



RÉMY COINTREAU

Terroir, people and time

Human Rights Policy

I - Introduction

The Human Rights Policy aims to clarify Rémy Cointreau's commitments in the domains of human rights. It also sets out our expectations for our business partners and demonstrates how we embed these principles into our Group culture.

At the core of Rémy Cointreau's values lies a deep-seated culture of integrity. This guiding principle compels us to uphold human rights across all our global operations while adopting a precautionary approach to safeguarding the environment.

This Human Rights Policy ("**Policy**") applies to all Rémy Cointreau employees within all Rémy Cointreau's entities.

This Policy is a minimum standard. Where local legislation is more stringent and favorable than this Policy, our affiliates will adhere to the applicable stricter standards.

II - Our Commitment

Upholding human rights across all our business activities is essential to maintain our core values and achieve our vision of creating long-term, sustainable value for society.

Understanding our significant influence and impact as a Group, we recognize our responsibility towards the human rights of various stakeholders, including employees, contractors, suppliers, investors, and the communities we serve. Our responsibility to respect human rights entails implementing thorough processes to identify, prevent, mitigate, and address any adverse human rights impacts that may arise from our activities and business relationships.

Rémy Cointreau is proud to be a signatory of the United Nations Global Compact since 2003, and we support the United Nations Guiding Principles on Business and Human Rights 'Protect, Respect, Remedy' framework. Our policy is aligned with international standards and guidelines related to Human Rights such as, notably:

- The Universal Declaration of Human Rights;
- The International Labour Organization (ILO) eight fundamental conventions;
- UN Declarations;
- OECD guidelines.

By adhering to these commitments, Rémy Cointreau reinforces its dedication to ethical business practices and respect for all individuals involved in our global operations and supply chain, ensuring our actions contribute to a fairer and more sustainable world.

III - Key Principles

1. Fair Labour Practices

Within Rémy Cointreau, we uphold the principles of fair labour practices as an integral aspect of our Human Rights Policy. These principles are embedded within our company culture and guide our everyday operations.

A. Safe, Secure and Healthy Workspace

At Rémy Cointreau, we prioritize the health and safety of our employees, contractors, and communities. We are dedicated to creating and maintaining a safe, secure, and healthy working environment in accordance with all relevant local and national laws, as well as international standards. Our operations are guided by rigorous risk assessments and the continuous improvement of our safety protocols.

Our commitment includes ensuring that our production sites achieve relevant certifications, including policies to protect the health and welfare of employees, contractors, visitors, and others who may be affected by their activities.

We conduct regular and comprehensive risk assessments to identify potential hazards and implement necessary control measures to mitigate risks. We engage both internal and external expertise to manage risks associated with our activities, ensuring they do not compromise the health and safety of our workforce or the surrounding communities.

We provide our employees with ongoing, targeted safety training to equip them with the skills and knowledge required to safely perform their roles.

B. Fair Wages, benefits and Working Hours

We ensure fair wages and reasonable working hours apply for all our employees. Our compensation and benefits packages are designed to be competitive within the market, reflecting the skills, performance, and contributions of our workforce. We adhere strictly to all applicable local and national wage laws, including minimum wage regulations, and we strive to exceed these standards wherever possible.

We respect the importance of a healthy work-life balance.

Employees are entitled to paid annual leave in accordance - at a minimum - with national legislation and applicable sector regulations. Rémy Cointreau will abide by all legally mandated provisions for leave, including maternity, paternity, and compassionate leave.

We prioritize the creation of sustainable, stable employment over the use of non-standard contracts. We aim to provide our employees with secure jobs that support their long-term wellbeing.

Beyond basic wages, we offer benefits that support the overall welfare of our employees, including paid leave, healthcare provisions, and opportunities for career development. We also

strive to implement incentive systems that allow employees to share in the company's economic growth, potentially including shareholding options.

C. Freedom of Association

Freedom of Association constitutes the fundamental right of our employees to freely associate and engage in collective bargaining. We recognize and respect our employees' choice to join or not join trade unions or other representative organizations, without fear of reprisal, intimidation, or harassment. We encourage open and transparent dialogue between management and employees, ensuring that all labour agreements are developed in collaboration with employee representatives and comply with local laws and regulations. Where applicable, we actively engage with legally recognized unions and are committed to bargaining in good faith.

In regions where freedom of association is restricted by law, we support the establishment of alternative mechanisms for employee representation. This ensures that all employees have a platform to voice their concerns and engage in meaningful dialogue with management.

We take stringent measures to prevent any form of intimidation or discrimination against employees exercising their right to association and collective bargaining. This includes safeguarding the rights of union members in terms of access to training, promotions, and career development.

D. Diversity, equality of opportunity and Inclusion

We foster a diverse and equitable workplace where every employee is valued and respected. We strictly prohibit any form of discrimination based on race, religion, physical appearance, ethnicity, national or social origin, disability, sexual orientation, gender, marital status, age, political opinions, or any other protected category under applicable law. We actively seek to recruit and promote individuals from diverse backgrounds.

We believe that embracing diversity and promoting equal opportunities enhances our creativity, innovation, and overall 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.

E. Freedom from Forced or Child Labor

We work unequivocally and actively to eradicate all forms of forced and child labour within our operations. We adhere strictly to international standards and national laws to ensure the protection and dignity of all workers. We do not tolerate the employment of children under the age of 15, or under the legal age for completing compulsory education, whichever is higher. In specific, lawful circumstances, such as government-approved vocational training programs, we

may employ young people aged 15 to 18, ensuring that such employment is safe and non-hazardous, in compliance with ILO conventions and national laws. Young workers under 18 are prohibited from engaging in any hazardous work or activities that could compromise their health, safety, or morals.

We strictly prohibit any form of forced, bonded, indentured, or prison labour, as well as human trafficking. Employment relationships at Rémy Cointreau are entirely voluntary. We ensure that employees: i) are not required to pay recruitment fees or deposits; ii) retain possession of their identity papers, passports, and work permits; and iii) have the freedom to leave their employment with reasonable notice.

F. Freedom from Harassment

We ensure a harassment-free environment where openness, teamwork, and trust are paramount. We do not tolerate any form of harassment, bullying, or abuse, whether physical, sexual, racial, psychological, or verbal. We are committed to a workplace free from harassment, intimidation, and any form of discrimination, ensuring a supportive environment where employees can report unacceptable behavior without fear of retaliation.

G. Preventing & Fighting Corruption

We recognize the detrimental impact of corruption on society and organizations. Therefore, we strictly prohibit all forms of corruption and influence peddling.

We maintain a zero-tolerance policy towards corruption in any form. This includes bribery, influence peddling, and any activities that could compromise the integrity of our business operations.

All business transactions must be conducted transparently and recorded accurately in our books and records. In our transactions we avoid offering any inducements, rewards, gifts, hospitality, or other forms of payment that could influence business decisions or compromise the integrity of our employees.

H. Privacy

We value and respect the right to privacy of all individuals, including our employees, clients, suppliers, and stakeholders. In alignment with this principle, we adhere to strict privacy standards and regulations, ensuring that the collection, storage, and handling of personal information comply with relevant laws and guidelines.

We are vigilant to the privacy implications of advancing technologies, understanding their capacity to both enhance and jeopardize individual privacy rights. Our commitment to privacy

extends to proactively addressing these implications, safeguarding personal data from unauthorized access, use, or disclosure.

Our Privacy Policy outlines our commitment to protecting personal information and define clear guidelines for its handling.

I. Women's Rights

We are dedicated to empowering and promoting women both within our organization and in the communities from which we source our products. We recognize that gender equality and women's empowerment are essential to sustainable development and business success. We support initiatives that empower women in the communities where we operate.

2. Respect for the Environment

At Rémy Cointreau, we recognize our responsibility to conduct our business in a manner that respects and protects the environment. This commitment is deeply intertwined with our values and is reflected throughout our policy.

A. Reducing our Environmental Footprint

Rémy Cointreau is committed to reducing its environmental impact alongside partners. The goal is to cut carbon emissions per bottle by half by 2030 and achieve Net Zero emissions by 2050. The focus is on innovation and practical measures like reducing transport emissions, optimizing energy use, promoting renewable energy, designing eco-friendly bottles, and implementing recycling programs to support a circular, low-carbon economy.

B. Climate Change & Protecting Biodiversity

Every Rémy Cointreau product is the expression of its terroir: the unique soils, climate, and biodiversity of a region. We are determined to protect the uniqueness of our terroirs against the threat of climate change, so that the skills and traditions built up over generations to make exceptional champagnes and spirits for our clients can be perpetuated. To achieve that, we want to be a pioneer in the agroecological transformation of our territories, working alongside our local communities to promote regenerative agriculture practices. Healthy soils, with flourishing biodiversity are more resilient and can act as powerful carbon sinks: our soils can be part of the solution in the fight against climate change.

C. Access to Water

Rémy Cointreau recognizes the significant impact of rapid global warming on water resources, leading to increased water stress and altering terroirs' seasonality and resilience. In response, we are dedicated to preserving and conserving water resources throughout our production cycle. Our approach to water is rooted in human rights principles, focusing on risk mitigation through local

water risk assessments. We collaborate with governments, communities, and stakeholders to develop water-stress solutions and implement source-water protection plans as necessary. This holistic approach ensures our commitment to sustainable water management and access while addressing the challenges posed by climate change.

D. Indigenous Rights & cultural heritage

Ensuring the rights of indigenous peoples and safeguarding cultural heritage are paramount to Rémy Cointreau. We recognize the diverse identities and self-identification of indigenous communities, aligning with the United Nations Declaration on the Rights of Indigenous Peoples. Our commitment encompasses full respect for human rights, including land, territory, and resource rights, as well as protection of cultural heritage. We strive to prevent adverse impacts on these communities, guided by principles of truth-telling, self-determination, and cultural safety.

3. Ethical Supply Chain

At Rémy Cointreau, we prioritize transparency and accountability throughout our supply chain. We invest in comprehensive training programs to ensure all stakeholders, including customers, employees, and business partners, understand and uphold our commitments to ethical practices.

A. Stakeholder Engagement

We recognize our ethical duty to uphold human rights throughout our global operations, adhering to internationally recognized standards and continuously addressing any areas for improvement. Central to our approach is active engagement with our stakeholders, including communities, workers, and human rights defenders. We value their perspectives and insights, incorporating them into our decision-making processes. Moreover, we take proactive measures to safeguard the safety and security of human rights defenders and other stakeholders, ensuring they are protected from violence, intimidation, or retaliation. These relationships are integral to our success and underscore our principled engagement with the world. Through ongoing dialogue and collaboration, we strive to promote human rights, enhance social impact, and contribute positively to the well-being of all stakeholders involved.

B. Consumer Wellbeing

Our dedication to human rights extends to our customers and consumers. We pledge to practice responsible marketing and provide clear, accessible nutritional information. Our diverse range of beverage options empowers consumers to make informed choices aligned with a healthy lifestyle aligned with our Responsible Drinking Guidelines. Furthermore, we proactively engage with customers to address any human rights concerns that may arise.

C. Expectations towards Business Partners

We uphold stringent expectations for our suppliers and business partners to ensure adherence to ethical standards and human rights principles. We maintain a comprehensive program to monitor and assess business our partners and suppliers' conduct. Through ongoing dialogue and collaboration, we work with business partners to address any identified challenges.

We are dedicated to fostering the development of fair and sustainable global supply chains, recognizing that this journey demands ongoing due diligence and meaningful engagement with our business partners.

We are prepared to take decisive action when necessary. In cases where suppliers or business partners fail to meet our sustainability requirements or uphold ethical standards, we reserve the right to terminate business relationships. This decision is made after careful consideration, with the aim of ensuring alignment with our values and commitment to responsible sourcing. Through risk assessment and audits, we identify areas for improvement and work collaboratively with suppliers to implement effective mitigation measures. Non-compliance may result in changes to business relationships or cessation of trading, underscoring our unwavering dedication to ethical sourcing practices.

IV - IMPLEMENTATION OF THE POLICY

At Rémy Cointreau, we strive for excellence by continually learning and improving. As such, this policy will be reviewed at regular intervals and updated considering regular risk assessments performed by the Group.

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 via the Ethics Line at: ethics.alert@remy-cointreau.com. The Ethics & Compliance Department receives concerns raised via the Ethics Line.

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.

V - CONTACT

If you have any questions about any information in the human rights policy, you can submit your question directly to the Group Ethics & Compliance Department at compliance@remycointreau.com.

DOCUMENT HISTORY

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