

# CORPORATE SOCIAL RESPONSIBILITY (CSR)

Results 2014/2015 and objectives 2015/2016



RÉMY COINTREAU

Extract from Registration Document – June 2015



# CORPORATE SOCIAL RESPONSIBILITY (CSR)

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## 2.1 The Group's policy and commitments

### Embracing a pragmatic and exemplary CSR policy

Since it joined the Global Compact in 2003, acting responsibly comes as second nature to a company that has strong ties with its local regions and an international presence. As a member of the GC Advanced working group, every year Rémy Cointreau submits a communication to the Global Compact on progress made regarding the measures implemented within the context of its corporate social responsibility (CSR) policy. In June 2014, Rémy Cointreau also obtained GC Advanced level, thus providing very real evidence of its CSR commitments.

Aligned with the ISO 26000 standard, Rémy Cointreau's CSR policy aims to comply with best practice in human rights, labour standards, the environment and the fight against corruption. The Group keeps a very close eye on developments in the standard (responsible purchasing, breakdown by business segment).

The international dissemination of the CSR Charter and code of ethics illustrates Rémy Cointreau's commitment to ensuring that CSR is fully integrated into the daily activities of all employees.

Pursuant to the requirements of Article 225 of France's *Grenelle II* environment law of 12 July 2010, and firmly convinced that the regulatory requirements should be viewed as an opportunity, Rémy Cointreau extended the scope of CSR reporting to all production sites and distribution subsidiaries. This reporting is verified by an independent external expert, certifying the inclusion of the employee-related, environmental and societal information required under French regulations.

One of the key points of the Group's CSR policy is the promotion of its CSR best practice to its suppliers and its assessment of suppliers' CSR performance. Rémy Cointreau is thinking about outsourcing this initiative in the light of the development of dedicated Supplier CSR assessment platforms.

Rémy Cointreau is also in the process of implementing new regulations governing company energy audits which are to be conducted in 2015/2016, in particular, on the Cognac and Angers sites.

### Setting the example: 2015 CSR Plan

During the 2014/2015 financial year, the Group structured its CSR strategy in such a way as to anticipate regulatory requirements, deploy the Group's commitments to all of its stakeholders and meet the expectations of society.

2014 saw the implementation of the second year of the 2015/2016 CSR Plan, a three-year programme to continuously improve our CSR strategy.

CSR reporting includes Rémy Cointreau's employee-related, environmental and societal information, pursuant to the requirements of decree No. 2012-557 of Article 225 of the *Grenelle II* law of 12 July 2010. This reporting has been verified by an independent external expert, whose conclusions are given in this report (report

of the independent third-party body on the consolidated employee-related, environmental and societal information).

24 companies within Rémy Cointreau's scope now report all or part of their employee-related and environmental information according to the specifications described in the section entitled "Note on methodology". The indicators associated with the information are calculated in accordance with Rémy Cointreau's reporting protocol, which can be obtained on request from the Group's CSR Director and is summarised in the section entitled "Note on methodology". This protocol, which is updated on a yearly basis, is validated by external auditors.

Rémy Cointreau continues to base its strategy on international ISO standards which guarantee standards relating to quality, food safety and respect for consumers and their health. Mount Gay is ISO 9001 Quality certified, while Cointreau and Rémy Martin are both Quality, Environment and Food Safety certified (ISO 9001, ISO 14001 and ISO 22000). Cointreau is also OHSAS 18001 Safety certified.

The positive outcome of the QSE follow-up audits at the Cognac and Angers sites confirmed the ongoing improvement to which they are committed. The outcome of the level 3 High Environmental Value Agriculture follow-up audit of the Domaines Rémy Martin vineyards, which was also very positive, is further evidence of the Group's environmental commitment.

Aware of the impact of its activities, Rémy Cointreau measures the reduction of its carbon emissions and monitors its environmental indicators. Its annual carbon footprint assessment has been extended to Mount Gay's Barbados production site and Bruichladdich's Scottish site.

Although Rémy Cointreau is not bound by this obligation, the Group conducts a carbon footprint assessment every year (scope 1 and 2) and a full carbon footprint assessment (scope 1, 2 and 3) every three years. The latter includes raw materials and their transportation, as well as product shipping.

The Group now handles all CSR data using ad hoc reporting software that allows for faster and more analytical data processing and also improves awareness at the sites. Rémy Cointreau stresses the importance of CSR reporting for all its sites in France and abroad.

With regard to indicators, GRI (Global Reporting Initiative) benchmarks have been updated to take into consideration changes in GRI guidelines (version G4).

Rémy Cointreau is dedicated to involving all employees to make CSR policy one of the pillars of its business culture. The Group's CSR Charter (available in French and English) and code of business ethics (available in all languages spoken in the Group) are disseminated internationally and set the benchmark for all issues of professional ethics, including conflicts of interest and corruption.

In early 2015, Rémy Cointreau revamped its Responsible Communication Charter to meet the ever more demanding expectations of civil society and public authorities with regard to our message on alcohol consumption. At the same time, the Group is continuing to raise awareness of responsible consumption, both internally and with service providers who are obliged to serve its products at external events.

In order to raise awareness even more amongst employees across the board, this year CSR criterion was included in the profit-sharing agreement in France for the very first time, via waste sorting and recycling indicators.

## A consistent human resources policy

The culture of the Rémy Cointreau Group is based on five fundamental values: the craft-oriented aspect, thoroughness, authenticity, creativity and a personal touch. These fundamentals guide its human resources policy and all of its action plans.

In all areas in which it operates, the Group strives to comply at all times with local labour legislation and to promote the provisions

of the fundamental conventions of the International Labour Organization, including upholding freedom of association and the right to collective bargaining, eliminating discrimination and forced labour and abolishing child labour.

Rémy Cointreau applies the principle of excellence to its international human resources policy. The search for perfection rests on its ability to draft a policy that covers both the entire Group and each individual employee. Its aim is to foster the personal and professional development of our employees, wherever they are located, and whatever job they do, notably through ongoing training. A company that is growing offers opportunities to identify employees with potential and to adopt more inclusive forms of traineeships. At the same time, we pay particular attention to maintaining a positive and productive working environment.

## 2.2 Employee-related information

The employee-related reporting scope covers all subsidiaries of the Rémy Cointreau Group. Only the production sites of Angers, Cognac, Barbados and Bruichladdich have included indicators connected with absenteeism and workplace accidents in their CSR reporting scope. The indicator for the number of occupational illnesses recognised only covers the Cognac, Angers and Paris sites. Rémy Cointreau is gradually extending the reporting system to all subsidiaries for other indicators relating notably to staff training and movements (please see the note on methodology for more details of the reporting scope for each indicator).

### 2.2.1 Human resources policy

During the 2014/2015 financial year, the Group pursued its actions in the area of employees' professional development, diversity and strengthening the sense of belonging within the Group. Lastly, in France, true to the historical choices it has made, Rémy Cointreau has pursued practices favouring collective agreements in all areas of negotiation.

#### ENCOURAGING EMPLOYEE DEVELOPMENT

Rémy Cointreau has continued to use its international development tools to encourage the development of its employees' skills. Performance evaluation processes, succession planning and training policies have a strong emphasis on the implementation of collective or individual action plans aimed at supporting the career aspirations of the Group's men and women, fostering skills development and contributing to team performance.

In particular, a process to identify key positions, shared by the Executive Committee, ensures that the Group can draw on the skills necessary for its development and/or guide human resources decisions in order to guarantee the Company's ability to operate in the long term.

#### FOSTERING THE GROUP'S MULTICULTURAL IDENTITY AND PROMOTING DIVERSITY

As a logical consequence of the Group's activity being heavily favoured towards exports, 60% of its workforce is located outside France. The Group believes that its multicultural dimension represents a significant asset in its international development. Training is focused on sharing experiences in all countries where the Group operates. International mobility, both on a professional and geographic level, contributes to spreading the Group's values extensively throughout its organisation. The Group's commitment to diversity is also demonstrated by its willingness to favour building teams that include men and women of different ages, and with different training backgrounds and professional experience.

#### STRENGTHENING A SENSE OF BELONGING

Enriched by this diversity, the Rémy Cointreau Group also seeks to foster a feeling of belonging to a community driven by a shared vision, united around shared values and working towards achieving shared objectives. In addition to this communication, Rémy Cointreau offers ambitious international training programmes aimed at sharing with the marketing, sales and financial teams the principles, policies and practices the Group implements for its brands in every country.

## MAINTAINING AN AMBITIOUS SOCIAL DIALOGUE

The 2014/2015 financial year was marked, once again, by the signing of collective agreements that underlined a willingness, shared by trade unions and employee representatives, to favour dialogue and consultation.

In France and Barbados, wage policy was defined within the framework of collective agreements. In a mixed economic climate, this once again highlighted the maturity of the Group's social partners.

In France, the general equality agreement was signed unanimously. The profit-sharing agreement was renewed by the signing of a majority agreement. Wage policy was also the subject of a majority agreement. At the same time, the Single Database (BDU) was introduced.

## 2.2.2 Changes in the workforce

### THE GROUP'S WORKFORCE

At 31 March 2015, the Group's total workforce stood at 1,808 employees on permanent and fixed-term contracts.

The Group hired 212 new employees, 110 of whom are on permanent contracts (i.e. 52%). 27% were recruited for the sales team, 21% in production roles and 23% in marketing.

At the same time and within the same scope, there were 190 departures, of which 46% were resignations, 12% were mutually agreed and 20% were as a result of fixed-term contracts coming to an end. Redundancies on personal grounds accounted for 8% of departures.

#### WORKFORCE BY GEOGRAPHIC AREA (GRI INDICATOR G4-LA1)

	March 2015	%	March 2014	%	March 2013	%
France	705	39	721	42	700 <sup>(1)</sup>	41
Europe (outside France) – Africa	332	18	280 <sup>(2)</sup>	16	255	15
Americas	342	19	333	19	332	19
Asia	429	24	421	24	419	25
<b>TOTAL</b>	<b>1,808</b>	<b>100</b>	<b>1,755</b>	<b>100</b>	<b>1,706</b>	<b>100</b>

(1) Readjustment of two people relative to the 2012/2013 registration document.

(2) RC UK Distribution (outside CSR scope 13/14) has been included in the comparison for 29 people.

#### WORKFORCE BY DIVISION (GRI INDICATOR G4-LA1)

	March 2015	%	March 2014	%	March 2013	%
Group brands	713	39	686	39	673 <sup>(1)</sup>	39
Distribution	1,032	57	1,005 <sup>(2)</sup>	57	967	57
Holding	63	4	64	4	66	4
<b>TOTAL</b>	<b>1,808</b>	<b>100</b>	<b>1,755</b>	<b>100</b>	<b>1,706</b>	<b>100</b>

(1) Readjustment of two people relative to the 2012/2013 registration document.

(2) RC UK Distribution (outside CSR scope 13/14) has been included in the comparison for 29 people.

The distribution business still accounts for more than half of the Group's workforce (57%).

**WORKFORCE BY FUNCTION AND OCCUPATION**

	March 2015	%	March 2014	%	March 2013	%
Sales	528	29	504	29	504	30
Marketing	246	14	246	14	237	14
Production and purchasing	356	20	352	20	349	21
Supply chain	158	9	156	9	158	9
Ageing	143	7	126	7	109 <sup>(1)</sup>	6
Finance & legal	201	11	201	12	187	11
Information systems	46	3	49	3	45	3
Human resources	40	2	39	2	39	2
General services	48	3	42	3	42	2
Senior management	42	2	40	2	37	2
<b>TOTAL</b>	<b>1,808</b>	<b>100</b>	<b>1,755<sup>(2)</sup></b>	<b>100</b>	<b>1,706</b>	<b>100</b>

(1) Readjustment of two people relative to the 2012/2013 registration document.

(2) RC UK Distribution (outside CSR scope 13/14) has been included in the comparison for 29 people.

The breakdown of the workforce by gender remained stable; men accounted for 56% of the workforce and women 44%, with different figures according to occupation and country (GRI indicator G4-LA1).

Analysed by occupation, men tend to make up the majority of personnel in ageing, maintenance and sales. There are more women in marketing, customer services and packaging.

**BREAKDOWN BY PROFESSIONAL CATEGORY**

42% of the workforce is made up of executives (managers), working mainly in sales, marketing and finance positions.

The Group's production operations comprise the majority of its operator and technician positions, around 80% of which are located in France on the Cognac and Angers sites, with the remainder in Scotland (Bruichladdich) and Barbados (Mount Gay).

**AVERAGE AGE AND LENGTH OF SERVICE**

The average age of Rémy Cointreau's workforce is 41 years, although in France it is higher, at 43.

The average length of service of the Group's workforce is 9.7 years, although in France it is higher, at 15.7.

**WORK-LINKED TRAINING CONTRACTS IN FRANCE**

The Rémy Cointreau Group continued its proactive work-linked training policy, with the renewal of all work-linked training contracts where necessary and additional recruitment in new positions. These contracts accounted for 5% of the workforce in France at the end of March 2015.

**2.2.3 Organisation of working hours**

The Rémy Cointreau Group complies with all laws and regulations pertaining to working hours applicable in the countries in which it operates. To take into account the particular characteristics of different markets, the working week in France is either annualised or adjusted for packaging operations in accordance with high and low activity periods using shift work. Other operations feature cyclical work organisation, *i.e.* ageing, where the organisation is linked to *eaux-de-vie* delivery periods. The Rémy Cointreau Group may make individual adjustments to working hours for employees who make such requests, if permitted by activity and scheduling requirements and constraints. In strict compliance with laws and collective bargaining agreements, operational requirements may occasionally require overtime.

## 2.2.4 Remuneration

In order to ensure consistency in the Group's approach to management, evaluation of the levels of responsibility is carried out using a common method in all countries. The competitiveness of remuneration packages is measured on a local basis, close to the markets. They are compared with groups and companies with similar features, to ensure attractive positioning.

This policy helps mobilise the Group's teams and motivate each employee to achieve its ambitious targets on its new markets.

The 2014/2015 salary policy in all countries was measured with respect to inflation, with an average salary increase above inflation even where the local economic context was sometimes adverse or depressed. This salary policy uses individual pay rises deliberately focused on the best-performing employees.

Conversely, the variable remuneration (bonus) of Group managers is applied on the basis of a common structure for all countries, while at the same time taking into account specific local factors and practices. It was thereby linked to business and financial targets, measured as close as possible to the scope of responsibility and according to consistent weighting for all occupations.

Finally, depending on the country and on the social and tax regulations, savings plans benefiting from tax exemptions or other benefits are monitored and implemented when they are compatible with allocated budget resources.

## 2.2.5 Social security and welfare

The Group finalised the implementation of new life and disability policies in its main subsidiaries, in line with Group service provision standards. This enabled the provision of competitive guarantees in light of market practices, including a significant employer contribution.

## 2.2.6 A training approach that targets excellence

The human resources policy must anticipate the needs of the Group, particularly where training is concerned.

As a Group priority, the main aim of training is to guarantee the employability of all of its employees and the sustainability of its know-how.

The "Rémy Cointreau Academy" has continued to develop, adding new subject areas. This range of training courses is developed by the highest level of the Group's management, who supervise it personally. This internal University is fully tailored to training the 300 key managers within the Group's own culture.

The scope of these training courses is extended in stages and by the end of the programme the modules will have covered all the key areas of the Group's activity.

- The Brand Academy tackles sales and marketing aspects of the Group's brands and the luxury goods sector from a strategic angle. All of our senior managers have already taken this module. A digital module has been made available to the managers to allow them to refer to it when conducting their activities.
- The Art of Selling Academy provides specific training in the Group's sales strategy, with a pragmatic and differentiating market approach, in order to support the brands and create value for our partners and customers. These training modules have been widely deployed across the entire Group.
- Training at the Finance Academy is given to all managers. 150 non-financial employees have already received training, mainly in France and Europe. Aside from the particular financial aspects of our business, this training will make employees more financially aware and improve their understanding of all the Group's criteria for achieving efficiency.
- The Quality Academy was launched in November 2012. Deployment of this module has continued in all regions during the financial year.

Finally, in the longer term, training in Human Resources management will focus more specifically on leadership and managerial functions.

The availability of these modules on the Company's intranet will enable new entrants to quickly grasp the essential principles of the Group's culture, with the most functional and practical approach possible.

The training programme continued in parallel, to support employees' professional development. In particular, e-learning is promoted to encourage every employee to learn foreign languages.

A development library is also available to everyone so that they can expand their knowledge at their own initiative.

Finally, a digital integration module for new recruits was implemented on an international scale. It supplements the integration process that is already greatly appreciated by employees joining the Group.

In addition to individual training, collective courses are sometimes provided for a particular category of employee. The employees on the Cognac site attended technical training on the changes to industrial tools, as well as management training relative to organisational changes.

In 2014, the ARCOLE (Improvement of Bottling Line Settings, Operation and Organisation) training programme was launched in Cognac. This programme was designed to support production line operators and coordinators in mastering their equipment with the aim of achieving operational excellence.

At Angers, innovative economic training courses were designed and delivered to all employees. The modules were led by in-house employees.

Specific CSR training is built into the induction process for all new arrivals at Cognac. In addition, Quality, Safety and Environmental information is provided *via* regular newflashes (indicators, first aid, noise pollution, etc.)



The number of training hours declared in 2014/2015 for the entire Group scope, excluding Europe (outside France), for employees on permanent contracts, was 19,702 hours of which 8,269 were for women and 11,433 for men (GRI indicator G4-LA9).

### 2.2.7 Seizing opportunities for employee development

Rémy Cointreau fosters the development and enhances the skills of its teams. The human resources policy, already in place for a number of years, is aimed at encouraging employees to take collective responsibility and to be proactive in managing their careers. In this context, formalisation of the strategic workforce planning process enables the Company to adapt its resources and anticipate its needs, particularly in terms of technical expertise and skills that are in short supply.

Rémy Cointreau also has an exacting recruitment policy designed to attract the most talented employees and develop their potential. The human scale of the Group also enables it to identify talented employees internally, and to encourage them to progress by seizing the opportunities offered by the growth strategy. The careers of these employees are managed on an individual basis.

Traineeships represent another excellent way of recruiting and training talented employees. On our French sites, around thirty trainees (educated to between Bac Pro and Bac +5 years) are learning their trade in an environment in which rigour and creativity are encouraged. Some trainees are offered contracts under France's international volunteer programme (VIE). On the Paris site, everyone has a meeting with the Human Resources department prior to leaving in order to review their career and discuss their future plans.

The transfer of skills is another key priority, which is essential in a sector in which know-how is an art rather than an occupation. Junior-senior partnerships have been created in the cellars to ensure continuity and respect for traditional methods.

### 2.2.8 Smooth social dialogue to foster the integration and well-being of employees

Depending on the size of the organisation, and more specifically when employees are represented by recognised trade union organisations, Rémy Cointreau takes a pro-active approach to social dialogue.

In addition to the fastidious application of collective agreements in these countries, Rémy Cointreau engages regularly with trade unions and employee representatives on employee-related issues through specific company agreements.

## 2.2.9 Making diversity an opportunity

The Group aims to offer all its employees the opportunity for career development. Recruitment methods and workstations are thus continuing to be adapted to accommodate an increasing number of disabled employees. In Angers, the Group has opted to pay its traineeship taxes to organisations, schools or entities that promote the employment of disabled people.

In terms of diversity, the Group implemented measures related to diversity in recruitment, gender equality, the integration of disabled employees and reintegration at local level.

In 2014, Cognac continued the recruitment *via* simulation initiative launched in 2011 in partnership with the French unemployment agency (Pôle Emploi), and local job centres (*mission locale/ plateforme des vocations*) in order to integrate the long-term unemployed under temporary long-term contracts using skills assessments, motivational interviewing and role playing.

An action plan was also implemented in Cognac, in conjunction with temping agencies, to promote greater consideration of disability in the selection and recruitment of temporary workers. This action plan doubled the number of temporary disabled workers hired to fill posts compatible with medical restrictions.

Rémy Cointreau also took part in the 5<sup>th</sup> regional *Handi Rencontres* forum in Cognac, designed to promote the recruitment and integration of disabled employees.

Lastly, the *Nos Quartiers ont du Talent* (our neighbourhoods have got talent) initiative was launched in Cognac. Since October 2014, 11 managers from the Cognac site have volunteered to mentor young graduates (mentees) from difficult backgrounds to help them find jobs. To date, seven young people have already found a job. A similar initiative was launched on the Angers site, in partnership with the FACE (Foundation for Action to Combat Exclusion) organisation.

## 2.2.10 Equal treatment

In terms of equal treatment for men and women and non discrimination in general, the Rémy Cointreau Group has taken the decision to implement international procedures and processes that guarantee equal treatment for the Group's employees. Non discrimination in terms of race, religion, colour, age, gender, nationality or any other discriminatory factor not based on criteria of occupational requirement forms an integral part of Rémy Cointreau's policies and practices, particularly with respect to recruitment, promotion, transfers, salary increases and training.

For example, the remuneration policies are governed by occupational evaluations informed by an external method and appraisal and by a performance assessment based on identifying skills and shared goals. The recruitment and internal mobility policies are subject to procedures and/or international charters that guide managers and encourage joint decision-making based on objective criteria.

Moreover, in France, collective agreements on gender equality and the employment of older workers have helped formalise objectives and progress indicators in the areas of recruitment, remuneration, careers and training, working conditions and work-life balance.

As regards remuneration, in France, the Group has undertaken to implement its policy in such a way as to ensure that the distinction between men and women is not taken into account. Three initiatives have thus been formalised with a shared objective and shared measurement indicators:

- no difference between men and women in terms of starting salary where the employees are equally qualified;
- no difference between men and women in terms of individual salary increases where the employees' performance level and market ratio are the same;
- analysis of differences between men and women in terms of basic salary where the employees' employment, experience and performance levels are the same, and action plans aiming to reduce any differences.

Rémy Cointreau also strives to ensure that its practices in terms of working hours and other time spent within the Company aim as far as possible to maintain a healthy work-life balance, particularly in order to help employees fulfil their parental duties.

For example, in France, working time arrangements can be made to allow employees to accompany their children on hospital visits. Moreover, wherever possible, meetings are arranged during working hours and training sessions scheduled early to allow parents to arrange childcare where required. Finally, aware of the difficulties encountered by employees when they are required to manage an event that threatens the life of someone close to them, the parties sought to adapt the application of compassionate leave for this eventuality and allow the employee in question to discuss with his or her manager a way of adjusting his or her work to part time hours.

### 2.2.11 Health and safety

The Rémy Cointreau Group strives to provide and maintain a working environment that ensures the health and safety of staff, customers, contractors, visitors and the general public who may reasonably be affected by its activities. The Group's policy in this area is to prevent workplace accidents, illnesses and other injuries from occurring by ensuring that the risks are taken into account in the operational management of production processes.

#### INVOLVING TRADE UNIONS AND EMPLOYEE REPRESENTATIVES IN DISCUSSIONS

In accordance with local legal requirements, committees bringing together employee and management representatives are held in Cognac, Angers and Barbados to examine issues relating to health and safety in the workplace and make sure that prevention rules are applied. These representatives are thus closely involved in the examination of health and safety issues when key projects are conducted on the Group's production sites. Dialogue between all stakeholders on health and safety issues is constantly sought and fostered.

#### COMMITMENTS

In France, the Group is committed through the agreement on older workers to carrying out an analysis of the main jobs and professional situations deemed to be at risk, with a view to identifying situations that call for improvements to be made to ergonomics and/or the working environment.

#### LOCAL INITIATIVES

Each production site has implemented a specific system to monitor and continually improve its employees' working conditions.

In 2014, the Angers site was keen to develop new tools to protect employees and facilitate their everyday tasks: introduction of a Business Travel Charter as well as a charter regarding the proper management of Company emails and mobile phones.

Both at Angers and Cognac, various ergonomic improvements have been made to certain administrative or industrial workstations to improve working conditions.

This year, Rémy Cointreau refocused on responsible consumption in business with the activation of Opale (*Objectif Prévention Alcool Entreprise* – Objective Corporate Alcohol Prevention) groups on French sites (training in Alcohol prevention, distribution of responsible consumption materials to all employees etc.). On an international level, a responsible consumption guide has been drafted in four different languages.

In terms of safety, systematic training courses are given to all new employees and onsite operators to inform them of the site's particular safety conditions, the rules to be followed and the possible hazards. As part of the site's safety procedures, areas deemed to present hazards are regularly reviewed in order to update posters and information aimed at staff and external contractors.

Various preventive measures were taken on the Angers site. These related, in particular, to noise pollution and road safety.

#### HEALTH AND SAFETY INDICATORS

*For more information on the scope used, please see the note on methodology.*

For the scope comprising France, Barbados and Bruichladdich, the cumulative absenteeism rate, measured in hours of absence against theoretical hours worked, is 3.8% for 2014/2015. This rate does not include sick leave periods of more than 90 days (except for the Barbados site).

In France, one occupational illness has been reported to and recognised by the relevant Health Insurance authorities during the 2014/2015 financial year.

For 2014/2015, the workplace accident frequency rate at the France, Barbados and Bruichladdich sites is 9.9, expressed as the number of workplace accidents with workdays lost per million hours actually worked.

The severity rate is low at 0.19 expressed as the number of days lost to workplace accidents per thousand actual hours worked. In order to remedy the causes of each accident, the members of the Health and Safety Committee systematically carry out a root cause analysis and report their findings and recommendations to the committee.

## 2.3 Environmental information

Drawing on its roots and its long history, Rémy Cointreau has made its environmental commitment a long-term driver of its economic success, whether in terms of preserving natural resources or implementing an ambitious certification policy.

*The environmental information covers the production sites of Cognac and Angers, i.e. 90% of the cases produced, together with Domaines Rémy Martin (Rémy Martin vineyards).*

*This year, the Barbados site is reporting its energy and water consumption as well as its carbon emissions (scopes 1 and 2). It continues to grow within the context of the Group's CSR Plan.*

*The Islay production site in Scotland is reporting its energy and water consumption, the volume, sorting and recycling rate of its packaging waste and its carbon emissions (scopes 1 and 2).*

*The Paris administrative site and the distribution subsidiaries are excluded from providing the information referred to below as their environmental impact is not deemed to be significant.*

*The scope of application of each indicator is specified in the "Note on methodology" section.*

### 2.3.1 Winemaking

Rémy Martin cognac *eaux-de-vie* originates in vine products. Rémy Martin sources its supplies mainly from the Alliance Fine Champagne (AFC), a co-operative organisation that is exclusive to the Company and that has accompanied its growth since 1966. Rémy Martin also has its own vineyards within the Domaines Rémy Martin, which are used as a testing platform to promote the Group's winemaking policy.

#### A CERTIFICATION POLICY TO RECOGNISE EFFORTS MADE AND GUIDE PRACTICES

Rémy Cointreau's goal with respect to winemaking is clear: all actions undertaken aim to position the Group as a leader in economically competitive winemaking, without compromising on quality and whilst protecting the environment. The integration of the Domaines Rémy Martin vineyards into the CSR reporting scope strengthens the Group's desire to measure, report on its innovative practices and to improve. Employee training focused mainly on detecting and managing vine disease. This accounted for 10 days of training, down on 2013/2014 as a result of the completion of professionalization contracts concerning control over the use of pesticides (GRI indicator G4-LA9).

In 2012, the Domaines Rémy Martin vineyards were among the first in France to obtain "high environmental value farming" (AHVE) certification, as well as the *agriculture raisonnée* (integrated agriculture) certification acquired some years ago. After fully satisfying all criteria of the standards, which include protecting biodiversity and the proportion of inputs in sales, Domaines Rémy Martin obtained AHVE level three certification issued by the

Afnor, in respect of measures undertaken to protect biodiversity and to reduce the use of pesticides. As both recognition of the work carried out by the Group and a guide for its day-to-day operations, these standards are a real management tool. Moreover, the Domaines maintained their PEFC certification, which ensures the sustainable management of the forests on their land (GRI indicator G4-EN12).

#### PRACTISING ENVIRONMENTALLY-FRIENDLY WINEMAKING

Domaines Rémy Martin is a member of the Ecophyto network, a national initiative led by the French Ministry for Agriculture and originating in the *Grenelle de l'Environnement* that seeks to gradually reduce the use of pesticides and thus cut soil pollution. Heavily invested in this initiative, Domaines Rémy Martin confirmed their desire to support a range of tests: soil and leaf analyses, essential for monitoring the vine, are more complete, allowing the application of fertilisers to be dosed as precisely as possible.

With a view to adopting environmentally-friendly growing methods, all pesticides used are harmless to neighbouring wildlife. The application of pesticides was 18% below approved doses. Natural grass cover was up slightly, covering 33% of surfaces. Domaines Rémy Martin confirmed its commitment to eliminating the use of herbicides on the entire vineyard. 2014/2015 was, however, a special case requiring some use of herbicides as a result of spring weather conditions. Finally, two soil and twenty leaf analyses (up from eleven the previous year) allowed fertiliser input to be controlled (522 kg/ha) for regular maintenance of the vineyard. These analyses are maintained from year to year so that fertilisation requirements for land parcels yet to be planted may be identified more effectively. Natural control methods (natural predators) are used on all vineyards. The mating disruption technique has been used since 2010 to reduce the use of insecticides. This year, a biocontrol platform was introduced with the Charente Chamber of Agriculture to test this *avant-garde* technique. This is the only French platform for viticulture research on this subject. The results are encouraging and the initiative is being continued in 2015. Domaines Rémy Martin are, therefore, continuing to contribute to the quest for environmental excellence in French viticulture.

#### PROMOTING OUR PARTNERS' SOUND WINEMAKING PRACTICES

Rémy Cointreau would like all of the AFC's winemakers and distillers to follow its lead by obtaining AHVE certifications. This year, the winemakers were made aware of this standard. Rémy Martin continues to offer training sessions to AFC winemakers. These sessions cover general aspects of CSR, AHVE certification and good practice arising from the experience of Domaines Rémy Martin vineyards. This year, two training sessions were organised for 63 people. They were supplemented by training materials sent out by post. Over 95% of AFC members have been made aware of Rémy Cointreau's environmental policies since 2013.

Rémy Martin also introduced the Rémysphère Newsletter to establish a real link with winegrowers and to provide them with all the necessary information about the partnership and the Company itself. The newsletter is compiled with the support of a group of young AFC winegrowers who are responsible for validating its contents. Sent out three times a year to *eau-de-vie* carriers, it is timed to coincide with the different phases of winegrowing: flowering, harvest, distillation.

In practical terms, this newsletter makes it possible to provide information about the Group's results, brand updates and news of the economic climate. It provides technical information on various subjects such as the quality of *eaux-de-vie*, winemaking, casks, contracts, tastings, test results, training and the environment. It also allows the winemakers themselves, along with other experts, to have their say in their own articles and accounts.

The newsletter, which is not only distributed in hard copy but is also available on the *remysphere.com* website, now constitutes a vital means of communication which has played a central role in strengthening links with winegrowers.

Broad guidelines have already been adopted for the next three years in order to encourage voluntary practices on the part of distillers and to promote sound practices: reduced use of pesticides and the adaptation of treatments according to parasitic pressure, whilst maintaining a maximum yield.

The AFC is involved in an Environment working group. This comprises 27 volunteers from the winegrowing industry and started with an environmental questionnaire to assess their practices. They then followed a training course, set up with the Charente and Charente Maritime Chambers of Agriculture, to enable them to obtain AHVE certification. All of the winegrowers have already obtained level 1 AHVE certification, and field audits are under way with the aim of obtaining levels 2 and 3. A charter and an environmental benchmark are also being prepared.

Finally, the annual Centaures de la distillation trophy, which rewards the best distillers, this year recognised the exceptional quality of the *eaux-de-vie* produced by 44 distillers. 15 distillers were awarded the distinction of *Centaure d'or de la distillation* ("Golden Centaur of Distilling").

### 2.3.2 Environment

In 2014/2015, the Group invested €3.1 million to improve quality, safety and the environment (GRI indicator G4-EN31) at all production sites, up significantly on 2013/2014 (+60%).

Training in these three areas was increased, with a total of 3,429 training hours instead of 3,093 the previous year, and 273 people trained (GRI indicator G4-LA9). Training mainly focused on fire risk and responsible consumption in a business setting.

The Group is keen to involve its employees in the QSE initiative and called for volunteers to create a corporate network. It identified 31 Environment contacts from various departments on the Cognac site. These contacts were, in particular, asked to think about practical developments or to respond to, or distribute, surveys. By way of example, they were involved in the scope 3 carbon footprint assessment survey into employee travel. They made it possible to obtain a 60% return rate from employees (compared with an average of 15% for surveys not conducted *via* this network).

Provisions and guarantees for environmental risks are limited to a guarantee granted to E. Rémy Martin & Co for €2.5 million with respect to the Seveso risk.

## ENERGY AND NATURAL RESOURCES

### Energy consumption

The Group continued the efforts undertaken to reduce its energy consumption. Requests for energy certificates are issued on all new equipment installed, such as lighting fixtures and heat pumps.

A large-scale, long-term project relating to the lighting and heat insulation of the Group's sites is underway. Regular renovation projects are carried out at the buildings on the Cognac and Angers sites to optimise lighting, heating and air conditioning. High energy-consuming light bulbs are being replaced with LED lighting fixtures.

On the Angers site, a working group dedicated to reducing energy consumption has been set up. This has, in particular, resulted in better air compressor management, with an 8% reduction in air leaks. In addition, external lighting was replaced with LED systems and occupancy sensors were introduced, thereby enabling a 60% reduction in consumption during periods of activity and a 75% reduction during periods of inactivity.

On the Cognac site, efforts were focused on air compressor management in the same way as on the Angers site. New buildings designed for use as packaging workshops benefited from improved heat insulation. The Centralised Technical Energy Management System was also optimised, with daily monitoring of the temperature and energy consumption of various equipment. Lastly, the use of LED bulbs for external lighting (and being trialled in the workshops) cut dedicated energy consumption by a factor of 4. All these initiatives combined resulted in a 400 MWh reduction in on-site energy consumption, a 6% drop on 2013/2014.

Staff awareness-raising is ongoing in order to encourage greater care with respect to energy use. An internal information campaign is being conducted to help reduce day-to-day energy expenditure, for example, by the regular release of newflashes on reducing energy consumption and by affixing information and practical tips next to light switches.

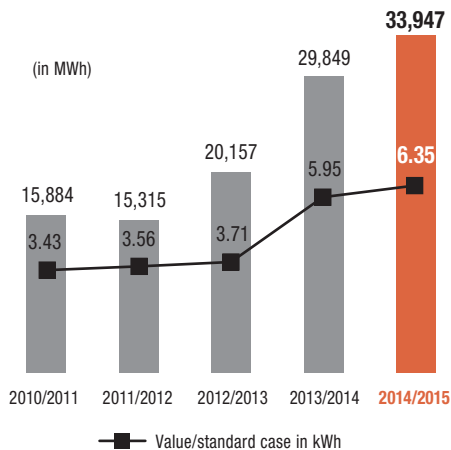
This initiative naturally encompasses the reduction of the environmental footprint of the Group's IT equipment (Green IT protocol). New, more energy-efficient equipment is regularly rolled out at sites.



The studies carried out on sites to assess the possibility of integrating green energy into the production process culminated in the signing of contracts with EDF to procure renewable energy. These contracts means that 21% of electricity consumed at French sites is “green” energy.

Energy consumption totalled 33,947 MWh, up 13.7% on the previous year, as a result of increased production site activity (GRI indicator G4-EN3).

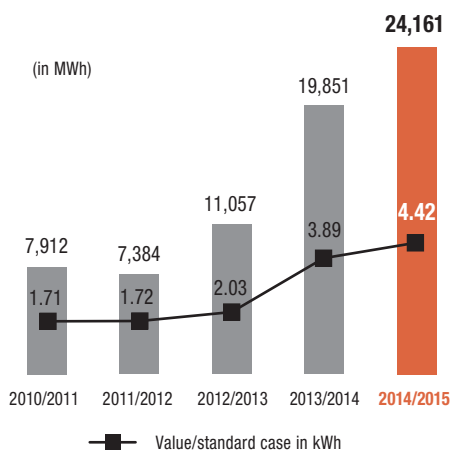
#### TOTAL ENERGY CONSUMPTION (GRI INDICATOR: G4-EN3)



Total energy consumption came to 6.35 kWh per standard case, excluding Domaines Rémy Martin. Total energy consumption for Domaines Rémy Martin came to 69.54 kWh per hectolitre of wine produced.

As regards direct energy (gas, fuel oil, diesel), total consumption came to 24,161 MWh, an increase of 21.7% compared with last year, primarily due to an increase in distillation at Domaines Rémy Martin vineyards (GRI indicator G4-EN3).

#### DIRECT ENERGY CONSUMPTION (GAS, FUEL OIL, DIESEL) (GRI INDICATOR: G4-EN3)



Total direct energy consumption was 4.42 kWh per standard case (GRI indicator EN4), excluding Domaines Rémy Martin. Total direct energy consumption for Domaines Rémy Martin came to 60.13 kWh per hectolitre of wine.

Direct energy consumption on the Cognac site was down slightly, falling from 2,110 MWh to 2,034 MWh.

The Angers site recorded a 14% rise, up from 5,778 MWh to 6,609 MWh, mainly due to lower winter temperatures.

Direct energy consumption for Domaines Rémy Martin rose from 1,824 to 3,595 MWh, up significantly due to a sharp increase in the volume of wine distilled.

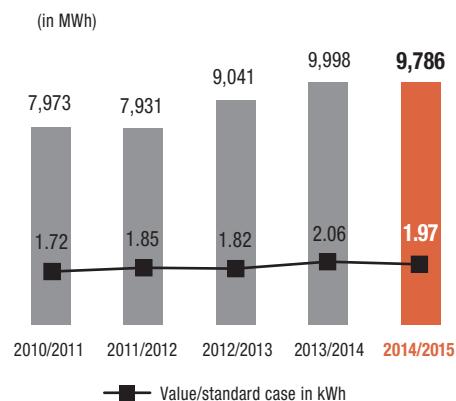
Direct energy consumption for the Islay site was up 18%, from 9,986 to 11,762 MWh, as a result of increased activity.

As regards the Barbados site, direct energy consumption was up slightly, from 153 to 161 MWh.

As regards indirect energy, electricity consumption fell from 9,998 MWh to 9,786 MWh, down 2% (GRI indicator G4-EN3). This was essentially due to the reduction in electricity consumption on the Cognac site relating to consumption optimisation initiatives implemented this year.

Total indirect energy consumption came to 1.97 kWh/standard case, excluding Domaines Rémy Martin. Total indirect energy consumption for Domaines Rémy Martin amounted to 9.41 kWh per hectolitre of wine.

#### INDIRECT ENERGY CONSUMPTION (ELECTRICITY) (GRI INDICATOR: G4-EN3)



Electricity consumption was stable on the Angers site, falling from 2,499 to 2,478 MWh. On the Cognac site, it was down 6%, falling from 5,922 to 5,549 MWh. This reflects initiatives to raise employee awareness of saving energy. Electricity consumption for Domaines Rémy Martin rose from 422 to 563 MWh, up 33%, chiefly due to an increase in distillation activities. There was a slight reduction of 1% in electricity consumption (410 MWh instead of 414 MWh in 2013/2014) on the Islay site. Electricity consumption on the Barbados site was up 6%, rising from 741 MWh to 787 MWh.

#### Water consumption

Up 9%, mainly due to increased activity on the Islay site, water consumption totalled 112,380 m<sup>3</sup> (GRI indicator: G4-EN8). On the Angers site, water consumption was down significantly (by 8%) from 32,064 to 29,442 m<sup>3</sup> of water consumed due to optimised operation of the automatic green space watering systems.

Water consumption on the Cognac site fell 6% from 26,526 to 24,806 m<sup>3</sup>.

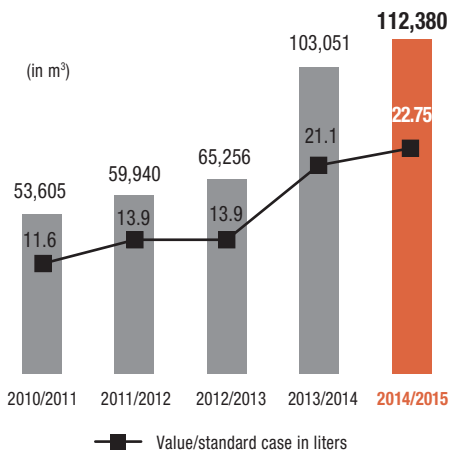
Consumption on the Islay site was up 30%, from 24,723 to 32,100 m<sup>3</sup> of water. This was mainly due to the site's increased activity.

Water consumption on the Barbados site was up 39%, from 14,638 to 20,403 m<sup>3</sup>, as a result of full integration of site activities.

Domaines Rémy Martin water consumption was up 10% (5,629 m<sup>3</sup> instead of 5,100 in 2013/2014). This was due to a rise in distillation activities and the extension of the vineyard.

Rémy Cointreau's production sites are not located in major water stress areas.

**WATER CONSUMPTION (GRI INDICATOR: G4-EN8)**

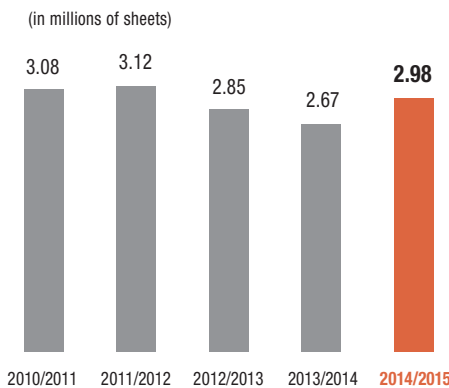


Water consumption amounted to 22.75 litres per standard case, excluding Domaines Rémy Martin. Total water consumption for Domaines Rémy Martin came to 94.15 litres per hectolitre of wine, almost unchanged from 2013/2014.

**Consumption of office paper**

Paper consumption was up this year by 12% from 2.67 to 2.98 million sheets (GRI indicator: G4-EN1) mainly as a result of an increase in print work on the Cognac site.

Paper consumption amounted to 14.66 tonnes, i.e. 21 sheets of paper used per person per day.



**NOISE POLLUTION**

The studies carried out on the sites relating to noise pollution on the property line (during the day and at night) have ensured that the values measured were below regulatory limits. The sites therefore do not cause any noise pollution to their surrounding areas. Internally, noise measurements are also taken as part of staff protection processes. Again, the values obtained fell below regulatory limits.

A working group was launched on the Cognac site to reduce noise pollution. This meant that an automation engineer could be called in to adjust bottle conveyors to prevent bottles from banging together on the bottling line. This means less noise pollution for employees.

On the Angers site a personal dosimetry campaign is being finalised at packing and operating stations. Investment has already been made in installing silencers on some pieces of equipment and purchasing new equipment incorporating noise and noise reduction issues. At the same time, acoustic panels were installed in the noisiest part of the packing workshop.

**SOLID WASTE**

Rémy Cointreau takes measures to reduce the amount of solid waste on its sites with a policy of educating staff about waste sorting and recycling.

Generally, solid waste from the Group's production sites supplies energy and materials recycling channels. It is mainly comprised of packaging waste (glass and cardboard).

Since September 2012, the OIW (Ordinary Industrial Waste) from the Angers site has been used and recycled by a combined energy unit (urban heating).

In a similar vein, since 2012 Rémy Cointreau has put in place a partnership with Ateliers du Bocage in the Poitou Charentes region to recycle or reuse all used mobile phones and electronic mobile phone equipment.

As regards the Domaines Rémy Martin vineyards, waste from dirty containers is not included in volumes of hazardous waste, since it is fully recovered and reprocessed by the national ADIVALOR network.

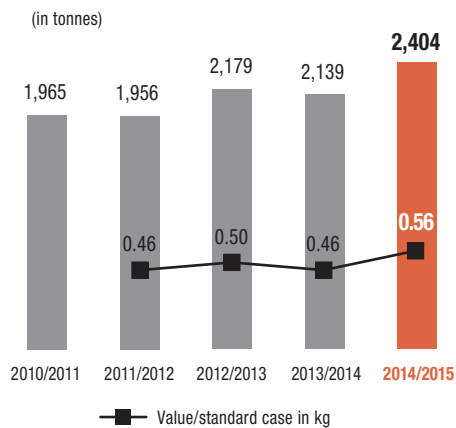
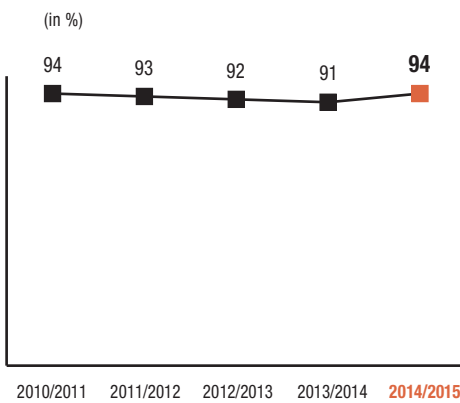
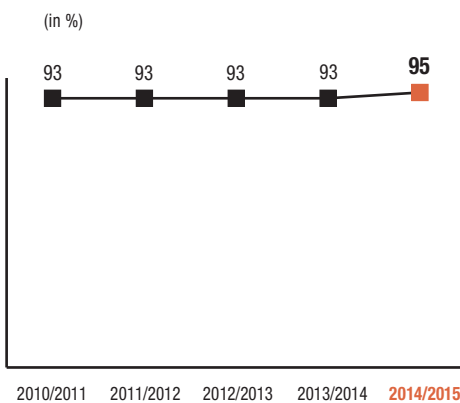
Total waste (GRI indicator G4-EN23) was up 12% over the year from 2,139 tonnes to 2,404 tonnes. This was mainly due to sorting activities on the Cognac site where the waste tonnage was up 34% (990 tonnes instead of 737 in 2013/2014).

Waste tonnage on the Angers site was stable at 1,308 tonnes (1,299 in 2013/2014).

Waste tonnage on the Islay site was up 27% (105 tonnes instead of 83 in 2013/2014), due to increased site activity.

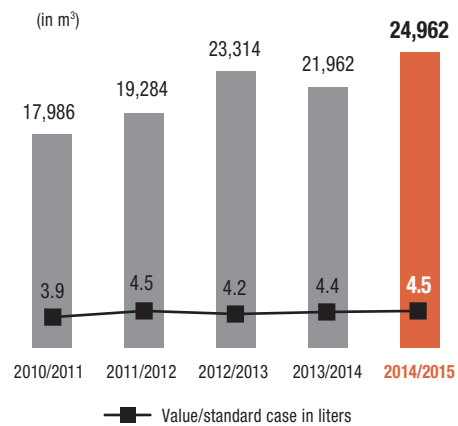
Sorting and recycling rates were up, measured respectively at 94% and 95% from 91% and 93% in 2013/2014. Waste sorting and recycling volumes respectively were 96% and 100% for Angers. The figures were 91% for Cognac (85% in 2013/2014) and 83% for Islay (81% in 2013/2014).

Waste per standard case was up from 0.46 to 0.56 kg.

**QUANTITY OF SOLID WASTE (GRI INDICATOR: G4-EN23)****WASTE SORTING RATE****WASTE RECYCLING RATE****LIQUID WASTE**

As a result of increased activity at the Domaines Rémy Martin vineyards, discharged liquid waste was up 14% from 21,962 to 24,962 m<sup>3</sup> (GRI indicator G4-EN22). Volumes were up on the Cognac site by 7% from 7,412 to 7,917 m<sup>3</sup>, and were up 3% on the Angers

site from 10,675 to 11,045 m<sup>3</sup>. They were up sharply for Domaines Rémy Martin from 3,875 m<sup>3</sup> to 6,000 m<sup>3</sup>, the increase being due to the rise in distillation activities. The quantity of liquid waste per standard case increased slightly from 4.36 to 4.49 litres. As regards Domaines Rémy Martin, the quantity of liquid waste was down by 23% to 100.4 litres per hectolitre of wine produced.

**VOLUME OF LIQUID WASTE (GRI INDICATOR: G4-EN22)**

For the Angers and Cognac sites, liquid waste pollution, discharged from the site and before treatment was down to 20.4 tonnes of BOD (down 12% from 23.2 in 2013/2014) and 33.3 tonnes of COD (down 10% from 36.9 in 2013/2014). After the waste was treated by external treatment plants and returned to the natural environment, pollution was down on the previous year from 0.9 to 0.7 tonnes of BOD and from 2.7 to 2.2 tonnes of COD (average reduction rate of 98% for BOD and 95% for COD). Domaines Rémy Martin liquid waste pollution was 0.46 tonnes of BOD and 1.79 tonnes of COD.

Waste discharged into the natural environment totalled 1.17 tonnes of BOD and 3.99 tonnes of COD.

These values give a liquid waste pollution rate per standard case of 0.17 grams of BOD and 0.52 grams of COD. Overall, these values were practically unchanged from 2013/2014.

As regards Domaines Rémy Martin, the liquid waste pollution rate was 7.7 grams of BOD and 29.9 grams of COD per hectolitre of wine produced.

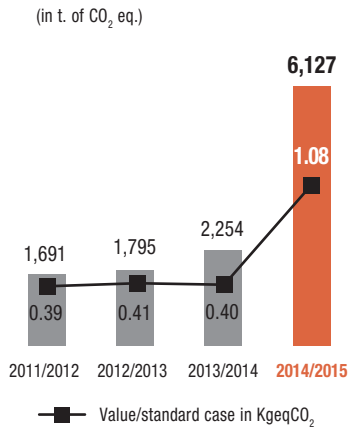
**GREENHOUSE GAS EMISSIONS**

Various measures enable us to limit our greenhouse gas emissions (GHG). Over the last few years, the increasingly systematic use of videoconferences, the introduction of electric vehicles on the Angers and Cognac sites and eco-design of products have all helped reduce our CO<sub>2</sub> emissions.

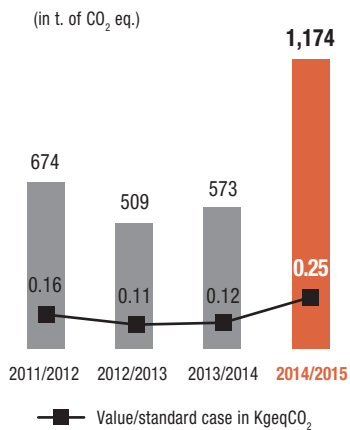
Measurement of GHG emissions was extended this year to the Islay and Barbados sites. They were, therefore, up sharply at 7,301 Teq CO<sub>2</sub> (Scope 1: 6,127 Teq CO<sub>2</sub>/Scope 2: 1,174 Teq CO<sub>2</sub>). On a like-for-like basis, they were up 18% from 2,828 to 3,330 Teq CO<sub>2</sub>, due to increased Domaines Rémy Martin distillation activities.

Per standard case these emissions amounted to 1.33 kgeq CO<sub>2</sub>. For Domaines Rémy Martin, they reached 17.73 kgeq CO<sub>2</sub>.

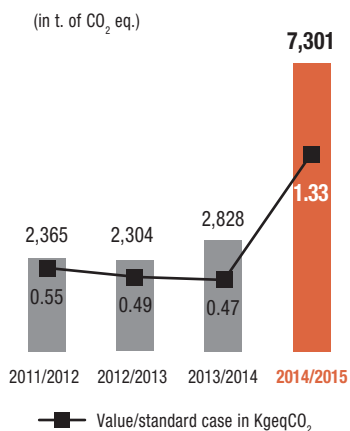
**GREENHOUSE GAS EMISSIONS/SCOPE 1**  
(GRI INDICATOR: G4-EN15)



**GREENHOUSE GAS EMISSIONS/SCOPE 2**  
(GRI INDICATOR: G4-EN16)



**GREENHOUSE GAS EMISSIONS/SCOPES 1 & 2**



GHG emissions were up 14% on the Angers site with 1,524 Teq CO<sub>2</sub>, increasing scope 1 values from 1,176 to 1,427 Teq CO<sub>2</sub> (mainly as a result of increased gas consumption) and reducing scope 2 values from 162 to 97 Teq CO<sub>2</sub> (GRI indicator G4-EN15 and G4-EN16). Emissions also dropped 13% on the Cognac site to 746 Teq CO<sub>2</sub>. On this site, scope 1 values rose from 478 to 530 Teq CO<sub>2</sub> and scope 2 values fell from 384 to 216 Teq CO<sub>2</sub>.

As regards Domaines Rémy Martin, GHG emissions were up at 1,060 Teq CO<sub>2</sub>, due to the increase in distillation activities. Scope 1 values rose from 601 to 1,038 Teq CO<sub>2</sub> and scope 2 values fell from 27 to 22 Teq CO<sub>2</sub>.

GHG emissions on the Islay and Barbados sites were 3,314 Teq CO<sub>2</sub> (Scope 1: 3,090 Teq CO<sub>2</sub>/Scope 2: 224 Teq CO<sub>2</sub>) and 657 Teq CO<sub>2</sub> (Scope 1: 42 Teq CO<sub>2</sub>/Scope 2: 615 Teq CO<sub>2</sub>) respectively.

Rémy Cointreau continued its greenhouse gas emission reduction initiatives. This resulted in emissions savings of 1,447 Teq CO<sub>2</sub> up from 1,097 Teq CO<sub>2</sub> in 2013/2014 (GRI indicator G4-EN19)

The main initiatives this year were:

- eco-design initiatives to modify our packaging. This led to a reduction of GHG emissions of 57 Teq CO<sub>2</sub> (based on 2014/2015 sales);
- use of videoconferencing: 985 Teq CO<sub>2</sub> were saved this year, up from 699 in 2013/2014;
- the reduction in business travel, particularly by plane: 405 Teq CO<sub>2</sub>.

The Group also continued to reduce carbon emissions generated by postal items (Cognac and Angers sites). 87% of post is now sent by the *lettre verte* option (vs. 79% in 2013/2014).

On the Cognac site, the use of electricity is being promoted with the particular aim of reducing the fleet of diesel vehicles. Rémy Martin acquired a third electric vehicle this year. Similarly, an electric train now permits visitors to discover the site and to visit it whilst limiting carbon emissions. Lastly, Rémy Cointreau responds to the annual CDP (Carbon Disclosure Project) survey concerning the measurement of its CO<sub>2</sub> emissions (scopes 1 and 2). This a large-scale international survey in which the Group also shares its action plan to reduce emissions.

**ECO-DESIGN**

With respect to the development of new packaging and new products, Rémy Cointreau strives to assess their environmental impact upstream through an eco-design process. Since 2010, every new package has thus been assessed using a tool that takes into account the weight of the package, the CSU (consumer sales unit), the product volume it contains and the journey taken by the product.

This year, research led to the design of the new VSOP Rémy Martin bottle. The weight of the bottle has been reduced by 2%, giving a saving of 34 tonnes of glass (based on 2014/2015 sales).

A similar eco-design was created for the new bottle for The Botanist gin. The weight of the bottle has been reduced by 13%, giving a saving of 22 tonnes of glass (based on 2014/2015 sales).



Implementing the CSR 2015 Plan, this year Rémy Cointreau rolled out a piece of software which can estimate the quantities of materials used in the manufacture of products on the Angers and Cognac sites and sold throughout the world (GRI indicator G4-EN1). Tonnage totalled 34,608 tonnes, mainly comprising glass (30,167 tonnes), cardboard (3,744 tonnes), plastics (262 tonnes), metals (160 tonnes), paper (85 tonnes) and miscellaneous materials (190 tonnes). This represents an average packaging weight of 992 grams per litre of product (2014/2015 sales data).

## CLIMATE CHANGE AND BIODIVERSITY

With respect to adapting to climate change, for the last two years the Group has been actively participating in initiatives led by relevant inter-professional bodies. In Cognac, Domaines Rémy Martin joined a research programme run by regional and national research centres in France on adapting the vine varieties to climate change.

The erosion of biodiversity is now a scientific reality. Aware of its role faced with this key issue, for a number of years Rémy Cointreau has undertaken various actions to incorporate the protection of biodiversity into all of its activities. The decline in forest cover is one of the most striking examples of the destruction of natural habitats. For this reason, the Group has worked for several years to protect forests.

After the replanting of the Senonches forest in the Eure-et-Loir region, which saw more than 115,000 oak seedlings planted, in partnership with the ONF (Office national des forêts, the French National Forestry Office), Rémy Cointreau supported the planting of more than 300 trees and the installation of information boards explaining the importance of maintaining biodiversity in the François I park, which was almost completely destroyed by storm in 1999.

To support biodiversity, the Group is also conducting an assessment of the Timber industry. The objective is to assess the Group's positive, or negative, impact on the timber industry in relation to the oak wood used to manufacture casks. This will also serve as a testing ground for the same type of assessment to be conducted on other Group supply networks.

This year, Rémy Cointreau also ensured that all the tonnages manufactured for the Cognac site are made from PEFC certified oak from sustainably managed forests.

In the same vein, the Group confirmed the commitments undertaken in previous years concerning the experimental plantation of alluvial forests and the protection of bees, whose importance for the preservation of biodiversity is well-known, *via* the provision of fallow land dedicated to bees.

As regards bee preservation, ten hives were installed in the Charente, in partnership with the *Un toit pour les abeilles* bee protection association. These hives are located right in the heart of the Charente, in a truffle oak-growing area surrounded by 40 hectares of flowers, thus enabling honey to be produced pesticide-free with both nectar and pollen being uncontaminated. This honey is then distributed to all employees in France (780 pots accompanied by an educational leaflet on the protection of bees and its importance), so as to raise Group employees' awareness of the issue.

Rémy Cointreau also entered into an innovative project with the Charente Chamber of Agriculture. Along the same lines as the initiatives undertaken to dedicate fallow land to bees, the Group, through Domaines Rémy Martin, is now a stakeholder in a three-year agronomic research programme on the most profitable crops for fallow soil. The aim is to reduce the use of fertilisers during future vine planting.

In 2014/2015, this programme confirmed expected outcomes in terms of improvements in soil texture and the presence of biodiversity. An initial vine planting was carried out in order to collect data on plant development and consequently reduce the use of fertilisers.

Bruichladdich, true to its motto "We believe terroir matters", launched The Botanist Foundation and a plan to replant traditional barley on the island of Islay. This experiment has been conducted for 10 years now (1<sup>st</sup> harvest in 2004) with different varieties of barley, with the aim of preserving the terroir. This year, 1,200 tonnes of barley were harvested on the island of Islay, despite challenging weather conditions.

## 2.4 Social information

### 2.4.1 Citizenship: relations with stakeholders

*As a global company, Rémy Cointreau is acutely aware of societal problems and its local impact. By assisting with regions' sustainable economic development and supporting initiatives promoting solidarity, it helps ensure collective progress.*

A conspicuous presence in local economies, Rémy Cointreau works alongside associations, schools and universities, and bodies dedicated to economic development, providing its expertise in various key areas and promoting the virtues of a CSR policy. Its commitment is also reflected in its support for regional associations that work to promote sustainable development.

In France, Rémy Cointreau supported the 4<sup>th</sup> Sustainable Development in Cognac Country prize for sustainable development initiatives implemented in the region by local authorities, associations, companies, educational establishments or, quite simply, individuals. The Group also supports Altère, an association of companies wishing to share their ideas on CSR and best practice in the Poitou-Charentes region, the Association des Dirigeants Responsables de l'Ouest, the responsible managers' association which also promotes discussion of CSR issues in the Grand Ouest region, or even the Club Carbon'At which enables companies in the Pays de la Loire to come together to discuss CSR topics.

Similarly, a number of talks were given by Rémy Cointreau experts. A Comito 21 Pays de la Loire Matinale on CSR was held at Carré Cointreau (Cointreau distillery) aimed at local authorities and companies. The Group took the opportunity to share its best practices on the topics of Responsible purchasing, Winemaking, the Environment and Biodiversity. A talk was also given on integrated reporting issues and CSR indicators at the International Development Institute and a conference was held on CSR policy at the Angers Cnam, both aimed at companies.

On a wider scale, Rémy Cointreau takes part in charity initiatives in a number of ways, *via* awards, charity auctions and donations, supporting the US association "Keep a child alive" and the New Century Art Foundation. In Indonesia, Rémy Cointreau has invested in the installation of solar panels on the island of Pulau Blanding, where the Group had already been involved in setting up the supply of drinking water. In France, the Group supports the League against Cancer as well as Blood and platelet donation on its Cognac site.

Very keen to promote a positive culture of corporate responsibility in training programmes, the Group took part, for example, in initiatives for students of the French Grandes Écoles and universities, notably Audencia Nantes, IAE Poitiers and Sup de Co La Rochelle.

As a member of the network of sustainable development correspondents of the Colbert Committee, which promotes French luxury values, the Group contributes to the pooling of best practices

in terms of CSR. Good CSR practice sheets are distributed to the network and, in November, the Group took part in a morning of discussion on the subject of biodiversity.

Rémy Cointreau continues to actively support local associations working towards social progress. Working alongside the Fondation de la Deuxième Chance (Second Chance Foundation) for the last ten years, the Group has helped disadvantaged people formulate a viable career plan. In addition to financial support, users in the Poitou-Charentes region benefit from mentoring to help them put together the relevant documents and build their plan. This year, the Group participated in local council discussions on the Social and Solidarity Economy schema, as well as monitoring aid cases. Since the installation of the foundation's Cognac site in 2005, 152 aid cases have received a total of €566,000 from the Fondation de la Deuxième Chance (Second Chance Foundation).

Rémy Cointreau also participates in the *Nos Quartiers ont du Talent* (NQT) initiative *via* Rémy Martin in Cognac. The project aims to help youngsters from disadvantaged backgrounds or those who are finding it hard to get their 1<sup>st</sup> job. They receive help in compiling their CV and are allocated a Rémy Martin manager as a mentor or supervisor. After 6 months, Rémy Martin now has 10 volunteer mentors charged with looking after 19 young people, 7 of whom have found a job.

Internally, the Group made a commitment to its older workers *via* "Understanding and preparing for retirement" meetings organised by the Company itself. This voluntary training for workers aged 55 and over provides information on retirement conditions, pension calculation, rebuilding a career etc. 130 people benefited from these meetings on French sites (amounting to 390 hours of training).

Lastly, in terms of Socially Responsible Investment (SRI) and non-financial ratings, Rémy Cointreau met the requirements of Federal Finance, its private investors and the Gaïa 2014 non-financial index (EthiFinance), winning 3<sup>rd</sup> place in the category of companies with net sales of over €500 million (going straight into the top 5) and 2<sup>nd</sup> place in the industrial sector.

### 2.4.2 Suppliers: sharing our responsibility requirements

Keen to ensure that its suppliers operate responsibly and with a desire to have as many of them as possible follow its lead by applying a process to assess their own practices, Rémy Cointreau has implemented a reporting and audit system for its key suppliers, who belong to two main categories:

- production suppliers: raw materials (*eaux-de-vie*, ingredients, etc.) and packaging items (bottles, cases, caps, etc.);
- non-production suppliers: service and maintenance providers, advertising and marketing agencies.

This year, this system has been extended to suppliers of promotional items and is beginning to be rolled out to foreign subsidiaries' direct suppliers.

The use of sub-contractors is kept to a bare minimum and mainly applies to activities carried out in France.

An internal purchasing code of conduct incorporates the principles of sustainable development, based mainly on the ten principles of the Global Compact, the international organisation to which Rémy Cointreau has belonged since 2003. Every contract signed with suppliers refers to this charter, specifying that the supplier must comply with the principles set forth therein, *i.e.* respect and promotion of human rights and the principles of the ILO, protection of the environment and the fight against corruption.

With respect to production and non-production suppliers, the Group maintained the CSR assessment and audit actions already undertaken for the past several years. The CSR questionnaire issued to suppliers is based on the commitments in the Global Compact. It allows various criteria to be checked, such as food safety, the implementation of an environmental certification policy and the application of social policies in accordance with respect for human rights, international labour law and the fight against corruption. The results of the 2014/2015 assessments are based, in part, on assessments made in 2013/2014.

The selection of assessed suppliers is based on two criteria: the sales generated with the Group and/or the supply of key ingredients.

Overall, more than 99% of Rémy Cointreau's production suppliers and 75% of non-production suppliers (in terms of net sales) were part of the panel. 92% of production suppliers and 69% of non-production suppliers (in number) were actually assessed on their social responsibility commitments and actions. Audits conducted by the Group's teams supplement the CSR assessment.

In accordance with the CSR 2015 Plan, suppliers of promotional items are now included in the CSR assessment scope and our aim is to improve their CSR assessment every year. The questionnaire issued to them is identical to the questionnaire sent to other suppliers. All suppliers of promotional items were chosen and 91% responded.

Drawing on close cooperation between the Purchasing and CSR departments, these processes allow the Group to foster a culture of responsibility that is especially important to it, as overall the selected suppliers represent 89% of all of Rémy Cointreau's suppliers in terms of net sales, among whom 82% in number have undergone a CSR assessment (GRI indicators G4-EN32, G4-LA14 and G4-HR10).

### 2.4.3 Honest practices

*Rémy Cointreau maintains relationships of trust with its suppliers and consumers. The rigor of the Group's ethical rules, which apply to both employees and partners, also guarantees lasting commercial success. Rémy Cointreau's continual quest for excellence is reflected in its ethical commitment via its desire for maximum transparency, which it expresses through its adherence with a number of Ethical Charters.*

### A TRANSPARENCY POLICY GUIDED BY A SET OF REFERENCE MATERIALS

The Group's ethics in its environmental, social and commercial practices are fundamental for ensuring trusting relationships with stakeholders. Rémy Cointreau considers it a duty to make all of its employees aware of its commitments.

In order to guarantee the transparency of its practices, Rémy Cointreau draws on a set of reference materials:

- Global Compact Charter: already a member of the Global Compact for a number of years, Rémy Cointreau intends to maintain this commitment, which guarantees its responsible actions and the compliance of its policy with international ethical standards, in the long-term;
- Corporate Social Responsibility Charter: aligned with ISO 26000, it forms the basis of the Group's CSR policy. The charter has been widely distributed in French and English. Committed to making sure it is followed on a daily basis and in the belief that responsibility concerns everyone, Rémy Cointreau supports the distribution of the charter by arranging awareness-raising initiatives for all staff;
- code of business ethics: the Group's sole reference guide, it has been translated into the 13 languages spoken throughout the Group. Linking the rules of conduct specific to Rémy Cointreau and its CSR commitments with the guiding principles of the Global Compact and the OECD, it guides the commercial, social and environmental practices of all employees. Accessible to all, new employees are made aware of this code on their arrival. The code deals with the following subjects, divided into four main sections:
  - responsibility in business: compliance with the law, competition, responsible communication, conflicts of interest, gifts and hospitality, corruption;
  - responsibility to others: political activities, respect for people, responsible consumption, respect for the environment, health and safety, commitments to customers, consumers and suppliers;
  - responsibility to the Company: protecting the reputation of the Company, confidentiality and insider trading, Company assets and resources, information and communication systems, intellectual property, cash transactions, business and financial data, illegal activities;
  - key principles.

The fight against corruption is also embodied by the no gift letter sent systematically to all suppliers.

- Responsible Communication Charters of Rémy Cointreau and the Union Des Annonceurs: these charters ensure the self assessment of advertising campaigns and compliance with principles promoting moderate alcohol consumption;
- An annual report lists the initiatives implemented by Rémy Cointreau in a number of areas (Responsible Advertising Code, internal process for the validation of advertising campaigns, incorporation of environmental and social criteria in the selection of advertising media, etc.);
- guide to responsible consumption in the professional environment: updated in 2012/2013 and sent out to all French employees. Translated into several languages in 2013/2014, this year it was distributed to teams in Asia.

## 2.4.4 Consumers

*Rémy Cointreau strives to offer discerning customers products that give them a level of satisfaction that surpasses their expectations. This goal is consistently associated with the promotion of responsible consumption.*

### PROMOTING RESPONSIBLE CONSUMPTION

The promotion of responsible consumption is a particularly important aspect of CSR for Rémy Cointreau. The fact that our products are positioned at the high end of the range brings with it a major commitment to responsible consumption and the protection of our exacting customers, from both an ethical and performance point of view.

This responsibility is embodied in two priorities:

- promoting responsible consumption;
- promoting responsible advertising.

### KEY ROLE OF OUR REPRESENTATIVE ORGANISATIONS

By actively participating in the Alcohol and Society or Alcohol and Health working groups of professional organisations, Rémy Cointreau contributes to implementing a responsible strategy developed by the spirits industry.

The main organisations are:

- in France: the FFS (Fédération Française des Spiritueux, French federation of spirits producers), the FEVS (Fédération des Exportateurs de Vins et Spiritueux, French federation of wine and spirit exporters), Entreprise et Prévention (Enterprise and Prevention), and the IREB (Institut de Recherche sur les Boissons, Institute for drinks research) which this year held its 2<sup>nd</sup> alcohol conference (two-yearly), the 22<sup>nd</sup> scientific colloquium (two-yearly), discussion mornings and a scientific day on the link between alcohol consumption and nature/nurture;
- in Europe: Spirits Europe (the European Industry Federation);
- in the United States: DISCUS;
- in China: FSPA.

The objective shared by all these groups is to develop Alcohol action plans to assist governments to protect consumers, through their members' ethical commitments and advertising self-regulation.

By their very nature, it is impossible to measure quantifiable results on these major and long-term measures. Nonetheless, this year, the outcomes of these programmes mean that international bodies (WHO, OECD) consider that:

- the chief objective of our actions is to combat excess alcohol consumption;
- the voice of the spirits industry is important in establishing consumer protection programmes and, as a result, representative

organisations must be present during discussions addressing the issue of responsible consumption by consumers;

- the principle of ethical self-regulation of the promotion and advertising of spirits provides a guarantee of safety for the consumer;
- beverage companies continue to improve the information provided to consumers (packaging, development of online information) by developing web sites dedicated to disseminating knowledge about the health risks of alcohol.

### INITIATIVES TO PROMOTE RESPONSIBLE CONSUMPTION

A raft of initiatives reflect Rémy Cointreau's commitment to promoting responsible consumption of its products:

- the Group is gradually rolling out voluntary decisions in Europe and Asia to include logos on its packaging designed to inform pregnant women (GRI indicator: G4-ENPR3);
- desire, in Europe, to include the [responsibledrinking.eu](http://responsibledrinking.eu), address on our packaging. This is the EU portal for consumers of 28 European countries providing comprehensive information on the risks of alcohol misuse;
- voluntary application, in China, of wording promoting moderation and "Drink and Drive" warnings on all Rémy Cointreau brand advertising;
- development of a responsible consumption page on the Rémy Cointreau Intranet;
- responsible consumption awareness campaign on the French production sites;
- responsible consumption training programme for all new recruits;
- responsible consumption and advertising awareness campaign for marketing teams;
- launch of an iPhone app: RC AlcooFlash (road safety awareness);
- posting of information on our three French websites on "How to plan for reasonable consumption of our products when welcoming and receiving guests";
- updating of the Responsible Communication Charter.

### ADVERTISING CONTROL FOR THE RÉMY COINTREAU BRANDS

Compliance with the Rémy Cointreau code of ethics concerns the following points:

- responsible consumption;
- specific virtues attributed to alcohol;
- minors and other vulnerable groups;
- alcohol content;
- activities involving risk;
- responsible advertising.

This is ensured by the Responsible Communication Committee (CCR), which is made up of ten members representing the Public Relations and CSR, Legal, Marketing, Communications and Sales departments.

The CCR participates in quarterly meetings where new advertising initiatives for the brands are presented to the Group's Executive Committee, in particular new products and their corresponding advertising campaigns.

The CCR is tasked with carefully analysing all new advertising campaigns involving amounts in excess of €100,000 (including creation and the media plan) on the basis of Rémy Cointreau's ethical undertakings.

The Public Relations teams heading up the CCR this year checked with the Rémy Cointreau brand directors that all new advertising had indeed been sent to the committee.

This year, the CCR approved eleven new campaigns:

- Marmiton Cointreau Media Plan;
- Passoa Brazil 2014 Calendar;
- New Metaxa website;
- Rémy Martin: iPhone App – Paris Exhibition;
- Mood & Lifestyle Video Metaxa 12 stars;
- Metaxa Honey Shot Ethical Guidelines;
- Cointreau campaign Web episode, with Laetitia Casta;
- Mount Gay Black Barrel activation;
- Passoa RTS;
- Rémy V USA;
- Louis XIII, internet campaign.

The other ads used throughout the past year had been created during previous years. In all, there were a total of 25 advertising campaigns, eleven of which were approved by the CCR this year, and fourteen in previous years.

In 2013/2014, the CCR introduced an audit tool to analyse the cost of advertising campaigns (by country, brand and type of expenditure) to guarantee that the CCR's audit process is duly complied with and applied systematically.

The tool, used once again in 2014/2015, provides proof that all new advertising creations and initiatives are sent to the CCR for approval.

## MAINTAINING HIGH-QUALITY RELATIONSHIPS WITH ITS CUSTOMERS

Rémy Cointreau keeps a very close eye on the demands of its customers, responding to them as quickly and completely as possible, through constant monitoring, especially on social networks. The Marketing Services department constantly works to develop a policy that dovetails particularly well with consumer expectations. Similarly, principles governing the respect of private data have been adopted.

Furthermore, to meet consumer expectations in respect of environmental information about its products, Rémy Cointreau invests in reviews carried out on this subject in inter-professional working groups.

Internal tools to assess the environmental impact of its products have already been developed to meet the needs of both distribution networks and consumers (for example, best environmental practice in the United States and Sweden and responsible consumption in the United Kingdom).

The Group introduced an internal rating system to assess the level of satisfaction of all its retail customers. This year, the rating was 17.7/20 (GRI indicator G4-PR5). This rating is conducted twice a year and areas for improvement are then systematically studied and shared with customers.

The site visits offered by the Group also reflect its quest for excellence. Tailor-made programmes, a warm welcome: Rémy Martin's oenotourism offer in Cognac puts an emphasis on developing warm relationships with visitors, while offering tours featuring know-how related to spirits, their heritage and their history.

After winning the national oenotourism awards in 2012/2013 in the "development of a cellar or viticulture site" category, the quality of *Rendez-vous* Rémy Martin has been recognised by the Michelin Green Guide.

This year, for the 2<sup>nd</sup> year running, the Cognac site was awarded the certificate of excellence by the Trip Advisor website. Internally, the site published a welcome, visits and reception Quality Charter incorporating responsible consumption.

The Angers site's "Quality Tourism" certification was renewed this year. At Cognac and Angers, the visitor circuit guides have been trained in the CSR policy so that they can explain and promote Group best practice to visitors.

The Group also obtained the French government's *Entreprise du Patrimoine Vivant* (Living Heritage Company) label, put in place to reward businesses who promote craftsmanship and the French tradition of excellence.



## 2.5 Appendix: table of environmental indicators by site

	2012/2013	Value/ standard case	Value/ hectolitre of wine	2013/2014	Value/ standard case	Value/ hectolitre of wine	2014/2015	Value/ standard case	Value/ hectolitre of wine
<b>Total energy consumption, in MWh, and in kWh for values per standard case or hectolitre of wine (GRI indicator: G4-EN3)</b>									
<b>Total</b>	<b>20,157</b>	<b>3.71</b>		<b>29,849</b>	<b>5.95</b>		<b>33,947</b>	<b>6.35</b>	
o/w Cointreau	8,773	3.52		8,277	3.45		9,087	3.81	
o/w E. Rémy Martin & Cie	7,953	4.23		8,032	4.58		7,582	4.13	
o/w Domaines Rémy Martin	2,721		72.6	2,246		75.6	4,158		69.6
o/w Mount Gay	710	2.22		893	2.17		948	2.44	
o/w Bruichladdich				10,400	138.8		12,172	141.3	
<b>Direct energy consumption (gas, fuel oil, diesel), in MWh, and in kWh for values per standard case or hectolitre of wine (GRI indicator: G4-EN3)</b>									
<b>Total</b>	<b>11,057</b>	<b>2.03</b>		<b>19,851</b>	<b>3.89</b>		<b>24,161</b>	<b>4.42</b>	
o/w Cointreau	6,161	2.47		5,778	2.41		6,609	2.77	
o/w E. Rémy Martin & Cie	2,712	1.44		2,110	1.20		2,034	1.11	
o/w Domaines Rémy Martin	2,184		58.3	1,824		61.4	3,595		60.1
o/w Mount Gay				153	0.37		161	0.42	
o/w Bruichladdich				9,986	133.2		11,762	136.6	
<b>Indirect energy consumption (electricity), in MWh, and in kWh for values per standard case or hectolitre of wine (GRI indicator: G4-EN3)</b>									
<b>Total</b>	<b>9,041</b>	<b>1.82</b>		<b>9,998</b>	<b>2.06</b>		<b>9,786</b>	<b>1.97</b>	
o/w Cointreau	2,612	1.05		2,499	1.04		2,478	1.04	
o/w E. Rémy Martin & Cie	5,241	2.79		5,922	3.38		5,549	3.02	
o/w Domaines Rémy Martin	478		12.7	422		14.2	563		9.4
o/w Mount Gay	710	2.22		741	1.80		787	2.03	
o/w Bruichladdich				414	5.53		410	4.76	
<b>Water consumption, in m<sup>3</sup>, and in litres for values per standard case or hectolitre of wine (GRI indicator: G4-EN8)</b>									
<b>Total</b>	<b>65,256</b>	<b>13.94</b>		<b>103,051</b>	<b>21.12</b>		<b>112,380</b>	<b>22.75</b>	
o/w Cointreau	32,343	12.96		32,064	13.37		29,442	12.35	
o/w E. Rémy Martin & Cie	28,656	15.24		26,526	15.13		24,806	13.52	
o/w Domaines Rémy Martin	4,257		113.6	5,100		171.6	5,629		94.2
o/w Mount Gay				14,638	35.53		20,403	52.60	
o/w Bruichladdich				24,723	329.9		32,100	372.6	
<b>Paper consumption, in millions of sheets (GRI indicator: G4-EN1)</b>									
<b>Total</b>	<b>2.85</b>			<b>2.67</b>			<b>2.98</b>		
o/w Cointreau	0.46			0.72			0.76		
o/w E. Rémy Martin & Cie	1.59			1.20			1.64		
o/w Paris site	0.80			0.74			0.57		

	2012/2013	Value/ standard case	Value/ hectolitre of wine	2013/2014	Value/ standard case	Value/ hectolitre of wine	2014/2015	Value/ standard case	Value/ hectolitre of wine
<b>Quantity of waste, in tonnes, and in kg for values per standard case or hectolitre of wine (GRI indicator: G4-EN23)</b>									
<b>Total</b>	<b>2,179</b>	<b>0.50</b>		<b>2,139</b>	<b>0.46</b>		<b>2,404</b>	<b>0.56</b>	
o/w Cointreau	1,251	0.50		1,299	0.54		1,308	0.55	
o/w E. Rémy Martin & Cie	915	0.49		737	0.42		990	0.54	
o/w Domaines Rémy Martin	13		0.35	20		0.67	0		0
o/w Bruichladdich				83	1.11		105	1.22	
<b>Volume of solid waste sorted, in %</b>									
<b>Total</b>	<b>92</b>			<b>91</b>			<b>94</b>		
o/w Cointreau	96			97			96		
o/w E. Rémy Martin & Cie	87			85			91		
o/w Bruichladdich				81			83		
<b>Volume of solid waste recycled, in %</b>									
<b>Total</b>	<b>93</b>			<b>93</b>			<b>95</b>		
o/w Cointreau	98			100			100		
o/w E. Rémy Martin & Cie	87			85			91		
o/w Bruichladdich				81			83		
<b>Volume of liquid waste, in m<sup>3</sup>, and in litres for values per standard case or hectolitre of wine (GRI indicator: G4-EN22)</b>									
<b>Total</b>	<b>23,314</b>	<b>4.21</b>		<b>21,962</b>	<b>4.36</b>		<b>24,962</b>	<b>4.49</b>	
o/w Cointreau	10,977	4.40		10,675	4.45		11,045	4.63	
o/w E. Rémy Martin & Cie	7,444	3.96		7,412	4.23		7,917	4.31	
o/w Domaines Rémy Martin	4,893		130.5	3,875		130.4	6,000		100.4
<b>Liquid waste: BOD, after treatment, in tonnes, and in grams for values per standard case</b>									
<b>Total</b>	<b>0.61</b>	<b>0.14</b>		<b>0.94</b>	<b>0.23</b>		<b>1.17</b>	<b>0.17</b>	
o/w Cointreau	0.61	0.24		0.91	0.38		0.7	0.29	
o/w E. Rémy Martin & Cie	0.01	<0.01		0.03	0.02		<0.01	<0.01	
o/w Domaines Rémy Martin							0.46		7.7
<b>Liquid waste: COD, after treatment, in tonnes, and in grams for values per standard case</b>									
<b>Total</b>	<b>2.40</b>	<b>0.55</b>		<b>2.65</b>	<b>0.64</b>		<b>3.99</b>	<b>0.52</b>	
o/w Cointreau	2.25	0.90		2.49	1.04		2.12	0.89	
o/w E. Rémy Martin & Cie	0.16	0.08		0.16	0.09		0.08	0.04	
o/w Domaines Rémy Martin							1.79		29.9
<b>GHG emissions (Scope 1), in Teq CO<sub>2</sub>, and in kgeq CO<sub>2</sub> for values per standard case or hectolitre of wine (GRI indicator: G4-EN15)</b>									
<b>Total</b>	<b>1,795</b>	<b>0.41</b>		<b>2,254</b>	<b>0.40</b>		<b>6,127</b>	<b>1.08</b>	
o/w Cointreau	1,233	0.49		1,176	0.49		1,427	0.60	
o/w E. Rémy Martin & Cie	562	0.30		478	0.27		530	0.29	
o/w Domaines Rémy Martin				601		20.21	1,038		17.36
o/w Mount Gay							42	0.11	
o/w Bruichladdich							3,090	35.87	

	2012/2013	Value/ standard case	Value/ hectolitre of wine	2013/2014	Value/ standard case	Value/ hectolitre of wine	2014/2015	Value/ standard case	Value/ hectolitre of wine
<b>GHG emissions (Scope 2), in Teq CO<sub>2</sub>, and in kgeq CO<sub>2</sub> for values per standard case or hectolitre of wine (GRI indicator: G4-EN16)</b>									
<b>Total</b>	<b>509</b>	<b>0.11</b>		<b>573</b>	<b>0.12</b>		<b>1,174</b>	<b>0.25</b>	
o/w Cointreau	169	0.07		162	0.07		97	0.04	
o/w E. Rémy Martin & Cie	340	0.18		384	0.22		216	0.12	
o/w Domaines Rémy Martin				27		0.91	22		0.37
o/w Mount Gay							615	1.59	
o/w Bruichladdich							224	2.60	
<b>GHG emissions (Scope 1 and 2), in Teq CO<sub>2</sub>, and in kgeq CO<sub>2</sub> for values per standard case or hectolitre of wine</b>									
<b>Total</b>	<b>2,304</b>	<b>0.49</b>		<b>2,828</b>	<b>0.47</b>		<b>7,301</b>	<b>1.33</b>	
o/w Cointreau	1,402	0.56		1,338	0.56		1,524	0.64	
o/w E. Rémy Martin & Cie	902	0.48		862	0.49		746	0.41	
o/w Domaines Rémy Martin				628		21.14	1,060		17.73
o/w Mount Gay							657	1.69	
o/w Bruichladdich							3,314	38.47	



## 2.6 Appendix: table of societal indicators

	2012/2013	2013/2014	2014/2015
<b>Production suppliers</b>			
Number of suppliers selected	101	130	109
Rate of selected suppliers	99.5%	99.3%	99.4%
Number of suppliers evaluated	101	115	100
Rate of assessed suppliers	100%	88.5%	91.7%
<b>Non-Production suppliers</b>			
Number of suppliers selected	68	87	87
Rate of selected suppliers	64.8%	74.6%	74.6%
Number of suppliers evaluated	52	60	60
Rate of assessed suppliers	76.5%	69%	69%
<b>POS Suppliers</b>			
Number of suppliers selected			11
Rate of selected suppliers			100%
Number of suppliers evaluated			10
Rate of assessed suppliers			90.9%
<b>Total suppliers</b>			
Number of suppliers selected	169	217	207
Rate of selected suppliers	87.6%	89.9%	89.3%
Number of suppliers evaluated	153	175	170
Rate of assessed suppliers	90.5%	80.6%	82.1%

## 2.7 Appendix: CSR 2015 plan

Topics	Results 2013/2014	Objectives 2014/2015	Results 2014/2015	Objectives 2015/2016
<b>CSR governance</b>	<ul style="list-style-type: none"> <li>International extension of CSR reporting scope</li> <li>International dissemination of the code of ethics</li> <li>Implementation of the CSR 2015 Plan</li> </ul>	<ul style="list-style-type: none"> <li>CSR reporting (objective: international extension)</li> </ul>	<ul style="list-style-type: none"> <li>International extension of CSR reporting scope</li> <li>Implementation of the CSR 2015 Plan</li> </ul>	<ul style="list-style-type: none"> <li>CSR reporting (objective: international extension)</li> </ul>
<b>Working conditions</b>	<ul style="list-style-type: none"> <li>Implementation of procedures aimed at guaranteeing non discrimination between men and women in similar positions, with similar skills and levels of experience in all Group entities</li> <li>The absenteeism rate objective (&lt; 4%) was achieved within the scope monitored</li> <li>The objective of reducing the accident frequency and severity rate was achieved within the scope monitored</li> <li>Give special attention to the inclusion of disabled people in the workforce (measures introduced in France to promote indirect employment of people with disabilities - sheltered employment sector)</li> <li>Renewed training effort, up 17% for the scope considered</li> <li>In consultation with staff representatives (France), identification of workstations where stress requires adjustments</li> </ul>	<ul style="list-style-type: none"> <li>Reduce the pay gap between men and women in similar positions, with similar skills and levels of experience (objective: reduction in male/female discrimination)</li> <li>Monitoring of absenteeism (objective: absenteeism rate &lt;4%)</li> <li>“Safety in the workplace” action plans (objective: reduce workplace accidents and occupational illnesses)</li> <li>Give special attention to the inclusion of disabled people in the workforce (objective: comply with regulations)</li> <li>Designing, developing and implementing training programmes (objective: professional career development)</li> <li>Organisational study on targeted positions</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with, and monitoring of, procedures aimed at guaranteeing non discrimination between men and women in similar positions, with similar skills and levels of experience in all Group entities</li> <li>The absenteeism rate objective (&lt; 4%) was achieved within the scope monitored</li> <li>Monitoring of action plans to reduce the accident frequency and severity rate within the scope monitored</li> <li>Implementation of specific measures for the inclusion of disabled people in the workforce (measures introduced in France to promote indirect employment of people with disabilities - sheltered employment sector)</li> <li>Monitoring of “Training” action plans</li> <li>Specific measures to improve the ergonomics of certain work stations.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce the pay gap between men and women in similar positions, with similar skills and levels of experience (objective: reduction in male/female discrimination)</li> <li>Monitoring of absenteeism (objective: absenteeism rate &lt;4%)</li> <li>“Safety in the workplace” action plans (objective: reduce workplace accidents and occupational illnesses)</li> <li>Give special attention to the inclusion of disabled people in the workforce (objective: comply with regulations)</li> <li>Designing, developing and implementing training programmes (objective: professional career development)</li> <li>Organisational study on targeted positions</li> </ul>
<b>Winemaking</b>	<ul style="list-style-type: none"> <li>Reduce the use of pesticides (objective: 14%)</li> <li>Raise environmental awareness among winemakers (56% of AFC cooperative members)</li> </ul>	<ul style="list-style-type: none"> <li>Reduce the use of pesticides (objective: 16%)</li> <li>Raise environmental awareness among winemakers (objective: creation of an Environment reference framework)</li> </ul>	<ul style="list-style-type: none"> <li>Reduce the use of pesticides (objective 18%)</li> <li>Raise environmental awareness among winemakers (95% of AFC cooperative members)</li> </ul>	<ul style="list-style-type: none"> <li>Reduce the use of pesticides (objective: 16%)</li> <li>Raise environmental awareness among winemakers (objective: AHVE certified winemakers)</li> </ul>

Topics	Results 2013/2014	Objectives 2014/2015	Results 2014/2015	Objectives 2015/2016
<b>Environment</b>	<ul style="list-style-type: none"> <li>Energy, water and paper (reduction of 4%, 2% and 7%, respectively, at constant scope)</li> <li>Renewable energy (signing of renewable energy supply contracts/21% of consumption for sites in France)</li> <li>CO<sub>2</sub> emissions (Carbon Footprint Scopes 1 &amp; 2/5% reduction in GHG emissions at constant scope)</li> <li>Solid waste (sorting rate: 91%/recycling rate: 93%)</li> <li>Liquid waste (BOD: 0.9 tonnes/COD: 2.7 tonnes)</li> <li>Biodiversity ("Bees/Forests" conservation measures)</li> </ul>	<ul style="list-style-type: none"> <li>Energy, water and paper (objective: optimise consumption)</li> <li>Renewable energy (21%)</li> <li>CO<sub>2</sub> emissions (objective: Carbon Footprint Scopes 1, 2 &amp; 3)</li> <li>Solid waste (objective: sorting and recycling rate &gt; 90%)</li> <li>Liquid waste (objective: BOD and COD discharges &lt; 5 tonnes)</li> <li>Biodiversity (objective: "Bees/Forests" conservation measures)</li> </ul>	<ul style="list-style-type: none"> <li>Energy, water and paper (continuation of measures to optimise consumption)</li> <li>Renewable energy (21% of the energy consumed on French sites)</li> <li>CO<sub>2</sub> emissions (extension of Carbon Footprints Scopes 1 &amp; 2 at the Barbados and Islay sites)</li> <li>Solid waste (sorting rate: 94%/recycling rate: 95%)</li> <li>Liquid waste (BOD: 1.17 tonnes/ COD: 3.99 tonnes)</li> <li>Biodiversity (continuation of "Bees/Forests" conservation measures)</li> </ul>	<ul style="list-style-type: none"> <li>Energy, water and paper (objective: optimise consumption)</li> <li>Renewable energy (21%)</li> <li>CO<sub>2</sub> emissions (objective: Carbon Footprint Scopes 1 &amp; 2)</li> <li>Solid waste (objective: sorting and recycling rate &gt; 90%)</li> <li>Liquid waste (measures extended at the Barbados site)</li> <li>Biodiversity (objective: "Bees/Forests" conservation measures)</li> </ul>
<b>Honest practices</b>	<ul style="list-style-type: none"> <li>CSR Charter, communication and responsible consumption charters, code of business ethics (comply with charters and codes/transparent practices)</li> </ul>	<ul style="list-style-type: none"> <li>CSR Charter, communication and responsible consumption charters, code of business ethics (objective: comply with charters/transparent practices)</li> </ul>	<ul style="list-style-type: none"> <li>CSR Charter, communication and responsible consumption charters, internal code of business ethics (comply with charters and codes/transparent practices)</li> </ul>	<ul style="list-style-type: none"> <li>CSR Charter, communication and responsible consumption charters, internal code of business ethics (objective: comply with charters and codes/transparent practices)</li> </ul>
<b>Citizenship</b>	<ul style="list-style-type: none"> <li>Be a player in sustainable regional development: share best CSR practices in the fields of education and business</li> </ul>	<ul style="list-style-type: none"> <li>Exchange best CSR practices in the fields of education and business (objective: be a player in sustainable regional development: international expansion)</li> </ul>	<ul style="list-style-type: none"> <li>Be a player in sustainable regional development: share best CSR practices in the fields of education and business</li> </ul>	<ul style="list-style-type: none"> <li>Exchange best CSR practices in the fields of education and business (objective: be a player in sustainable regional development: international expansion)</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Sustainable, responsible purchasing: CSR assessment of suppliers/percentage of selected suppliers: 90% (+48 suppliers/year N-1)/percentage of assessed suppliers: 81% (+22 suppliers/year N-1)</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable, responsible purchasing (objective: CSR assessment of suppliers/percentage of selected suppliers: &gt;92%/percentage of assessed suppliers: &gt;85%)</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable, responsible purchasing: CSR assessment of suppliers/percentage of selected suppliers: 89%/percentage of assessed suppliers: 82%</li> </ul>	<ul style="list-style-type: none"> <li>Sustainable, responsible purchasing (objective: CSR assessment of suppliers conducted by an independent third party)</li> </ul>
<b>Consumers</b>	<ul style="list-style-type: none"> <li>Monitor and validate campaigns (comply with the internal charter/campaign verification and validation rate: 100%)</li> </ul>	<ul style="list-style-type: none"> <li>Monitor and validate campaigns (objective: comply with the internal charter/campaign verification rate &gt;95%)</li> </ul>	<ul style="list-style-type: none"> <li>Monitor and validate campaigns (comply with the internal charter/campaign verification and validation rate: 100%)</li> </ul>	<ul style="list-style-type: none"> <li>Monitor and validate campaigns (objective: comply with the internal charter/campaign verification rate &gt;95%)</li> </ul>

## 2.8 Note on methodology for reporting environmental and employee-related indicators

Rémy Cointreau meets the requirement of the *Grenelle II* law obliging listed companies to apply Article 225: “publish the information on the way in which the Company takes into account the environmental and employee-related consequences of its activities and its societal commitments in favour of sustainable development”.

Since 2003, Rémy Cointreau has been a signatory to the UN Global Compact, and aims to be an ambassador for the best practices of this worldwide commitment to human rights, labour standards, the environment and the fight against corruption.

The concept of corporate social responsibility (CSR) is promoted within the Company, as well as externally, with customers, suppliers and all other stakeholders.

Rémy Cointreau’s Corporate Social Responsibility (CSR) Charter is based on six main commitments modelled on standard ISO 26000 and applied to the particular characteristics of the Group.

The measures implemented in the context of the CSR policy are regularly presented in the annual reports, which describe all the CSR indicators in line with the GRI (Global Reporting Initiative) indicators.

These documents are available on the Rémy Cointreau website and sent to all stakeholders. (<http://www.remy-cointreau.com>)

### 2.8.1 Reporting protocol

The 2014/2015 reporting protocol is an internal document that describes Rémy Cointreau’s CSR commitments and presents the structure and the resources implemented to ensure that reports are of a high standard and reliable.

It acts as a guide for internal reporting and a standard for the external verification in 2014/2015 of the various CSR indicators set forth in Article 225 of the *Grenelle* law on the Environment.

The reporting protocol is established by Rémy Cointreau’s HR and CSR departments. It can be obtained on request from the Corporate Social Responsibility Director at the following address:

Christian Lafage  
Corporate Social Responsibility Director  
20 rue de la Société vinicole  
BP 37  
16102 COGNAC  
christian.lafage@remy-cointreau.com  
Tel: +33 (0)5 45 35 77 25

The reporting protocol is updated annually in order to take into account any changes in reporting requirements and CSR indicators.

### 2.8.2 Scope

Rémy Cointreau’s CSR commitments apply to all companies within the Group. There are three main areas of focus: employee-related, environmental and societal.

The CSR reporting scope is based on the Group’s consolidated financial scope and includes 24 companies in accordance with Article 225 of the *Grenelle II* law (production sites and distribution companies).

Companies that are exclusively financial and joint ventures not controlled by the Group are not included in the CSR reporting scope. The same applies to companies disposed of and acquired during the year.

#### ENVIRONMENTAL REPORTING SCOPE

The Paris site and the distribution subsidiaries are excluded from the environmental reporting scope as their environmental impact is not deemed to be significant. The Barbados (Mount Gay) site and Islay site in Scotland (Bruichladdich) are included where data is available.

Generally speaking, the environmental information covers the production sites of Cognac and Angers, *i.e.* 90% of the cases produced, together with Domaines Rémy Martin (Rémy Martin vineyards).

This year, the Barbados site is reporting its energy and water consumption as well as its greenhouse gas emissions (Scopes 1 and 2). The Islay production site is reporting its energy and water consumption, the volume, sorting and recycling rate of its packaging waste and its greenhouse gas emissions (Scopes 1 and 2);

#### EMPLOYEE-RELATED REPORTING SCOPE

The methodologies used for certain employee-related indicators may have limitations, owing mainly to:

- the absence of common definitions at national or international level;
- necessary estimates, the representativeness of the measures taken or the limited availability of external data required for the calculations.

The definitions and methodologies used for the following indicators are as follows:

### 1. Number of employees

The employee-related reporting scope covers all 24 companies.

### 2. Movements

Companies based in Europe (excluding France and Bruichladdich) only represent 14% of the Group's workforce and therefore are not covered by these movement indicators. Internal transfers, renewals of fixed-term contracts and conversions from fixed-term contracts to permanent contracts count towards the movements.

### 3. Training

Companies based in Europe (excluding France), as well as Bruichladdich, are not covered by the training indicator.

The training data of the French subsidiaries takes into account training programmes taken both as part of and outside continued professional development. The number of employees trained takes into account all employees who took at least one training course during the calendar year, including those who were no longer present as of 31 December 2014. For all companies, only training courses lasting for at least one hour are listed.

### 4. Other indicators

Only the production sites at Angers, Cognac, Barbados and Islay, as well as the Paris site, are included in the indicators relating to employee relations, absenteeism and workplace accidents. The indicator for the number of occupational illnesses recognised only covers the Cognac, Angers and Paris sites.

*Absenteeism:* scope limited to French companies, the Barbados and Islay sites. All absences (illnesses lasting for less than 90 days, workplace accidents, occupational illnesses, family events) of employees are included in the absenteeism rate on the last day of each quarter with the exception of paid leave, special leave (weddings, christenings, house moves, etc.), absences for training, authorised unpaid leave, leave for trade union activities, sabbaticals and business creation, time off in lieu, compensatory leave, bank holidays, parental leave and long-term illnesses (more than 90 days). The absenteeism rate is calculated over the last twelve months and is equal to the number of hours of absence per theoretical hours worked.

Workforce scope for health and safety indicators:

- fixed-term contracts, permanent contracts and work-linked training contracts for the Cognac and Angers production sites and Paris site;
- permanent contracts for the Bruichladdich and Barbados production sites.

*Workplace accident frequency rate:* scope limited to French companies, the Barbados and Bruichladdich sites. All accidents to employees counted in the workforce as of 31 March, in the

workplace or on business trips, requiring both a declaration to be made and leave of at least one day, irrespective of applicable national regulations. This rate is expressed as the number of workplace accidents with workdays lost per million actual hours worked. Actual hours worked are the theoretical hours worked less hours taken for trade union delegate and employee representative activities, training hours, compensatory hours and information meeting hours on the initiative of the management.

*Workplace accident severity rate:* scope limited to French companies, the Barbados and Islay sites. All accidents to employees counted in the workforce as of 31 March, in the workplace or on business trips, requiring both a declaration to be made and leave of at least one day, irrespective of applicable national regulations. This rate is expressed as the number of days lost to workplace accidents per thousand actual hours worked. Actual hours worked are the theoretical hours worked less hours taken for trade union delegate and employee representative activities, training hours, compensatory hours and information meeting hours on the initiative of the management.

*Occupational illnesses:* scope limited to French companies. The occupational illnesses listed are those declared and acknowledged by the Health Authorities during the year.

## 2.8.3 Selected indicators

The 2014/2015 protocol presents the indicators available at the end of the year.

### SOCIAL INDICATORS

- Total Group workforce
- Breakdown of employees by gender and position
- Breakdown of employees by geographic area
- Number of recruitments by position and contract type
- Number of departures detailed per reason
- Average age by gender and by professional category
- Average length of service by gender and by socio-professional category
- Average salary by gender and professional category
- Absenteeism rate
- Workplace accident frequency rate
- Workplace accident severity rate
- Number of occupational illnesses recognised
- Rate of disabled employees in the total workforce
- Number of training hours by gender
- Workforce trained by gender
- Number of training hours per person

## ENVIRONMENTAL INDICATORS

### Energy

- Total energy consumption: Angers, Cognac, Barbados and Islay sites, and Domaines Rémy Martin (DRM)
- Direct energy consumption (fuels): Angers, Cognac, Barbados and Islay sites, DRM
- Indirect energy consumption: Angers, Cognac, Barbados and Islay sites, DRM

### Water and liquid waste

- Water consumption: Angers, Cognac, Barbados and Islay sites, DRM
- Volumes of liquid waste: Angers and Cognac sites, DRM
- Liquid waste pollution rate/Biological Oxygen Demand: Angers and Cognac sites, DRM
- Liquid waste pollution rate/Chemical Oxygen Demand: Angers and Cognac sites, DRM

### Winemaking

- Soil and leaf analysis: DRM
- Control over the use of chemical fertilisers: DRM
- Reduction in the use of pesticides: DRM

### Raw materials for packaging

- Raw materials: Angers and Cognac production sites
- Quantity of glass saved in packaging by eco-design of bottles and containers

### Office paper

- Paper consumption: Angers, Cognac and Paris sites

### Solid waste

- Quantity of solid waste: Angers, Cognac and Islay sites, DRM
- Waste sorting rate (NHIW and HIW): Angers, Cognac and Islay sites, DRM
- Waste recycling rate (NHIW and HIW): Angers, Cognac and Islay sites, DRM

### Carbon footprint

- Regulatory Carbon Footprint – GHG emissions (Scopes 1 et 2): Angers, Cognac, Barbados and Islay sites, DRM
- Reduction in greenhouse gases (GHG)
- Use of videoconferences
- Monitoring of business travel: Angers, Cognac and Paris sites
- Vehicle fleet GHG emissions: Angers and Cognac sites

### Investment and training

- QSE training hours: Angers and Cognac sites
- Amount of annual investment in safety, quality and the environment

## SOCIETAL INDICATORS

- Percentage of suppliers selected for CSR assessment (based on net sales)
- Percentage of suppliers assessed for CSR (based on the number of suppliers)

### 2.8.4 Relevance of indicators

The CSR indicators used by Rémy Cointreau demonstrate the concrete nature and reliability of the measures it implements in relation to its CSR commitments.

They contribute to the decision-making process of the users of these indicators in respect of plans designed to enable Rémy Cointreau to make the necessary progress and achieve its CSR objectives.

## 2.9 Concordance table

CSR concordance table based on decree no. 2012-557 of 24 April 2012	Pages
<b>Employee-related information</b>	
<b>Employment</b>	
Total workforce (breakdown of employees by gender, age and geographical area)	22
Employees recruited (permanent and fixed-term contracts, any recruitment difficulties)	22
Redundancies (reasons, efforts to reclassify staff, to re-employ staff and accompanying measures)	22
Remuneration (change, social security charges, profit sharing and employee savings plan)	24
<b>Organisation of working hours</b>	
Organisation of working hours (duration of working hours for full-time and part-time employees, overtime, external labour)	23
Absenteeism (reasons)	26
<b>Employment relations</b>	
Organisation of social dialogue (rules and procedures for informing, consulting and negotiating with staff)	25
Review of collective agreements	22, 25-26
<b>Health and safety</b>	
Health and safety conditions in the workplace	26
Agreements signed with trade union organisations and staff representatives pertaining to health and safety in the workplace	22, 25-26
Workplace accident frequency and severity rate and accounting for occupational illnesses	26
Promotion of and compliance with the provisions of the core conventions of the ilo (upholding freedom of association and the right to collective bargaining, eliminating discrimination and forced labour and abolishing child labour)	20-21
<b>Training</b>	
Policies implemented with respect to training	24-25
Total number of training hours	25
<b>Equal treatment</b>	
Measures to promote equality between men and women	25-26
Measures to promote the employment and integration of the disabled	25
Policies to combat discrimination	25-26
<b>Environmental information</b>	
<b>Overall environmental policy</b>	
Company organisational structure and assessment and certification procedures	20
Training and information for employees on protecting the environment	27-28
Resources devoted to preventing environmental hazards and pollution	28
Amount of provisions and guarantees for environmental risks	28
<b>Pollution and waste management</b>	
Prevention, reduction and repair of discharges into air, water and soil severely affecting the environment	30-32
Prevention of waste production, waste recycling and elimination	30-31
Handling of noise pollution	30
Handling of all other forms of pollution specific to an activity	na

CSR concordance table based on decree no. 2012-557 of 24 April 2012	Pages
<b>Sustainable use of resources</b>	
Water consumption and supply according to local constraints	29-30
Consumption of raw materials and measures taken to improve their efficient use	30, 32-33
Energy consumption, measures taken to improve energy efficiency and use of renewable energy	28-29
Use of soil	27-28
<b>Climate change</b>	
Greenhouse gas emissions	31, 32
Adaptation to the consequences of climate change	33
<b>Protection of biodiversity</b>	
Measures taken to preserve or develop biodiversity	33
<b>Social information</b>	
Regional, economic and social impact of activity	21-23, 27-28
Impact of activity on employment and regional development	21-23, 27-28, 34
Impact of activity on local and neighbouring populations	21-23, 27-28
<b>Relations with stakeholders</b>	
Terms of dialogue with stakeholders (work integration associations, educational establishments, environmental protection associations, consumer associations and neighbouring populations)	34
Partnership and sponsorship initiatives	34
<b>Subcontractors and suppliers</b>	
Taking social and environmental issues into account in the purchasing policy	34-35
Importance of subcontracting and taking suppliers' corporate social responsibility into account in relations with them	34-35
<b>Fair trade practices</b>	
Actions undertaken to prevent corruption	35
Measures taken to promote consumer health and safety	36-37
<b>Other actions undertaken to promote human rights</b>	<b>20-21</b>



## 2.10 Independent verifier's report on consolidated social, environmental and societal information presented in the management report

*This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English speaking users. This report should be read in conjunction with and construed in accordance with French law and professional standards applicable in France.*

To the Shareholders,

In our quality as an independent verifier accredited by the COFRAC<sup>(1)</sup>, under the number n° 3-1050, and as a member of the network of one of the statutory auditors of the company Rémy Cointreau, we present our report on the consolidated social, environmental and societal information established for the year ended on the March 31, 2015, presented in chapter 2.8 of the management report, hereafter referred to as the "CSR Information", pursuant to the provisions of article L. 225-102-1 of the French commercial code (*Code de commerce*).

### Responsibility of the company

It is the responsibility of the board of directors to establish a management report including CSR Information referred to in article R. 225-105 of the French commercial code (*Code de commerce*), in accordance with the protocols used by the company, consisting of the HR, environmental and societal reporting protocol in its version dated February 2015 (hereafter referred to as the "Criteria"), and of which a summary is included in introduction to chapter 2.8 of the management report and available on request at the following address : christian.lafage@remy-cointreau.com.

### Independence and quality control

Our independence is defined by regulatory requirements, the Code of Ethics of our profession as well as the provisions in article L. 822-11 of the French commercial code (*Code de commerce*). In addition, we have implemented a quality control system, including documented policies and procedures to ensure compliance with ethical standards, professional standards and applicable laws and regulations.

### Responsibility of the independent verifier

It is our role, based on our work:

- to attest whether the required CSR Information is present in the management report or, in the case of its omission, that an appropriate explanation has been provided, in accordance with the third paragraph of article R. 225-105 of the French commercial code (*Code de commerce*) (Attestation of presence of CSR Information);
- to express a limited assurance conclusion, that the CSR Information, overall, is fairly presented, in all material aspects, in according with the Criteria.

Our verification work was undertaken by a team of four people between February 2015 and the signature date of the current report for an estimated duration of four weeks.

We conducted the work described below in accordance with the professional standards applicable in France and the Order of May 13, 2013 determining the conditions under which an independent third-party verifier conducts its mission, and in relation to the opinion of fairness and the reasonable assurance report, in accordance with the international standard ISAE 3000<sup>(2)</sup>.

### 1. ATTESTATION OF PRESENCE OF CSR INFORMATION

We obtained an understanding of the company's CSR issues, based on interviews with the management of relevant departments, a presentation of the company's strategy on sustainable development based on the social and environmental consequences linked to the activities of the company and its societal commitments, as well as, where appropriate, resulting actions or programmes.

We have compared the information presented in the management report with the list as provided for in article R. 225-105-1 of the French commercial code (*Code de commerce*).

In the absence of certain consolidated information, we have verified that the explanations were provided in accordance with the provisions in article R. 225-105-1, paragraph 3, of the French commercial code (*Code de commerce*).

We verified that the information covers the consolidated perimeter, namely the entity and its subsidiaries, as aligned with the meaning of article L. 233-1 and the entities which it controls, as aligned with the meaning of article L. 233-3 of the French commercial code (*Code de commerce*) with the limitations specified in the methodological note in chapter 2.8 of the management report.

Based on this work, and given the limitations mentioned above we confirm the presence in the management report of the required CSR information.

(1) Scope available at [www.cofrac.fr](http://www.cofrac.fr).

(2) ISAE 3000 – Assurance engagements other than audits or reviews of historical information.

## 2. LIMITED ASSURANCE ON CSR INFORMATION

### Nature and scope of the work

We undertook three interviews with the people responsible for the preparation of the CSR Information in the different departments CSR, Human Resources and Payroll and Purchasing, in charge of the data collection process and, if applicable, the people responsible for internal control processes and risk management, in order to:

- assess the suitability of the Criteria for reporting, in relation to their relevance, completeness, reliability, neutrality, and understandability, taking into consideration, if relevant, industry standards;
- verify the implementation of the process for the collection, compilation, processing and control for completeness and consistency of the CSR Information and identify the procedures for internal control and risk management related to the preparation of the CSR Information.

We determined the nature and extent of our tests and inspections based on the nature and importance of the CSR Information, in relation to the characteristics of the Company, its social and environmental issues, its strategy in relation to sustainable development and industry best practices.

For the CSR Information which we considered the most important<sup>(1)</sup>:

- At the level of the consolidated entity, we consulted documentary sources and conducted interviews to corroborate the qualitative information (organisation, policies, actions, etc.), we implemented analytical procedures on the quantitative information and verified, on a test basis, the calculations and the compilation of the information, and also verified their coherence and consistency with the other information presented in the management report;
- At the level of the representative selection of entities that we selected<sup>(2)</sup>, based on their activity, their contribution to the consolidated indicators, their location and a risk analysis, we undertook interviews to verify the correct application of the procedures and undertook detailed tests on the basis of samples, consisting in verifying the calculations made and linking them with supporting documentation. The sample selected therefore represented on average of 39% of the headcount and 51% of the sales volumes expressed in standard crates.

For the other consolidated CSR information, we assessed their consistency in relation to our knowledge of the company.

Finally, we assessed the relevance of the explanations provided, if appropriate, in the partial or total absence of certain information.

We consider that the sample methods and sizes of the samples that we considered by exercising our professional judgment allow us to express a limited assurance conclusion; an assurance of a higher level would have required more extensive verification work. Due to the necessary use of sampling techniques and other limitations inherent in the functioning of any information and internal control system, the risk of non-detection of a significant anomaly in the CSR Information cannot be entirely eliminated.

### Conclusion

Based on our work, we have not identified any significant misstatement that causes us to believe that the CSR Information, taken together, has not been fairly presented, in compliance with the Criteria.

### Observations

Without qualifying our conclusion above, we draw your attention to the following points:

- For the indicator "Soc.9 Absenteeism rate", deficiencies in data monitoring by certain entities associated with control deficiencies at central level required corrections and estimates of absence hours, without significantly impacting the reliability of the final data.

Paris-La Défense, June 10, 2015

The Independent Verifier  
ERNST & YOUNG et Associés

French original signed by

Eric Mugnier  
Sustainable Development Partner

Bruno Perrin  
Partner

(1) *Environmental and societal information: general environmental policy (approaches to evaluation and certification, the amount of reserves and guarantees set aside for environmental risks), pollution and waste management (preventative measures, reduction of and compensation for discharges into the air (Env.11 Regulatory GHG audit – GHG emissions (scope 1 and 2)) and into water (Env.3a Pollution rate of liquid waste/Biological Oxygen Demand, Env.3b Pollution rate of liquid waste/Chemical Oxygen Demand)), preventative measures, recycling and waste management (Env.10 Solid waste produced, Env.10b Volume of solid waste recycled), sustainable use of resources and climate change (energy consumption (Env.1 Total Energy Consumption, Env.1a Direction energy consumption (fuels), Env.1b Indirect Energy Consumption)), water consumption and water supply, considering local constraints (Env.2 Water Consumption), raw material consumption and measures undertaken to enhance resource efficiency (Env.7 Raw materials in packaging, Env.8 Quantity of glass packaging saved by eco-design of bottles and flasks), measures undertaken to preserve biodiversity; importance of subcontracting and the consideration of environmental and social issues in purchasing policies and relations with suppliers and subcontractors (Societ.1 Rate of suppliers selected for CSR assessment, Societ.2 Rate of suppliers assessed for CSR), business ethics (measures undertaken in favour of consumers' health and safety), actions undertaken to prevent bribery and corruption.*

*Social information: total headcount (Soc.1 Total Group workforce) and terminations (Soc.5 Number of staff departures analysed by reason), absenteeism (Soc.9 Rate of absenteeism), health and safety at the work place, work accidents, notably their frequency (Soc.10 Rate of frequency of workplace accidents) and their severity (Soc.11 Rate of severity of workplace accidents in total workforce), as well as occupational diseases (Soc.12 Recognized occupational illness), total number of training hours (Soc.14 Number of hours of training by gender), promotion and respect of the ILO core conventions (freedom of association and collective bargaining, anti-discrimination policies and actions, elimination of forced labour and child labour).*

(2) *Environmental and safety information: site of Cointreau (Angers, France). Social information: French perimeter.*

## Rémy Cointreau

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