

Pernod Ricard Winemakers

Creators of Conviviality

Modern Slavery Statement

AUSTRALIA

1 JULY 2022 - 30 JUNE 2023



ACKNOWLEDGEMENT OF COUNTRY



At Pernod Ricard Winemakers and Pernod Ricard Australia, our relationships are grounded in respect and mutual trust for one another. From winemakers to bartenders, grape to glass, our people respectfully work and travel this vast country and we acknowledge the Traditional Custodians of the land including across our three main sites, the Ngadjuri, Peramangk and Kaurna Peoples in the Barossa Valley, the Kaurna Peoples in Adelaide, and the Gadigal Peoples in Sydney.

We extend our acknowledgement and pay respect to the many nations on whose Countries we work and live. We acknowledge the Aboriginal and Torres Strait Islander Peoples, and their ongoing connection to traditional lands and waters on which we live and work.

They are the Traditional Custodians of this ancient and beautiful land and so we pay our respect to Elders past and present and extend this respect to all Aboriginal and Torres Strait Islander Peoples Today.

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A message from our CEO

At Pernod Ricard Winemakers, we are committed to ethical and responsible business practices. We recognise the global challenges posed by modern slavery and are dedicated to eradicating this practice from our operations and our supply chain.

People are at the heart of everything we do and at Pernod Ricard Winemakers, we believe in the dignity of all individuals, respecting all those we work with and fostering a diverse and inclusive environment.

Our commitment to eliminating modern slavery risks is embedded into our Sustainability and Responsibility 2030 Roadmap – Good Times from a Good Place. With our four pillars of Nurturing Terroir, Circular Making, Responsible Hosting and Valuing People, we take a holistic approach to sustainability and address every aspect of our business from grape to glass.

Our Valuing People pillar ensures we uphold fundamental human rights, and we are vigilant in mitigating and reducing the risks of modern slavery in our operations and our supply chain. This commitment is evident in all our procurement and business processes including risk management, sourcing, supplier performance management and costing.

To address the complexity of modern slavery we are working closely with our partners, sharing knowledge, and creating shared values in our supply chain, helping to ensure our activities are safe, respectful, and responsible.

“ At Pernod Ricard Winemakers, we are committed to the vine. Wine has been made for centuries and its unique terroirs have sustained communities for generations.

A vine cannot move. Our vigneronns nurture it, our winemakers covet it, our wines are defined by it, our business is built on it, and our communities rely on it.

Pernod Ricard Winemakers' FY23 Modern Slavery Statement demonstrates our actions to continuously improve and work towards eliminating modern slavery in our operations and supply chain.

- We have strengthened the governance of our modern slavery commitment with four members of our Management Committee sponsoring the implementation of review and approval processes for future projects.
- The Modern Slavery Committee members have been reviewed, and now includes representatives from additional business functions where modern slavery risks may be present e.g. Customer Marketing representatives.
- Continued to educate members of our Modern Slavery Committee along with our legal, HR, procurement teams and Management Committee Sponsors by attending a tailored education session given by Modern Slavery experts and joined relevant industry events.
- Raised awareness of our independent anonymous tool to report any suspected breach or concern against Pernod Ricard's Code of Conduct, including incidents of modern slavery for our internal teams and external business partners, including suppliers.
- Continued to investigate and provide information sessions to areas of high risk of modern slavery in our supply chains by engaging with our Labour Hire Agencies and point-of-sale (POS) and value-added pack (VAP) suppliers.

Following internal reporting, we can confirm that no specific instances of modern slavery have been identified for the financial year 2022-2023. However, this does not mean our job is done and we remain committed to continuously improve our ability to identify and remedy risks.



Bryan Fry
CEO
Pernod Ricard Winemakers

A handwritten signature in white ink, appearing to read 'Bryan Fry', positioned below the printed name and title.

About Pernod Ricard

Pernod Ricard, a convivial, responsible, and successful global spirits, champagne, and wine business. Pernod Ricard Group is the second largest company in our sector with one of the most comprehensive portfolios consisting of 240 premium brands available in over 160 countries.



Pernod Ricard Headquarters defines and coordinates the overall company strategy, ensuring affiliates comply with corporate policies. Responsibilities include governance (strategy, mergers and acquisitions, sustainability and responsibility etc.) dissemination of best practices and cross-functional initiatives with high added value (digital marketing, luxury, innovation etc.) and support functions (supply chain, IT, etc.)

Brand Companies

Our Brand Companies are responsible for:

- Developing overall strategy for their respective brands
- Production and management of products and industrial facilities
- Planning activations that can be implemented at the local level by the Market Companies



Market Companies

Market Companies implement the Group's global strategy and policies in respective regions or markets e.g. Pernod Ricard North America, Pernod Ricard Asia, and manage brands locally.



About Pernod Ricard Winemakers

As a Brand Company of Pernod Ricard, Pernod Ricard Winemakers grows and sources grapes across four unique terroirs to create our world-renowned wine portfolio - Australia, New Zealand, Spain and the USA. Pernod Ricard Winemakers directly manages +5,000 hectares. We are the largest landholders in the Pernod Ricard Group, and understand our business fundamentally relies on nature and the people in our communities.

Pernod Ricard Winemakers imports, markets, and sells champagne, wine, and spirits from the Brand Companies within the global Pernod Ricard group for the Australian domestic market.

This Modern Slavery Statement is made jointly by Pernod Ricard Winemakers Pty Ltd and its holding company Pernod Ricard Pacific Holding Pty Ltd. Pernod Ricard Winemakers Pty Ltd is the group's operating company, and conducts all business on behalf of the group. References to "Pernod Ricard Winemakers" in this Statement jointly refer to Pernod Ricard Pacific Holding Pty Ltd and Pernod Ricard Winemakers Pty Ltd.

Under the authority of Pernod Ricard, Pernod Ricard Winemakers directs business activities and ensures that global policies are applied. Our strategy towards modern slavery applies to all persons working for Pernod Ricard Winemakers or in any way related to its operations or acting on its behalf in any capacity, including employees, directors, contractors, external consultants and business partners.



Pernod Ricard Winemakers in Australia

Business direction and decisions are made by the Pernod Ricard Winemakers Management Committee, which is comprised of the Chairman & CEO and Directors of business department. The Management Committee defines Pernod Ricard Winemakers' strategy and direct businesses activities to ensure collaboration among the four origins and alignment with Pernod Ricard's global policies, values, and culture.

There are country-specific Operational Leadership Teams, who oversee day-to-day operations and decisions in consultation with the Pernod Ricard Winemakers Chief Operations Officer (COO). The Australian Operations Leadership Team (AOLT) includes leaders across our main operational business functions e.g. procurement, supply chain, manufacturing, sustainability and winemaking.


Pernod Ricard Winemakers head office is in Barangaroo, Sydney, Australia with another major office in Adelaide, as well as sales offices in each major state. The main manufacturing, winemaking and production facilities are based in the Barossa Valley, South Australia. Pernod Ricard Winemakers has approximately 1,700 employees worldwide. In Australia, there is approximately 800 permanent full time, part time, casual and contracted employees.

Major Australian Sites

Head Office: Gadigal Country, Barangaroo, New South Wales
Level 43, Tower One, 100 Barangaroo Ave, Barangaroo NSW 2000, Australia

Key Offices & Production Sites: Kurna Country, Dulwich, South Australia
3/167 Fullarton Rd, Dulwich SA 5065, Australia
Ngadjuri Country, Rowland Flat, South Australia
1914 Barossa Valley Way, Rowland Flat SA 5352, Australia

Sales Offices: Wurundjery Country, Cremorne, Victoria
Suite 1, Level 1, 1-11 Gordon Street, Cremorne, VIC, 3121, Australia
Turrbal Country, Fortitude Valley Queensland
Level 2, Suite 2, 850 Ann St, Fortitude Valley, QLD, 4006, Australia
Whadjuk Country, Subiaco, Western Australia
Suite 4, 27 Railway Road, Subiaco, WA, 6008, Australia
Larrakia Country, Darwin, Northern Territory
PO Box 2538, Darwin, NT, 0801, Australia



We acknowledge the Aboriginal and Torres Strait Islander Peoples as the Traditional Custodians of these ancient and beautiful lands on which we live and work. We pay our respects to Elders past and present and extend this respect to all Aboriginal and Torres Strait Islander Peoples today.

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Operations Overview

Supply Chain and Logistics



Our supply chain activities incorporate all processes to plan, produce and distribute our finished goods both locally and globally, and to distribute imported products from other affiliates within the Pernod Ricard Group to customers locally within Australia and New Zealand. To uphold our excellence in customer service, it is vital all our supply chain partners and activities are aligned in terms of planning and execution.

Wine Production and Packaging



Pernod Ricard Winemakers owns wine production and packaging facilities based in Barossa Valley, South Australia, over two main sites. We produce and package award winning wines under our wholly owned and operated brands; including Jacob's Creek, St Hugo, Orlando in Australia; Brancott Estate, Stoneleigh, Mumm Marlborough and Church Road in New Zealand, Mumm Napa and Kenwood in USA and Campo Viejo and Ysios in Spain, as well as providing third party packaging services to external beverage organisations.

Marketing, Sales & Distribution



We market, sell and distribute our products and brands globally, exporting to more than 70 countries. In the Australian domestic market, we distribute and market our affiliate brands.

Procurement



We procure both direct and indirect goods from our suppliers. Direct goods represent the inputs of our production including dry goods (cartons, corks etc.) and wet goods (ingredients, grapes etc.). In addition, we procure supplies of indirect goods and services including marketing, IT, logistics, corporate and consulting.

Supply Chain Overview

Grape Supply



We source our Australian grapes from 75 main grape suppliers, from wine regions across South Australia, Victoria and Tasmania. Our grape supply department is responsible for all grape grower contracts, with grower liaison officers inspecting and vetting growers prior to contract agreement. All grape suppliers no matter the spend are required to enter into an agreement and sign our supplier standards, which outlines our commitment to environmental and social responsibility. In-line with our global policy, all grape suppliers are required to be certified sustainable by a third-party auditor by 2030.

Contract Agreements



All arrangements involving third parties require a written contract. In many cases this will involve a pro-forma document approved by the Pernod Ricard Winemakers legal department, e.g. standard terms of trade or terms and conditions of purchase (attached to a purchase order) and in others a purpose-written document will be required. Contracts are required to go through a Contract Review Process with the Legal department if the value of the contract is over \$50,000AUD across its lifetime. Certain terms and exclusions are detailed in our legal services policy and managers handling contracts are responsible for executing contracts in line with the policy.

Procurement



Responsible for the procurement of all goods and services, except grape supply. The procurement department maximises commercial benefit to the business; manage potential supply risks; maximises supplier performance and reliability of supply; fulfils sustainability and responsibility objectives; and optimises flexibility and adapt to evolving business needs. It is mandatory to involve procurement if the goods come into contact with consumer products; and/or if there is potential risk of the supply of goods and/or services to diminish product quality and supply. The procurement department completes due diligence when selecting vendors to ensure long-term collaborative partnerships to share our commitment to socially responsible and sustainable business practices. Our Legal Services Policy requires that all arrangements with third parties must have a contract.

Australian Overview

Australian Suppliers

Vendors supplying Australian operations with spend in FY23. Majority of our 1,480 active suppliers are below \$50,000 AUD spend and for contracts above \$50,000 the procurement department no matter the category is required to be involved. In FY23, the majority of suppliers were based in Australia and New Zealand, holding long-term relationships with Pernod Ricard Winemakers.

**1,480
suppliers**



*Only included suppliers with spend over \$1,500 AUD

*Data from E1

10 Highest Spend Suppliers

Australia's highest spend suppliers by category.

The two largest categories are dry goods, which are the goods required for packaging our products and freight, the services for transporting our products worldwide.



Grape Supply

Pernod Ricard Winemakers sources grapes from four countries of origin, where we manage vineyards and work with grape growers to produce quality wine, and package it ready for distribution around the world.

All grape suppliers are inspected and vetted prior to contract by our Grape Supply team. Each grape supplier is required to enter into a contract, complete our due diligence corruption surveys and sign our supplier standards through our Partner Up platform.

Grape Supply Regions in Australia

We source our Australian grapes from 75 main grape suppliers, from wine regions across South Australia, Victoria and Tasmania. In Australia, our main sourcing regions are Barossa, Eden Valley, Coonawarra and the Riverland. A full list of regions we source grapes includes:

- Barossa Valley, Barossa
- Eden Valley, Barossa
- Langhorne Creek, Fleurieu Peninsula
- McLaren Vale, Fleurieu Peninsula
- Wrattobully, Limestone Coast
- Padthaway, Limestone Coast
- Coonawarra, Limestone Coast
- Riverland, Lower Murray
- Clare Valley, Clare
- Adelaide Hills, Mount Lofty Ranges
- Piccadilly Valley, Mount Lofty Ranges
- Murray Darling, Northwest Victoria
- Swan Hill, Northwest Victoria
- Northern Tasmania, Tasmania

Relationship with Australian Grape Growers

**100+
Years**

We build long standing relationships with our grape growing partners. In FY23, our longest growing relationship is 100+ years.

**63
Growing
Partners**

In FY23, we worked with 63 grape growing partners to source grapes that create our quality wines.



Risk Assessment

Our success is strongly linked to the way we do business and this includes acting responsibly throughout our global supply chain and our operations. We rely on many suppliers, from farming and manufacturing through to distribution and merchandising, and view our suppliers as an extension of our business.

We acknowledge that, together, we have an impact on society and the environment. We continue to monitor our risk through a combination of internal and third-party risk assessments, audit trends, grievances raised, team member insights, industry commentary and other due diligence methods.

Managing Modern Slavery Risks

A combination of these due diligence methods helps with identifying and assessing the most prominent human rights risks, including modern slavery. The term 'modern slavery' is used in the Modern Slavery Act 2018 (Cth) to describe situations where coercion, threats or deception are used to seriously exploit victims and undermine or deprive them of their freedom.

The Modern Slavery Act defines the term as including eight types of serious human exploitation, including, trafficking in persons; slavery; servitude; forced marriage; forced labour; debt bondage; the worst forms of child labour; and deceptive recruiting for labour or services.

Managing Modern Slavery Risks: Tools

Partner Up



Global Due-Diligence Tool

Pernod Ricard Headquarters developed a digital platform, Partner Up, that conducts online evaluations of a third-party supplier and their reputation before Pernod Ricard enters a contract with them. The assessment requires the completion of an internal and external questionnaire, rating the supplier low, medium or high risk.

For direct and tier one suppliers a further risk management assessment, otherwise known as the Risk Mapping Tool (RMT) questionnaire is mandatory and identifies if a further audit, completed by a third party, is required.

Partner Up is a global web-based tool, creating a shared database of third parties for Pernod Ricard users around the world to conduct due diligence to check that no compliance red flags specifically relating to corruption are raised.

Sustainable Winegrowing Australia



Independent Sustainable Production Standards

As consumers, retailers and business partners look for, and are seeking sustainable wines, auditing and certification from Sustainable Winegrowing Australia (SWA) provides an opportunity create a socially, environmentally and economically resilient industry. The auditing process reviews management of the business, environmental and social impacts. It verifies that industry recognised best practice is followed, and sustainable outcomes are achieved. Certification to this standard is achieved through independent third-party auditing by approved auditors.

Ecovadis



International Supply Chain Standard

An internationally recognised standard, EcoVadis provides global benchmarks, which are essential for measuring and improving performance of our global value chain. The EcoVadis rating is based on an evidence-based assessment which has been adapted to hundreds of business categories and considers relevant industry labels and certifications as well as local laws in 160 countries. EcoVadis is aligned with global standards such as the UN Global Compact, the UN Guiding Principles on Business and Human Rights and relies upon international corporate social responsibility standards based on 21 criteria, divided into 4 categories: environment, labour and human rights, ethics and sustainable procurement.

SEDEX



International Social Auditing Framework

The Supplier Ethical Data Exchange (Sedex) is a not-for-profit membership organisation for businesses committed to the continuous improvement of ethical performance within their supply chains. The Sedex Members Ethical Trade Audit (SMETA) was developed through multi-stakeholder consultation by the Sedex Associate Auditor Group (AAG), to provide a best practice reference framework for social auditing and reporting. It draws from practices defined by Sedex members and by the Global Social Compliance Programme (GSCP).

Responsible Procurement

Responsible Procurement is extremely important globally at Pernod Ricard and is embedded in our Sustainability & Responsibility (S&R) 2030 Roadmap.

We are practicing responsible procurement for many reasons, most notably

- Mitigate and prevent sustainability and responsibility risks of our business on strategic sources of supply
- Help improve lives and working conditions of people we work with
- Reduce our impact on the environment
- Comply with international and local laws and regulations
- Meet the expectations of all Pernod Ricard stakeholders

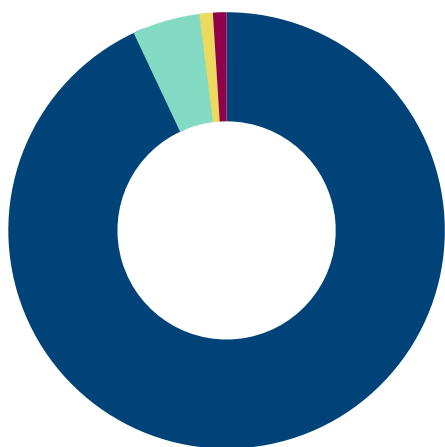
During the reporting period, we reviewed all our labour hire suppliers and their third party agencies, direct and POS and VAP suppliers, including local and global dry goods, wet goods and merchandising suppliers via our responsible procurement process, Blue Source.

The Blue Source process involved entering suppliers in Partner Up for an online assessment, requiring two internal questionnaires to evaluate corruption, and S&R risks, as well as an external questionnaire completed by the supplier.

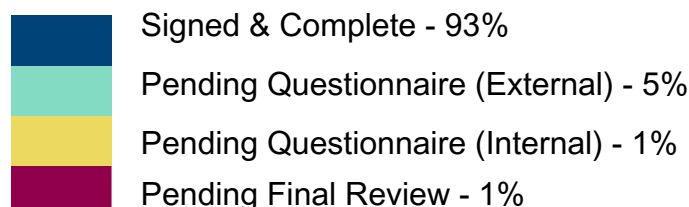
Those suppliers deemed a potential risk were referred to our chosen certification partners EcoVadis for online evaluation, Sedex for an in-person audit and SWA for our grape growers. Upon completion of the audit, suppliers receive feedback and a corrective action plan. Pernod Ricard Winemakers will continue working and collaborating with these suppliers to assist with implementing the corrective action plan and in improving performance.

Partner Up

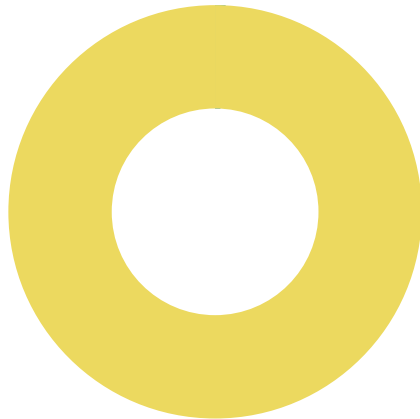
FY23 supplier questionnaire completion rate



In FY23, we continued to enter our tier 1 suppliers, all direct suppliers and indirect suppliers with spend over \$120K (AUD) into Partner Up to review fraud and corruption risk. At time of reporting 97% had been completed and committed to our global supplier standards and governance standards, with the remaining suppliers pending the completion of questionnaires and final review.

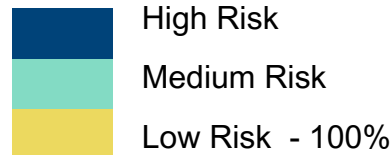


Corruption Risk

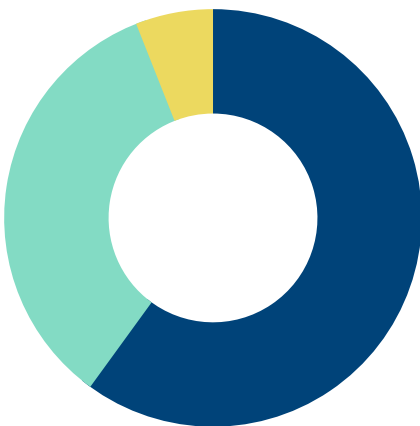


FY23 all direct suppliers in Australia low risk

The corruption questionnaire within Partner Up aims to identify potential risk through examining several criteria. If a supplier is identified as medium – high risk or flagged by the tool, it is required to be reviewed by a local compliance officer, in Australia that falls under the legal department. In FY23, 100% of our tier 1 suppliers were deemed low corruption risk.

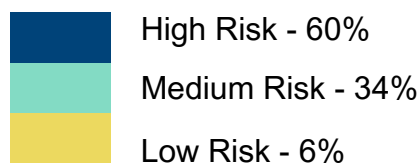


POS / VAP Suppliers



FY23 direct POS and VAP suppliers

In FY23, only our key supplier categories, including packaging, raw materials, POS and VAPs, were required to complete the RMT (ESG) questionnaire, returning 60% high and 34% medium ESG risk. This was due to the weight on specific questions, including category of purchase, size of supplier, location, buyer, and product dependency and annual spend i.e. all grape suppliers are deemed high due to raw material dependency.



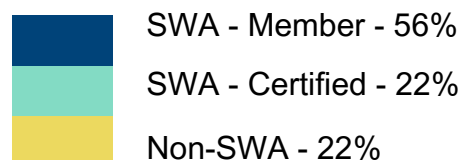
Third Party Auditing



FY23 Sustainable Winegrowing Australia Status

Direct suppliers that were rated medium to high ESG risk are required to complete a third-party audit. Grape growers being our largest direct category had majority of suppliers evaluated externally, with 56% membership and 22% of those fully certified under SWA.

Due to the onboarding process of Partner Up, we have approx. 50% of medium and high risk suppliers requiring an audit. Our goal is to have 100% of medium to high risk suppliers audited by 2030.



Our Operations

Direct Operations

The majority of Pernod Ricard Winemakers workforce are employed directly over several employee contract types, including casual, fixed-term, permanent and international assignment contracts. Employment terms and conditions are set out in employment contracts governed by the Australian employment laws and relevant industrial bodies. Our employment framework complies with local laws and covers core employment conditions such as minimum wages, hours of work and leave entitlements.

Continuous Improvement

We reduce risks of modern slavery in our own operations through our comprehensive Modern Slavery Policy, Whistle-blower Policy, monitoring and extensive grievance tools (including our internal confidential and anonymous reporting tool, Speak Up). Educating our new team members is a major component of our continuous improvement approach. We deliver a host of online induction courses for our new direct employees within the first month of joining. The courses include numerous topics including, but not limited to:

- Modern slavery compliance training
- Code of business conduct
- Alcohol and responsible drinking
- Quality, safety and environment
- Inappropriate behaviour
- Gift, hospitality and anti-bribery

Indirect Operations

We acknowledge that indirect labour potentially carries a higher risk of modern slavery. Indirect labour presents higher risk due to a workforce that is often characterised by a higher proportion of migrant and unskilled workers who may be less aware of applicable rights, laws, and available protections. There is less visibility and control over how workers are engaged and higher prevalence of subcontracting and independent contracting, which make these categories more susceptible to modern slavery.

At Pernod Ricard Winemakers, we have a small component of indirect labour in Australia that is employed through third-party labour hire. Our indirect labour consists of outsourced operational services and indirect labour hire including facilities, information technology, agricultural labour and administration. For such services, commercial contracts are put in place which expressly state our requirements that any contractor provided is engaged in accordance with local statutory employment requirements. Furthermore, such arrangements and compliance thereof are regularly reviewed as part of our third-party contracting arrangements.

Our Indirect Labour agreements require these suppliers to perform their duties in a manner that is consistent with our Supplier Standards, which contain specific prohibitions on child labour, forced labour, abuse and harassment of workers and other practices that may amount to modern slavery.

In addition, our agreements contain this condition relating to compliance with the Act (to the extent applicable): “The Service Provider must ensure that its obligations under this Agreement are performed in accordance with the Modern Slavery Act 2018 (Cth) and must notify Pernod Ricard Winemakers as soon as it becomes aware of any breach or potential breach of the Modern Slavery Act 2018 (Cth) by the Service Provider or its agents and subcontractors”.

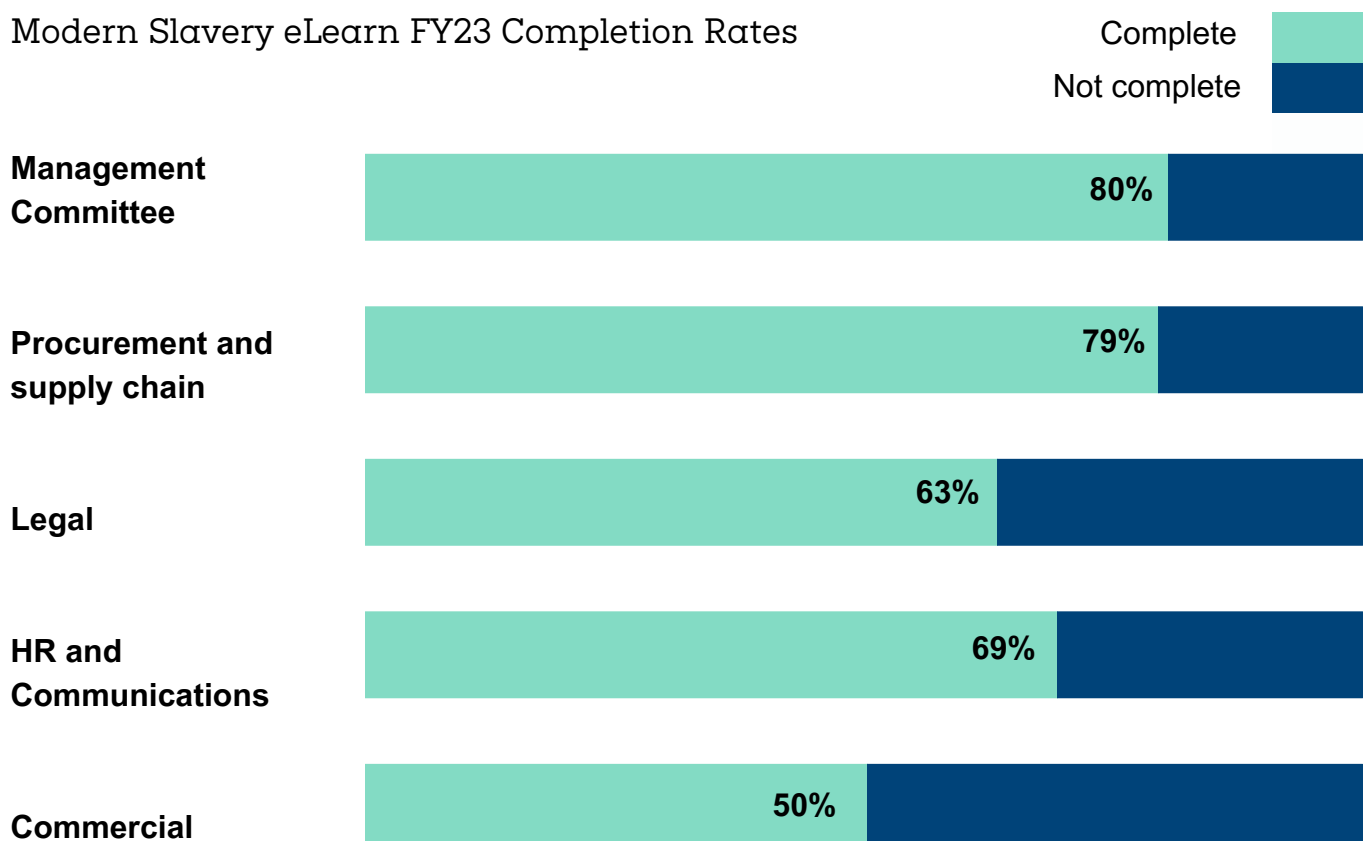
Modern Slavery Training

In FY21, we developed a modern slavery e-learning module intended to raise awareness on issues of modern slavery and train employees in our approach and commitment to eradicating risk within the business. During FY22, we rolled the training out to key departments including all management, HR, Legal, Commercial, Procurement and Grower Relations, overall, 72% of employees in these departments completed the training. Although our goal is for a 100% completion rate this statistic is a successful start to our onboarding journey.

The e-learning module has been completed by existing employees in key departments in Australia and is provided to new employees as part of their induction. These departments were chosen specifically due to their employee, customer and supplier involvement, and were deemed the most likely to be faced with modern slavery risks. From 2024, we look to extend the training module to other departments and employees based in New Zealand, we look to review the module to make sure it is up to date with government and our own policies.



Modern Slavery eLearn FY23 Completion Rates



Governance

At Pernod Ricard Winemakers, we evaluate modern slavery and forced labour risk through seven main tiers of governance to ensure we are complying with the legal and ethical obligations. Pernod Ricard HQ is responsible for design and implementation of global policies and systems to ensure business risk and regulatory compliance. **Pernod Ricard Winemakers CEO & Chairman**, Bryan Fry, is responsible for articulating HQ's ESG vision and modern slavery compliance obligations in Australia.

Pernod Ricard Winemakers' Management Committee is responsible for ensuring that both the Modern Slavery Policy and our business comply with legal and ethical obligations. The Management Committee - comprising the Directors of each key organisational department - is also responsible for approving Pernod Ricard Winemakers' annual Modern Slavery Statement and ensuring compliance with the disclosure obligations under the Modern Slavery Act.

The **Procurement Lead (Modern Slavery Compliance Manager)** has primary and day-to-day responsibility for implementing the Modern Slavery Policy, monitoring its use and effectiveness, and dealing with any queries about it. The Procurement Lead is supported by a cross-functional modern slavery compliance committee, with representatives from procurement, legal, wine & grape supply and human resources. The committee meets quarterly to review commitments and implement actions throughout the year and to guide the implementation of modern slavery due diligence across our operations and supply chain.

The **local compliance officer** is responsible for facilitating the committees' quarterly meetings and managing actions throughout the year, as well as investigating future implementations. Lastly, Pernod Ricard Winemakers management is responsible at all levels for ensuring those reporting to them understand and comply with our Modern Slavery Policy. They are responsible for giving adequate and regular communications on the issue of forced labour and modern slavery in our supply chains, including discussion on identified risky areas within our business and supply chains.



Grievance Mechanism

We are aware that one of the most effective ways to identify concerns about business conduct, within our own operations and our supply base is by having an accessible grievance mechanism where employees, contractors and related parties, including suppliers, can report breaches and grievances.

Our globally adopted process to report ethical matters including compliance issues, breach of conduct, legal, regulatory or ethical matters, including forced labour and modern slavery, is called **Speak Up**.

A report will be forwarded to HQ's internal global Integrity Committee, who will review the report, assess its significance and credibility and determine the action to be taken. The Integrity Committee will then hand over the investigation to an appropriate person at regional or affiliate level. The team involved in the investigation will only receive data and information necessary to perform their tasks.

General principles:

- Grievances can be reported anonymously, by internal employees as well as external parties including suppliers, customers, business partners
- Identities and the information contained in the alert are confidential and are protected by relevant whistleblowing legislation
- All reports must be done in good faith and not for personal interest
- Speak Up is in addition/alternate to other local ways of reporting, such as directly to your Supervisor, Manager, HR, Union, Government Agency etc.
- The protection of personal data is assured and data protection rights are guaranteed



1. Call the Speak Up hotline on 1800 565 773 (Australia) or 0800 425 486 (NZ)
2. The operator will ask you which company you will be calling about.
3. The operator will read you a short data privacy statement about how information you provide will be used. You will need to verbally agree to this statement to be able to proceed.
4. You will then be asked a series of standard questions to help to understand the exact nature of the concern or issue reported.



1. You can also report your concern via an online form available under www.pernodricardspeakup.ethicspoint.com
2. The questions in the form are the same as the questions asked by the operator for phone alerts.

On-boarding of Management Committee

In helping us to identify and take action to address the modern slavery risk within our business our Modern Slavery Committee approached our Management Committee and CEO to request that three members sponsor our proactive fight. This means keeping the Management Committee updated on our current projects and achievements, implementing an approval and review process for both future projects and the Modern Slavery Statement.

Expert Presentation to Modern Slavery Committee

To further our commitment to educating our Modern Slavery Committee, Legal, Procurement and HR teams along with our Management Committee sponsors attended a presentation by Modern Slavery Expert – Katherine Christ from the South Australia Modern Slavery Network. This included definitions Modern Slavery, examples from modern slavery survivors and an overview of Modern Slavery Acts and legislation being implemented globally.

Labour Hire Audits

In May 2023, we met with our seven contracted Labour Hire Agencies where we discussed modern slavery and our commitment to eradicating it within our supply chains. We shared our Blue Source process, explaining why it's important, and asked for their commitment to complete an audit in the future and discussed the grievance mechanism Speak Up to report any relevant issues.

Speak Up Campaign: Internal and External Awareness

In FY23, we rolled out an internal education campaign on how to use and access our global grievance mechanism Speak Up and how to identify modern slavery using case studies and examples. For our external grape growing partners, we expanded on FY22 pre and post vintage meetings and included information sessions on modern slavery and an email campaign with Speak Up tools including a 'How to use Speak Up Guide', posters and videos, encouraging our partners to share with their teams and have the information accessible on site.

If you have an incident to report in relation to any breach in Pernod Ricard's Code of Conduct or incident of modern slavery, we encourage you to report it using our independent anonymous reporting tool Speak Up: www.pernodricardspeakup.ethicspoint.com.



Actions to Address Risks

Continuous improvement to minimise risks FY23 actions

- Continue to roll out and complete modern slavery e-learning module to specific departments
- Inclusion of member of our Commercial Department to the Modern Slavery Committee
- Completion of POS/VAP EcoVadis auditing and information sessions
- Modern Slavery reporting process created and highlighted to employees
- Continued analysing corruption risk in our supply chain with Partner Up
- Continue to look at supplier mapping options to local and globally



Learn More...

For more information on how Pernod Ricard Winemakers policies and approach to people please visit www. Pernod-ricard-winemakers.com.

Complete



Ongoing



Incomplete / Not-Started

**Access & Identity****Status****Actions****Use of Partner Up to identify high risk suppliers**

We continue to onboard all new suppliers into Partner Up with an onboarding success rate of 97% for FY23.

ESG assessment of suppliers by EcoVadis & Sedex

We continue with the introduction of EcoVadis auditing with our suppliers. POS/VAP suppliers were 100% EcoVadis audited for FY23. We continue with our SWA auditing at a high rate with our goal to have all grape growers and direct suppliers audited by FY30, if not before.

Corrective action plans issued and supported by PRW




For suppliers that have been onboarded in Partner Up and completed an EcoVadis audit. A corrective action plan has been issued with discussion on improvement at each business review. FY24 will prioritise EcoVadis audits and reviews.

Education**Status****Actions****Education of Modern Slavery Committee and various identified departments**

Modern Slavery expert conducted a presentation to promote awareness of modern slavery globally. Further session with survivors to be planned in FY24

Review**Status****Actions****Enhancement of Modern Slavery Statement writing review process**

Our Management Committee to review the Modern Slavery Statement draft and provide feedback prior publication

Complete 
 Ongoing 
 Incomplete / Not-Started 

Measuring Effectiveness

Status

Actions

<p>Continue training staff in identifying the risk of modern slavery practices in our supply chain & the MS policy</p>		<p>Review progress and additional e-learning modules have been released targeting specific departments within the business. New modules have been added to the induction package of new employees. A new follow up process has been implemented to ensure completion of compliance training, which will be a focus for FY24. Creating a feedback and evaluation tool to improve e-learning module and provide opportunity for employees to identify modern slavery risks within our direct supply chain.</p>
<p>Industry expert to present & assist with analysing modern slavery risk within AU wine/agriculture industry</p>		<p>Consultation with a subject matter expert on modern slavery risk specifically within the wine and agricultural industry, providing feedback and highlighting any improvements to our current process.</p>
<p>Review indirect labour hire agreements and suppliers for corporate, site services & trade labour</p>		<p>Continuing to review of labour agreements, with inclusion of modern slavery clause. Information sessions on Modern Slavery have been conducted and we look to audit our suppliers in the coming years</p>
<p>Continue to attend modern slavery information sessions & be an active member of the SA Modern Slavery Network</p>		<p>Participate in session with the network, specifically in relation to state sanctioned forced labour in China, forced labour in Uyghur region and South Australian businesses initiatives and actions towards modern slavery.</p>
<p>Companywide communication piece on modern slavery definitions, policy and compliance processes</p>		<p>Internal communication piece to raise awareness of modern slavery as an issue, how to identify it and how to use the company's grievance mechanism, Speak Up.</p>
<p>External communication campaign to raise awareness of grievance mechanism with grape growing partners</p>		<p>External communications campaign to raise awareness of modern slavery, how to identify it, and how to report it to Pernod Ricard via our independent grievance mechanism, Speak Up. Including posters and materials for onsite.</p>
<p>Further incorporation of modern slavery specific questions in supplier tender documents</p>		<p>Review supplier questions in request for tender documents and templates, updating to include modern slavery and responsible procurement mandatory questions, identifying tier 2 country of origins.</p>
<p>Review Partner Up questionnaires and responsible procurement process with HQ</p>		<p>Review the responsible procurement process with HQ, this is continuing to be reviewed for FY24.</p>



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