular breaks, decent working conditions and, particularly, health and safety
- ☑ We offer farmer training & knowledge sharing on sustainable livestock rearing including tailored modules on climate adaptation
- ☑ We provide ergonomic risk assessments to prevent musculoskeletal disorders and to reduce fatigue: mapping repetitive tasks, heavy lifting techniques, prolonged standing and/or unsafe positions
- ☑ We apply food safety standards as laid out in our product quality guidance
- ☑ We apply our good hygiene practices including proper hand washing and regular cleaning of surfaces
- ☑ We use Personal Protective Equipment (PPE) ensuring employees consistently use them correctly (visual cues, capturing feedback and suggestions to address reluctance or discomfort)

**Description of target related to a policy (B2):**

The small undertaking disclosed that it has targets:

**Expand the share of agricultural land with green cover to all erosion-sensitive soils by 2027 (60% today).**

**Labour and planting material costs are estimated at € 500 per hectare.**

The medium undertaking discloses under B2 that it has targets:

**We aim to provide access to local biogas installations to treat all manure by 2040, for all our farmers.**

**Our cooperative additionally commits to achieve by 2035 net zero in milk transport and processing. We will invest up to € 250k annually converting production facilities and vehicle park (6 trucks, 10 vans).**

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