



RÉMY COINTREAU

Terroir, people and time

Diversity, Equity
& Inclusion
Policy

Introduction

Rémy Cointreau is committed to workforce diversity, creating equity, and fostering a culture of inclusion.

The Diversity, Equity and Inclusion policy describes how we provide a fair environment where people can succeed regardless of gender or gender identity, age, ethnicity, physical or mental ability, religion, sexual orientation, cultural or social background.

By providing a work environment that values cultural differences, different perspectives and expertise, we can foster greater creativity and innovation, enhance teamwork, lower staff turnover and improve risk management.

This policy applies to all employees and anyone conducting work on behalf of Rémy Cointreau.

This policy aims to implement key principles at Group level regarding DE&I topics. It may itself be supplemented in certain subsidiaries of the Rémy Cointreau Group by specific local policies.

I. DEFINITIONS

Diversity

Diversity refers to the similarities and differences between individuals on dimensions such as, but not limited to, gender identity and expression, age, sexual orientation, disability, nationality and ethnicity as well as lifestyle and background. It includes both visible (e.g. gender, age) and invisible (e.g. religion, sexual orientation) characteristics that influence a person's opinion, perspective, attitude and thus their actions.

When looking at possible sources of diversity among people and working teams, we consider the following dimensions:

1. Gender

“Gender” refers to the socially constructed roles, behaviors, expressions, and identities of women, men and gender diverse people. It may or may not correspond to the sex of the individual assigned at birth. Gender identity is not confined to a binary definition (girl/woman, boy/man) nor is it static, it can change over time.

2. Pregnancy

“Pregnancy” refers to current pregnancy, past pregnancy, or potential pregnancy.

3. Sexual orientation

“Sexual orientation” is the emotional and sexual attraction to a person. There are many different sexual orientations. Gender identity does not define sexual orientation. Gender identity means feeling male or female, or non-binary, i.e. neither strictly male nor strictly female.

4. Age

“Age” refers to all age categories, including young people and seniors.

5. Nationality and ethnic origin

“Nationality” refers to the status of belonging to a particular nation (e.g. French, or Australian). “Ethnic Origin” refers to the state of belonging to a social group that has a common national or cultural tradition (e.g. Asian American or African American).

6. Disability

A “disability” refers to any physical or mental ability that prevents the person affected from carrying out certain activities (activity limitation) and interacting with the world around them (participation restrictions). Disabilities can be visible or invisible, acute, chronic or inherited.

7. Religion

“Religion” refers to a set of practices specific to a belief or social group.

Equity

Equity means ensuring that all processes and programs in place are fair, impartial and provide equal possible outcomes for every individual.

We believe in equal opportunity for all throughout the employee life cycle and are committed to creating a fair environment where people can succeed regardless of gender, age, ethnicity, disability, religion, sexual orientation, or cultural background.

Inclusion

Inclusion means employees feel comfortable with being themselves and feel safe to voice different ideas and opinions without the fear of negative consequences. It refers to the creation of a work environment and culture that enables all employees to participate and thrive.

We believe that inclusion builds a culture of belonging by actively inviting the contribution and participation of all people. We recognize that employees bring varied skills, knowledge, backgrounds and perspectives to the work environment which leads to a new source of creativity, better decision making, risk management and positive team dynamics.

II. OUR KEY PRINCIPLES

We are committed to creating an inclusive workplace that fosters diversity in all forms. In order to achieve our goals, we align our efforts with the following key principles:

A. We strive for and leverage our diverse workforce, customer base and stakeholders

Fostering an inclusive company culture aids our business and builds our credibility as a trusted partner. We welcome diverse thinking and abilities to drive innovation and resilience, thereby better preparing Rémy Cointreau for the future. Creating an inclusive company relies on the commitment and focus of every employee on a daily basis.

B. We have ZERO tolerance for discrimination, bullying or harassment

Zero tolerance for discrimination is a fundamental principle within the Rémy Cointreau Group. The principle of zero tolerance for discrimination is embedded at each point of the employee life cycle especially during recruitment, talent management, professional & leadership development, training, compensation and benefits and promotion processes.

1) No discrimination

Discriminatory behaviors, either intentional or non-intentional, undermine the benefits that diverse views, ideas, and experiences bring to the table. We do not tolerate any form of discrimination. We always treat our coworkers, business partners, and customers respectfully, fairly and equitably. We are assessed on our merit and skills, not on our background, beliefs, or other characteristics. We are committed to the values of trust, integrity, and respect.

2) No bullying or harassment

We believe we all deserve to work in an environment free from bullying and harassment. We want to protect ourselves and others from feeling uncomfortable, intimidated, or humiliated. Bullying and harassment are unacceptable as they run contrary to our values.

C. We offer equal opportunities for all employees

Rémy Cointreau actively promotes equal opportunities for all employees to fully participate in our business success. We strive to ensure equal opportunities throughout the entire employee

life cycle: from employee attraction and recruitment to development and accommodation of life stages, like parenthood or elderly care. Rémy Cointreau strives to ensure that all decisions about professional development, promotions and any advancement of employees are based on performance and demonstrated potential.

III. ORGANIZATION

Rémy Cointreau has implemented a DE&I council where all regions are represented to lead and promote Diversity, Equity & Inclusion topics.

IV. REPORTING A CONCERN

Any employee who detects a breach of this Policy is encouraged to report it to their manager or to the Human Resources Department.

They may also report the breach or issues of alleged discrimination, bullying and harassment via the Ethics Line at: ethics.alert@remy-cointreau.com. The Ethics & Compliance Department receives concerns raised via the Ethics Line.

V. SANCTION

Any breach of the rules set out in this Policy may give rise to disciplinary action and sanctions, up to and including dismissal, without prejudice to any civil action in respect of the loss suffered by the Rémy Cointreau Group and its subsidiaries.

DOCUMENT HISTORY

Version	Date	Owner	Update
Version 1	April 2024	Group Ethics & Compliance Department	Document created