



Statement of Patrick Ricard



Since 2003, Pernod Ricard has adhered to the United Nation Global Compact, and undertakes to respect and to promote its ten principles on Human Rights, labor and environment standards, and the fight against corruption.

Therefore to address those principles in our worldwide business activities, our company has implemented in 2006 the “Pernod Ricard’s sustainable charter” . This document refers specifically to the initiative of the Global Compact signed by Pernod Ricard. It defines our objectives and responsibilities to combine economic efficiency with social fairness and the protection of the environment.

The numerous commitments that we have made on the quality of our product, responsible drinking, safeguard of the environment or fair and transparent relation with our shareholders, employees and suppliers are reported in the present “Pernod Ricard 2007 Communication on Progress”.

Our clear intention is to implement yearly a new initiative in respect of most of the ten principles of the Global Compact and to be accountable and transparent on our corporate social citizenship.

Participating to the Global Compact has evidently been for Pernod Ricard a mean to leverage and enforce a concrete policy in the field of sustainable business .

A handwritten signature in black ink, appearing to read "Patrick Ricard", written over a horizontal line.

*Patrick Ricard
Chairman and Chief Executive Officer*



Pernod Ricard 2007 Communication on Progress

In respect to the principles of the Global Compact



http://www.pernod-ricard.com/medias/resources/static/rapport_interactif/2007-11_uk/index.htm

The Ten Principles of the Global Compact

Examples of the Group's actions in 2007

Human rights :

- To support and respect the protection of international law on Human rights within its sphere of influence**
- To ensure that business is not complicit in human rights abuses**



For the benefit of its people, Pernod Ricard has drawn up a Charter defining its objectives, principles and the roles and responsibilities of all concerned. In the Charter, the Group expresses its intention to act in accordance with its own values, adhering strictly to the legal and regulatory framework of the countries in which it operates.

Please refer to Pernod Ricard sustainable development Charter

http://www.pernod-ricard.com/medias/resources/static/Entreprendre/chartegb_def.pdf

A social Responsibility clause n°12 has been written into subsidiaries' general sales conditions. *(Please find in ANNEX 1 the text of the clause n° 12)*

Labor Standards :

- To uphold the freedom of association and the effective recognition of the right to collective bargaining**
- To eliminate all forms of forced and compulsory labour**
- To ensure the effective abolition of child labour**
- To eliminate discrimination in respect of employment and occupation**

79% of the staff benefit from Trade-union representatives in the world, 100 % in France.

The European Committee organised every year by Pernod Ricard favors the social dialogue.

Please refer to Pernod Ricard sustainable development Charter

http://www.pernod-ricard.com/medias/resources/static/Entreprendre/chartegb_def.pdf



Environment :

7. To support a precautionary approach to environmental challenges



Thus, since 1997, Pernod Ricard New Zealand has participated in the sustainable viticulture approach promoted by the New Zealand Winegrowers Association. This initiative aims to model best environmental practices in viticulture, to respond to consumer concerns about the environmental impact of winegrowing activities, and to ensure better quality control from the vine to the bottle.

In the province of Rioja (Spain), Domecq Bodegas, the subsidiary which operates the prestigious Juan Alcorta, Ysios and Age vineyards, has participated in the "Life Sinergia" project for the past three years (see *Testimonial*). This project aims to create benchmarks for the most environmentally sound winegrowing and winemaking practices, and then to promote them in less advanced regions. A network of viticulture experts was also created at the beginning of 2007, to promote and enhance experience sharing.

(see page 92 to 104 and page 111 of 2006/2007 Annual Report)

http://www.pernod-ricard.com/medias/resources/static/rapport_interactif/2007-11_uk/index.htm

The Group's environmental principles were inherited from visionary and industrial pioneer Paul Ricard. More than 40 years ago in 1966, he founded the Institut océanographique Paul Ricard on the Ile des Embiez, in order to protect the Mediterranean Sea from waste dumped by polluting companies.

Please refer to BEST PRACTICE N°1 (Preserving Biodiversity in the Mediterranean Sea by the "Institut Océanographique Paul Ricard")

8. To undertake initiatives to promote greater environmental responsibility



The European Road Safety Charter is an invitation by the European Commission to take concrete actions, assess results and further heighten awareness about the need to reduce road accident fatalities. It is also meant to be a driving force for the signatories to provide a tangible contribution to increasing road safety in Europe and to exchange experiences and new ideas in order to achieve the common goal: halving the number of traffic fatalities by 2010.

Pernod Ricard signed the European Safety Charter on 26th November 2007 in Bruxelles in the presence of Jacques Barrot, Vice-President of the European Commission, in charge of transport. You will read the comprehensive version of PR commitments on

http://www.paueducation.com/charter/index.php?page=doc&doc_id=1189&doclng=8&menuzone=6&lng=en

and by Referring to BEST PRACTICE N°2 (European Safety Charter)

Pernod Ricard launches a new initiative in its responsible drinking policy by setting new communication rules which exceed current regulatory requirements. Extension of the warning to pregnant women across Europe.

*Please refer to BEST PRACTICE *3 (A new step in PR responsible drinking Policy)*

9. To encourage the development and diffusion of environmentally friendly technologies

In the Argentine vineyards, traditional irrigation is progressively being replaced by trickle irrigation : 400 of the hectares are already equipped, with average annual water savings of 6,000 cubic metres per hectare. Trickle irrigation and optimise use of fertilisers and pesticides.

Pernod Ricard supports an active eco-design policy. This approach aims to limit the quantity of materials used in packaging the products, and to improve recyclability. Glass and cardboard thus make up over 99% of the Group's packaging by weight.

(see page 98 and 101 of 2006/2007 Annual Report)

Anti-Corruption :

10. To work against corruption in all its forms, including extortion and bribery

The Code of Ethics was widely distributed within the Group's subsidiaries (either via intranet or enclosed with buyer's employment contracts), and was also given to certain suppliers.

*(See page 107 to of 2006/2007 Annual Report)+ as an example, please refer to the Code of Ethics of our subsidiary in Armenia YBC. This Code is included in the contract of their employees : BEST PRACTICE *4 (YBC Code of Ethics)*



Pernod Ricard 2007 Best Practices

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- *Best Practice n° 1 : Preserving Biodiversity in the Mediterranean Sea by the “ Institut Océanographique Paul Ricard”*

- *Best Practice n° 2 : European Safety Charter*

- *Best Practice n° 3 : A new step in Pernod Ricard responsible drinking policy*

- *Best Practice n° 4 : Code of Ethic of YBC (Yerevan Brandy Company- Armenia)*

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- *ANNEX I : Clause of Social responsibilities stipulated in the General Conditions of Purchase of Pernod Ricard’s Subsidiaries*



Pernod Ricard

Best Practice n° 1

September 17, 2007

Préservation de la Biodiversité en Méditerranée par l'Institut océanographique Paul Ricard



"Garlaban", le célèbre voilier de Paul Ricard, a repris du service à l'occasion de sa première expédition scientifique. Parti des Embiez à la mi-juin, le voilier a sillonné la grande bleue de Port-Cros à la Corse pendant près de deux mois.

La campagne Biodiversité, conduite par Nardo Vicente, Responsable scientifique de l'Institut océanographique Paul Ricard, et Christian Pétron, cinéaste sous-marin, avait pour but un état des lieux sur l'écosystème en Méditerranée, avec notamment des prospections sur la côte languedocienne.

A bord, chercheurs, spécialistes et journalistes (équipes de France 2) se sont relayés pour collecter et analyser une foule d'informations. "Les côtes méditerranéennes françaises se portent mieux que dans les années 1980. (...) L'écosystème s'est équilibré et il y a beaucoup moins de déchets que dans les années 1990 ", a déclaré Nardo Vicente.

La campagne fera l'objet d'une soirée-presse au Château Ricard de Sainte-Marthe, le 18 septembre, autour de la projection commentée du film de Christian Petron, "Biodiversité de la Méditerranée".





Preserving Biodiversity in the Mediterranean Sea by the “Institut Océanographique Paul Ricard”

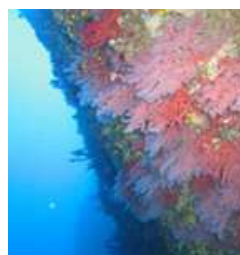


"Garlaban", Paul Ricard's famous sailing boat, has gone back to sea on the occasion of its first scientific expedition. After leaving the Embiez Island in mid-June, the sailing boat has cut across the Mediterranean from Port-Cros Island to Corsica for about two months.

The Biodiversity campaign - led by Nardo Vicente, Scientific Manager at the Institut océanographique Paul Ricard, and Christian Pétron, film-maker specialized in the "underwater world" – aimed at drawing up a report regarding the Mediterranean ecosystem with, among other things, exploring on the Languedoc coast

On board, researchers, specialists and journalists (of the French channel France 2) took turns to collect and analyze a lot of information. "French Mediterranean coasts are better than during the eighties. (...) The ecosystem's equilibrium has been restored and there is far less rubbish than in the nineties", declared Nardo Vicente

The campaign will be the subject of a "press-evening" at the Château Ricard of Sainte-Marthe, on 18th September, with a commented screening of Christian Petron's film "Biodiversité de la Méditerranée" (Biodiversity of the Mediterranean).



Best Practice n° 2

Charte européenne de la sécurité routière

Engagement concret

Le soussigné Pernod Ricard,
représenté par Jean Rodesch, Directeur des Affaires Institutionnelles Groupe
à prendre délibérément l'initiative de mettre en œuvre des mesures allant au-delà des simples exigences réglementaires en vigueur, à savoir :

1. **Promouvoir la conduite sobre chez tous les collaborateurs du Groupe dans les 27 pays de l'Union européenne :**
Cible : 8157 collaborateurs concernés dont 2579 disposant d'un véhicule de fonction.

Actions proposées :

- Elaboration dans chaque filiale du Groupe en Europe (27) d'un code de bonne conduite au regard de la consommation d'alcool. Ces codes traiteront notamment du risque associé alcool et conduite et recommanderont de ne pas conduire après avoir bu. Des ressources seront allouées dans chaque pays pour respecter ce code notamment le remboursement des frais d'hôtels ou de taxis. Le concept du « conducteur désigné » sobre sera valorisé pour les collaborateurs (commerciaux) exerçant en équipe.
- Elaboration d'un document interne sur la politique de consommation responsable du Groupe. Ce document détaillera les effets de l'alcool sur la santé et comportera un chapitre sur la prévention de l'alcool au volant : effets sur la conduite, modalités pratiques de réduction des risques et valorisation des meilleurs pratiques des différentes filiales.

2. **Réduire l'accidentologie interne en France**

- Renouvellement pour Pernod Ricard Holding, Pernod et Ricard de la charte de sécurité routière signée en 2002 avec la Direction de la Sécurité et de la Circulation routière (Ministère des Transports). Celle-ci a permis une baisse de la sinistralité responsable des collaborateurs du Groupe de 42 % en 4 ans. De nouveaux engagements seront pris à partir de 2008 **tel ne pas dépasser une accidentologie responsable par véhicule par an correspondant au chiffre constaté au niveau national (0,10) ni dépasser un taux de récurrence d'accident responsable par an de 0,20.**

- **Moyens adoptés**

1. Prise en compte de la gestion du risque routier dans le management des déplacements
2. Formations à la Sécurité routière inscrites dans le plan de formation des filiales françaises Pernod et Ricard
3. Généralisation des limiteurs /régulateurs de vitesse sur les véhicules de société
4. Non utilisation du téléphone portable au volant
5. Equipement de toutes les implantations de bornes éthylotests fixes homologuées à disposition du personnel (20 fin 2007), d'éthylotests électroniques individuel pour chaque collaborateur disposant d'un véhicule de fonction.
Personnes concernées : 2876 dont 981 disposant d'un véhicule de fonction.

Les collaborateurs commerciaux de Pernod et Ricard diffuseront également environ 300.000 éthylotests par an (base 2007) aux jeunes adultes fréquentant les discothèques et bars d'ambiance* dans lesquels des marques du groupe seront présentes ainsi que des outils de prévention du risque alcool réalisés par l'association Entreprise et Prévention signataire de la charte européenne de Sécurité routière.

3. Réaliser une action nouvelle par an dans un pays distinct pour réduire le risque associé alcool/conduite.

- La première action se déroulera en **Italie en 2008**. Elle consistera en une action partenariale avec des grandes discothèques de la côte de Romagne à l'occasion de la saison estivale, (déjà initiée en 2007) : « Non Guidare, Lasciati Guidare » Environ 12 bus « seront mis à disposition de la clientèle des principaux établissements de nuit pour accompagner et raccompagner en toute sécurité les consommateurs.

Objectif minimum (base 2007) : Environ 1000 passagers transportés par nuit en juin/juillet/août, 75.000 au total.

- PR Italia souhaite développer des opérations du même type en collaboration avec les municipalités de Milan et Rome.
- Une campagne de communication nationale est à l'étude pour soutenir cette initiative.

* Tout en favorisant à terme l'équipement de ces établissements en bornes éthylotests fixes.

Fait à Bruxelles, le 26 Novembre 2007



European Road Safety Charter

Commitment

1. **Promote sober driving among all group employees in the 27 EU countries:
Target: 8,157 employees concerned, 2,579 of whom use a company vehicle.**

Actions proposed:

- For each group subsidiary in Europe (27), we will draw up a good driving code in relation to the consumption of alcohol. The code will deal in particular with the risk linked to drinking and driving, and will recommend avoiding drinking and driving. Resources will be allocated in each country to ensure respect of the code, particularly for reimbursing hotel or taxi expenses. Emphasis will be placed on the sober "designated driver" concept for those employees (commercial) working in teams.
 - An internal document on the group's responsible consumption policy will be produced. This document will explain the effects of alcohol on health and will include a chapter on the prevention of drinking and driving, covering: effects on driving, practical risk reduction methods and giving value to the best practices employed in the various subsidiaries.
2. **Reduce domestic accident rates in France**
 - Renewal, for Pernod Ricard Holding, Pernod and Ricard, of the European Road Safety Charter, signed in 2002 with the Department for Safety and Road Traffic (Ministry for Transport). This has led to a reduction in accident rates caused by group employees of 42% in four years. **New commitments will be taken in 2008 so as not to exceed the national levels of 0.10 for accidents per vehicle per year, or 0.20 for repeat accidents per year**

Means adopted

1. Inclusion of road risk management in travel management.
2. Road safety training included in the training plan of Pernod and Ricard French subsidiaries.
3. Fitting company vehicles with speed regulator devices.
4. Banning the use of mobile telephones while driving.
5. Equipping all facilities with approved stationary blood alcohol test devices for use by employees (20 at the end of 2007), and providing individual electronic blood alcohol testing devices for each member of staff.

People involved: 2,876, 981 of whom have company cars.

Pernod and Ricard commercial employees will also hand out approximately 300,000 blood alcohol testing devices per year among young adults going to nightclubs and bars * that sell group brands, along with alcohol prevention risk tools manufactured by the Entreprise et Prévention association, which is a European Road Safety Charter signatory.

3. Undertake one new action per year in different countries to reduce the risk linked to drinking and driving.

- The first action will take place **in Italy in 2008**. It will involve a partnership action with major nightclubs on the Romagna coast during the summer period (already launched in 2007), entitled "Don't drive, let yourself be driven". Approximately 12 buses will be made available to take customers safely to and from the major nightclubs.

Minimum objective (2007 basis): approximately 1,000 passengers transported per night in June, July and August, 75,000 in total.

- Pernod Ricard Italy wants to develop similar operations in cooperation with the city councils of Milan and Rome.
- A national communication campaign is being considered to support this initiative.

* While favorising eventually the equipment of these establishments in electronic breathalyser devices.

Bruxelles, 26th November 2007





Pernod Ricard

Best Practice n° 3

Pernod Ricard franchit une nouvelle étape dans sa politique de consommation responsable

Paris, le 14 décembre 2006 – Pernod Ricard a décidé de franchir une nouvelle étape dans sa politique de consommation responsable en s'imposant des règles de communication allant au-delà des exigences des réglementations en vigueur.

Extension du pictogramme femmes enceintes en Europe

Pernod Ricard va généraliser à l'ensemble des pays de l'Union européenne, l'affichage d'un avertissement destiné aux femmes enceintes, sur toutes les bouteilles de vins et de spiritueux commercialisés par le Groupe.

Déjà décidé pour la France, mais alors qu'il n'est pas obligatoire dans les autres pays de l'Union, le pictogramme indiquant le risque, pour les femmes enceintes, d'une consommation de boissons alcoolisées, sera progressivement apposé de manière visible et contrastée sur les contre étiquettes de tous les produits de la gamme Pernod Ricard, dès le premier semestre 2007, au fur et à mesure du renouvellement des stocks d'étiquettes. Cette initiative s'inscrit dans le droit fil de la politique concernant la consommation d'alcool récemment adoptée par la Commission Européenne.

Ajout d'un message de modération dans les publicités utilisées dans le monde

Le Groupe a décidé, par ailleurs, d'étendre à ses nouvelles campagnes publicitaires dans le monde, l'ajout d'un message de modération ou de prévention adapté aux situations locales et aux média autorisés*. La publicité des boissons alcoolisées est aujourd'hui, la plupart du temps, soit encadrée par la loi, soit relève de codes d'autodiscipline signés par les professionnels. Toutefois, dans certains pays, la liberté de communication est totale et c'est en particulier pour ceux-là que Pernod Ricard a décidé l'application des mêmes règles d'exigence d'une promotion responsable de ses produits.

Ces deux initiatives s'ajoutent à celles déjà existantes

Au plan mondial, le Groupe a déjà mis en place un Comité d'évaluation interne de ses nouvelles campagnes publicitaires, veillant scrupuleusement à ce que la communication grand public, si elle reflète un environnement convivial, décourage en revanche l'abus et la consommation inappropriée. Au cours de l'exercice écoulé, 50 campagnes ont été soumises à ce Comité, parmi lesquelles trois ont été amendées et deux refusées.

Le Groupe a fait de la Sécurité routière l'un des axes de sa politique de responsabilité sociale. Ainsi en est-il de la mobilisation de ses forces de vente en France dans la mise en oeuvre de la Charte de Sécurité Routière signée avec les pouvoirs publics, des actions de prévention sur l'alcool au volant mises en oeuvre en Chine notamment en partenariat avec la Sécurité routière chinoise et la Police de Shanghai ou de la récente campagne de communication TV menée par sa fondation Domecq au Mexique "Ou tu bois, ou tu conduis".

Enfin, Pernod Ricard est un acteur majeur des associations professionnelles qui accompagnent les autorités sanitaires et les collectivités territoriales dans la mise en oeuvre d'une politique de prévention de l'abus d'alcool et des consommations inappropriées, avec une attention particulière pour les femmes enceintes, la conduite automobile et les habitudes de consommation des jeunes tels qu'en France Entreprise & Prévention, Portman Group au Royaume Uni, Fundacion Alcohol y Sociedad en Espagne, MEAS en Irlande...

* Notamment : affichage, télévision, cinéma, presse écrite...





A new step in Pernod Ricard responsible drinking policy

Paris, 14 December 2006 – Pernod Ricard launches a new initiative in its responsible drinking policy by setting new communication rules which exceed current regulatory requirements.

Extension of the warning to pregnant women across Europe

Pernod Ricard will extend the display of a warning to pregnant women on all bottles of wine and spirits sold by the Group to all European Union countries.

The warning symbol is already compulsory in France but not in other EU countries. It highlights the risk to pregnant women of consuming alcoholic drinks and will progressively be added to the back label of all products in the Pernod Ricard range, in a visible and clear manner, from the first half of 2007, and as label stocks are depleted. This initiative is very much in keeping with the policy on alcohol consumption recently adopted by the European Commission.

Addition of a sensible consumption message in international advertising

The Group also decided to add, to its new international advertising campaigns, a sensible drinking or prevention message adapted to local situations and authorised media*. Today, advertising for alcoholic drinks is generally controlled by law or comes under self-disciplinary codes adopted by the industry. In a number of countries however, there is total freedom of communication and these are the countries where Pernod Ricard decided to apply the same rules requiring responsible advertising of its products.

These two initiatives will be added to those already in place

Internationally, the Group has already established an Internal Evaluation Committee to assess new advertising campaigns and scrupulously ensure that communication to the general public which may reflect enjoyment nonetheless discourages excessive and inappropriate consumption. During the last financial year, 50 campaigns were submitted to this Committee: three were amended and two were turned down.

The Group has made Road Safety one of the major thrusts of its corporate responsibility policy, as testified by the mobilisation of its sales force in France for the application of the Road Safety Charter agreed with public authorities, preventative measures on drink-driving implemented in China, in particular in partnership with the Chinese Road Safety Authority and the Public Police of Shanghai, and the recent TV communication campaign of our Domecq foundation in Mexico "You either drink or drive".

Finally, Pernod Ricard is a major participant in professional organisations assisting health authorities and local government in implementing policies preventing excessive and inappropriate alcohol consumption, with a particular emphasis on pregnant women, drink driving and young people's consumption habits including such Group as Entreprise & Prévention in France, Portman Group in the UK, Fundacion Alcohol y Sociedad in Spain, MEAS in Ireland...

* In particular: billposting, TV, cinema, press...



<p>Ó»ñ Û³í³ñ³ñÝ»ñÇ Ñ»í ·áníÝ³Ý Ñ³ñ³µ»ñáóÁÚáóÝÝ»ñÇ Çñ³Ý Ì³Ù ³ÝÑ³Ùí Ì³Á³ñ³óáóÙÇó Éáóé³»Éáó Ñ³Ù³ñ Û³í³ñ³ñ³ñÝ»ñÇ Ñ³ñ³µ»ñáóÁÚáóÝÝ»ñÇ.</p> <ul style="list-style-type: none"> • à»éÝá èÇí³ñÇ ÁÝí»ñáóÁÚáóÝÝ»ñÇ ³ÝáóÝÇó ³áñ³ÝùÝ»ñÇ Ì³Ù Ì³é³ÙáóÁÚáóÝÝ»ñÇ ·ÝáóÙÁ áá»íù ÿ »ÝÁ³ ËÇÝÇ áñ· ÿ ½»ÖáÙ³Ý Ì³Ù ³ñíáÝáóÁÚ³Ý· ³ñ³Í ³ÝÓÝ³³½ÙÇ ³Ý¹³ÙÝ»ñÇ (Ì³Ù Ýñ³Ýó ÁÝí³ÝÇùÝ»ñÇ ³Ý¹³ÙÝ»ñÇ) ù·iÇÝ: • ¶Ýáñ¹Ý»ñÁ áá ÛÇ ¹»áúáóÙ áá»íù ÿ Û³í³ñ³ñÝ»ñÇó áñ· ÿ ·áóÙ³ñ ÁÝ¹áóÝ·Ý: • Ûñ³Ýù »ñµ»ù áá»íù ÿ ÈÝñ»Ý, áóÖÖ³Çáñ»Ý Ì³Ù ³ÝáóÖÖ³Çáñ»Ý, áñ· ÿ Ýí»ñ, ù·áóí Ì³Ù Ò³Ñ: • ²ÙÝáó³Ù»Ý³ÝÇí, Ñ³Ý¹áóñÁáÓ³ÝáóÁÚáóÝ óáóó³µ»ñíáóÙ ÿ áÈÝ¹ñ³Í Ýí»ñÝ»ñÇ Ñ³Ý¹»á ³ÙÝ Û³í³ñ³ñÇ ÍáÖÙÇó, áñÁ ³ñ³á³ÝáóÙ ÿ à»éÝá èÇí³ñÇ Ñ³ñ³µ»ñáóÁÚáóÝÝ»ñÇ, Ó»éù µ»ñ³Í ·áníÝ³Ý Ñ³ñ³µ»ñáóÁÚáóÝÝ»ñÁ, é³Í³ÙÝ ³ÙÝ ¹»áúáóÙ, »ñµ ³ÙéáÇèÇ Ýí»ñÇ ³ñ³Á»ùÁ é³óÇáÝ³É ÿ ·· ·áníÝ³Ý Ñ³ñ³µ»ñáóÁÚáóÝÝ»ñÇ Ì³ñ³ Ñ³ñ³.³ áñ· ÿ ³/²¹»óáóÁÚáóÝ áÇ Ì³ñáÓ áóÝ·Ý³É: 	<p>In order to avoid any real or apparent abuse of business relationships with your suppliers, the following principles shall always apply :</p> <ul style="list-style-type: none"> • The purchase of goods or services on behalf of Pernod Ricard companies shall not be subject to any discounts or allowances granted in favour of staff members (or of their families). • The buyers shall not under any circumstances accept any sum of money from suppliers. • They shall never request, either directly or indirectly, any gift or any other benefits or favour whatsoever. • A tolerance is nevertheless allowed for unrequested gifts from a supplier enjoying previously established business relationships with Pernod Ricard, provided however that the value of such gifts is reasonable, and that it does not have any future impact on the business relationship.
<p>3- <u>Ð³Ñ»ñÇ µ³ÉáóÙ</u></p> <p>²ÝÓÝ³³½ÙÇ áá ÛÇ ³Ý¹³Ù ãá»íù ÿ áóÝ»Ý³ áñ· ÿ ³ÝÓÝ³³Ý Ò³Ñ, áñ Ñ³Í³éáóÙ ÿ à»éÝá èÇí³ñÇ Ò³Ñ»ñÇÝ:</p> <p>§²ÝÓÝ³³Ý Ò³Ñ·-Ç µ³ÉáóÙ</p> <p>²ÝÓÝ³³½ÙÇ ³Ý¹³ÙÝ»ñÁ áá»íù ÿ ½»ñí ÛÝ³Ý Ó»éù µ»ñ»É ³ÙÝáÇèÇ Çñ»ñ, áñáÝù ÑÝ³ñ³áñ ÿ È³Ý·³ñáÓ Ñ³Ý·³Ù³Ýù Ñ³Ý¹Çè³Ý³Ý áñáÝ»èÇáÝ³É ·áníáóÝ»áóÁÚáóÝ Çñ³Ý³óÝ»ÉÇè Ì³Ù áñááóÙÝ»ñ Ì³Ù³óÝ»ÉÇè:</p> <p>Û»ñùÇÝ Ò³Ñ»ñÇ µ³ÉáóÙ</p> <p>³/²¹³Ý ÿ Û³í³ñ³ñÝ»ñÇ ³áúáóÙ ³ñ³óáÉ»É Ì³é³ñ³Ù³Ý É³ Ñ³Ù³Í³ñ. áóÝ»óáÓ, Ñ³Ù³ÈÙµ³Í ÁÝí»ñáóÁÚ³Ý Ì³ñ³ñÁ: à»éÝá èÇí³ñÇ µ³ñ»Ì»óáóÁÚ³Ý ì»é³ÝíÙáóÝÇó é³ Ò³ Ì³ñ· áñ· ÿ: ²ÝÓÝ³³½ÙÇ Ûáóñ³»ÝáÙáóñ ³Ý¹³Ù á³³é³Ý³áó ÿ Íáñáñ³Çí ³Ùé Ò³ÑÁ ³³ñ³á³Ý»Éáó Ñ³Ù³ñ, ÝáóÙÝÇè Ì³Ù»¹³ áñáá³Ç Ñ³ñ³ñ³ñÁ Ì³Ù Ì³Ù³é»Éáó Ñ³Í³ÇÝ ÿ: ó³Ý³ó³ Ì³Ù ÝáóÙÁÇ Ûáóñ³»ÝáÙáóñ Ý»ñùÇÝ µ³ÉáóÙ Ñ³Ù³á³³é³Ý³µ³ñ áá»íù ÿ »ñµ· ÿ §ÍáÓÙ»ñÇó ¹áóñè Ì³ñ³ÍáóÙ ·ÝÇ: áñ· ÿ Ñ³Ý·³Ù³ÝÇ é³Í³ÙáóÁÚ³Ý ¹»áúáóÙ:</p>	<p>3 – <u>Conflicts of Interest</u></p> <p>No staff member shall have any personal interest incompatible with Pernod Ricard's interests.</p> <p><i>Conflicts of "personal interest"</i> Staff members shall refrain from acquiring any stakeholdings likely to interfere with their professional actions or decisions.</p> <p><i>Internal conflicts of interest</i> It is essential to project in the eye of the suppliers the image of a united, well-managed company. This is of the essence for the sake of Pernod Ricard well-being.</p> <p>Every staff member shall be accountable for defending this corporate interest, even if it is to the detriment of certain specific interests.</p> <p>Any internal conflicts of any nature whatsoever shall accordingly never be "exported" under any circumstances.</p>
<p>4- <u>óáÈÑ³íáóóáóÙ Ì³é³ñ³áóÁÚ³Ý ³È³íáÓÝ»ñÇÝ Ì³Ù ù³Ö³ù³óÇ³³Ý Ì³é³ÙáÓÝ»ñÇÝ</u></p> <p>¶áóÙ³ñÇ, Ýí»ñÇ, Ì³é³ÙáóÁÚ³Ý, Ñ³ñ³»ñÇ Ì³Ù ³ÙÉ ì»éùáí áá ÛÇ ·áÈÑ³íáóóáóÙ áá»íù ÿ ³é³çñ³ÍÇ Ì³Ù Ì³ñ³Ù³ñ³Ç, áóÖÖ³Çáñ»Ý Ì³Ù ³ÝáóÖÖ³Çáñ»Ý, áñ· ÿ á»íáóÁÚ³Ý ù³Ö³ù³óÇ³³Ý Ì³é³ÙáÓÇ Ì³Ù Ì³é³ñ³áóÁÚ³Ý ³È³íáÓÇ:</p> <p>5- <u>Û»ñÙáóíÙ³Ý Ì³Ù ³ÙÉ »ñíñÝ»ñ Û»ÌÝ»Éáó Ì³ñ·³íáñáóÙÝ»ñ</u></p> <p>²ÙÉ »ñíñÝ»ñ Û»ÌÝ»ÉÇè ³ÝÓÝ³³½ÙÇ ³Ý¹³ÙÝ»ñÁ áá»íù ÿ Ñ³ñ³»Ý Ì³ÙÉ »ñíñÇ ùñ»Ýé¹ñáóÁÚ³ÝÁ, Û³éÝ³íáñ³á»é ¹ñ³ÙÇ, ³ñ³Á»ÁÓÁ»ñÇ Ì³Ù Ì³Ç×»ÉÇ ³áñ³ÝùÝ»ñÇ Ñ³Ù³ñ³ñ³·ñáóÙÁ ·· Ý»ñÙáóíáóÙÁ Ì³ñ·³íáñáÓ ùñ»ÝùÝ»ñÇÝ:</p> <p>Ð³íáóí »ñíñÝ»ñáóÙ ÌÇñ³éíáÓ Ì³ñ·³íáñáóÙÝ»ñÇ Ì³ñ³µ»ñ³É Ûáóñ³»ÝáÙáóñ Ñ³ñó áá»íù ÿ Ñ³éó³·ñ³Ç Çñ³í³µ³Ý³Ý µ³ÁÝÇÝ:</p>	<p>4 – <u>Compensation to government employees or civil servants</u></p> <p>No compensation in the form of money, gifts, services, invitations or otherwise shall be proposed or offered, whether directly or indirectly, to any civil servants or government employees of any States.</p> <p>5 – <u>Travel abroad and importing regulations</u></p> <p>When travelling abroad, staff members shall abide by the legislation of the concerned country, particularly regulations governing the declaration and importing of currency, securities or negotiable goods.</p> <p>Any questions regarding applicable regulations in specific</p>

	<p>countries shall be addressed to the Legal Department.</p>
<p>6- <u>¶ÖiÝÇáóÁÚáóÝ</u></p> <p>¶ánÍáóÝ»áóÁÚáóÝ ÁÝÁóòúáóÙ ³ÝÓÝ³½ÚÇ ³Ý¹³ÙÝ»ñÇÝ Í³ñáÖ ÿ Ñ³è³Ý»ÉÇ ÉÇÝ»É ä»éÝá èÇÍ³ñÇÝ, Ýñ³ Ù³³Í³ñ³Ý»ñÇÝ Í³Ù Ùñó³ÍÇóÝ»ñÇÝ í»ñ³µ»ñáÖ ³ÖiÝÇ í»Ö»Í³íáóÁÚáóÝ:</p> <p>Ûñ³Ýù á»iù ÿ ½»ñÍ ÙÝ³Ý ÝÙ³Ý í»Ö»Í³íáóÁÚáóÝÁ Ññ³á³ñ³Í»Éáóó´ ³é³Ýó Ý³ÉÝ³Í³Ý Ñ³Ù³Ó³ÙÝ»óÙ³Ý: ¶ÖiÝÇ í»Ö»Í³íáóÁÚáóÝÁ Ý»ñ³éáóÙ ÿ ó³ÝÍ³ó³Í í»Ö»Í³íáóÁÚáóÝ ³ñ³ñ³ÝùÇ, ÁÝÁóóÇÍ ½³ñ³óáóÙÝ»ñÇ, ýÇÝ³Ýé³Í³Ý ííÙ³ÉÝ»ñÇ, ·ánÍáóÝ»áóÁÚáóÝ é³½Ù³³ñáóÁÚáóÝ, ·ánÍ³ñ³ñáóÁÚáóÝ Ó»éÝ³ñ³ñÇ ³ñ³ÝáóÁÚáóÝ, ³É³³Ýù³ÙÇÝ ·ánÍ»É³Í»ñá»ñÇ, Ù³³Í³ñ³Ý»ñÇ ííÙ³ÉÝ»ñÇ µ³½³ÙÇ ³ÚÉÝÇ í»ñ³µ»ñÙ³É:</p> <p>Í³ñ áñ ÿ á³Ñá³Ý»É ³ÙéâÇèÇ Íáñááñ³ÇÍ í»Ö»Í³íáóÁÚáóÝ ³ÖiÝÇáóÁÚáóÝÁ, Ù³éÝ³íáñ³á»è ÉÇáíÇÝ Ñ»í»Éáí ³Ýí³Ý·áóÁÚáóÝ Í³ÝáÝÝ»ñÇÝ Ñ³Ù³Í³ñ·á³ÙÇÝ í»ÉÝÇÍ³ ÍÇñ³é»ÉÇè:</p> <p>¶ánÍ³ñ³ñáóÁÚáóÝ ÿÁÇÍ³Ý ³ñ»ÉáóóÙ ÿ Ù³³Í³ñ³Ý»ñÇ Ñ»í·Ý³ÙÇÝ µ³ÝÍóáóÁÚáóÝ»ñ í³ñ»ÉÇè Ùñó³ÍÇó Ù³³Í³ñ³ÇÝ áñ· ÿ í»Ö»Í³íáóÁÚáóÝ íñ³Ù³ñáóÙÁ ä»éÝá èÇÍ³ñÇ Ñ³Ù³ñÇ ÑÇÙ³Ý íñ³·Ý³ÝÙ³Ý í»ñ³µ»ñÙ³É ä»éÝá èÇÍ³ñÇ ß³ÑÁ áñ³Ý»Éáó Ýá³³Íáí:</p>	<p>6 – <u>Secrecy</u></p> <p>Within the course of business, the staff members may have access to confidential information related to Pernod Ricard, its suppliers or competitors.</p> <p>They shall refrain from disclosing such information without prior approval. Confidential information includes any information on products, ongoing developments, financial data, business strategy, business manuals and literature, work procedures, supplier databases, etc.</p> <p>It is essential to secure the confidentiality of such corporate information, in particular by fully complying with security rules when using the IT systems and computer hardware.</p> <p>In the event of price negotiations with suppliers submitting a quotation following a call for bids emanating from a Pernod Ricard society, and provided that the interest of Pernod Ricard is not at stake, business ethics prohibit the disclosure of any such information to a competing supplier.</p>

ANNEX 1

Clause of Social responsibilities stipulated in the General Conditions of Purchase of Pernod Ricard's Subsidiaries

12. SOCIAL RESPONSIBILITIES

As part of our commitment to the Global Compact, we undertake to support and promote the principles within our sphere of influence. This includes suppliers and their sub-contractors. Accordingly, they must adopt the same initiative and work in accordance with applicable ethics and principles of sustainable development.

We demand that our Suppliers provide us with their services in compliance with employment rights, human rights and fundamental freedoms.

Suppliers must undertake to abide by the provisions of international labour conventions and, in particular, with the eight fundamental International Labour Organization Conventions with regard to trade union rights, equality of treatment and equal remuneration, the abolition of forced labour and the elimination of child labour.

In particular, they must expressly undertake not to employ under age children to manufacture products or to perform any other related task.

Moreover, they must abide by ILO standards with regard to freedom of association, the minimum age for admission to employment, and health and safety at work.

Suppliers must be able to guarantee and prove that all of the services they provide to us comply with the aforementioned labour standards, and certify that they have procured the same commitments from their sub-contractors, manufacturers, service providers and traders.

--ooOoo--