



RÉMY COINTREAU

LE PRÉSIDENT

GLOBAL COMPACT: Annual commitment by the Chairman

Rémy Cointreau has demonstrated a constant and growing desire to link the development of its activities with a keen sense of its social and environmental responsibility, shared with all its stakeholders: colleagues, wine growers, suppliers, distributors, consumers and participants in local and sustainable development.

Since it joined the Global Compact in 2003, Remy Cointreau has maintained its commitments to respect and act as ambassador for good practice in the fields of human rights, working standards, the environment and the fight against corruption.

During the last year, several specific and well thought out activities, the subject of our annual communication on progress in 2008/09, attached, have been carried out to promote preservation of the environment, an ethical approach to our activities and the professional development of our colleagues, in response to the ten principles of the Global Compact.

The annual renewal of our support for Global Compact is a major element of our desire to strive for sustainable, responsible development with conviction, fairness and application.

Maintaining and respecting this commitment, the continued progress and the transmission of knowledge are also a key part in the success of our brands and the continuation of Remy Cointreau.

Dominique Hériard Dubreuil
Chairman of the Board of Directors

Communication on 2008/09 progress (Global Compact Charter)

Social and Environmental Responsibility of Rémy Cointreau: clear vision, shared commitments

Subsequent to the ratification and application of the Global Compact Charter, Rémy Cointreau is maintaining its commitment to be an ambassador for the good practice of this global commitment in the field of human rights, work standards, the environment and the fight against corruption.

Rémy Cointreau has been a member of the French Forum of Friends of the Global Compact for several years and respects and regularly shares the ten principles of the charter with its colleagues and partners. The idea of social and environmental responsibility is thus cascaded to the entire company but also upstream and downstream to its clients, suppliers and all of its stakeholders.

Rémy Cointreau has demonstrated increasing willingness to link the development of the company's activities with an acute sense of its responsibilities, linked to specific well thought out actions, to promote an ethical approach to its activities, preservation of the environment and the professional development of its workers.

During 2008/2009, Rémy Cointreau published its Charter for Social and Environmental Responsibility (SER).

Thus it confirms its commitments to sustainable development identified since it joined the international Global Compact Charter in 2003, and in France also subscribes to the outcomes of the Grenelle environment forum around six main themes:

- 1 Viticulture
- 2 Quality/Safety/Environment
- 3 Relationships with suppliers
- 4 Marketing and commercial ethic
- 5 Human resources
- 6 Stakeholders and sustainable development of regions

Respect for the principles of the Global Compact and their dissemination to our colleagues and partners fall clearly within these six commitments:

Subjects	Commitments	Related Global Compact principles
Viticulture	To develop growing methods which respect the environment	Principles 7, 8 and 9
Supplier relations	To involve our suppliers in our social and environmental commitments	Principles 1, 4, 5, 7, 8, 9 and 10
Quality/Safety/Environment	To guarantee the luxury nature of our product range while striving permanently for quality, safety and preservation of the environment	Principles 7, 8 and 9
Marketing and commercial ethic	To assist with international development of our brands through promotion of communication and the responsible consumption of our products	Principles 1 and 2
Human Resources	To implement practices ensuring social equity and the professional development of employees	Principles 1, 2, 3, 4, 5 and 6
Sustainable development of regions	To contribute to the sustainable development of the regions in which Rémy Cointreau has a presence, sharing our commitments and experience in the field of Social and Environmental Responsibility.	Principles 1 to 9

Covering all of these commitments, Rémy Cointreau also launched its 2011 SER plan with 6 main projects over the next three years, involving:

the company's environmental responsibility:

- **Carbon 2011 plan** on the reduction of carbon emissions
- **2011 Eco-design plan** to optimise packaging
- **2011 Environmentally friendly gestures plan** to conserve natural resources

and its social responsibility:

- **2011 Suppliers plan** with social and environmental evaluation of suppliers
- **2011 Marketing ethic plan** for the continued application of the Charter of Responsible Communications
- **2011 Stakeholders plan** in order to construct a permanent dialogue with all the players contributing to the development of Rémy Cointreau.

Our activities as part of the 2011 SER plan are the subject of our Annual Report (chapter on Social and Environmental Responsibility) which will be available at the end of July 2009. This document is then distributed to our stakeholders and may be viewed on our website.

Rémy Cointreau SER 2011 action plan: Objectives, results and prospects

Viticulture:

Our commitment for 2008/2011:

To implement and promote economically competitive growing methods which respect the environment and are linked to specific and traditional knowledge (application of the most advanced systems of reference for environmentally friendly viticulture).

Rémy Cointreau, an ambassador for viticulture which respects the environment as part of its Global Compact commitment, is continuing to incorporate its viticulture activities in the reference systems of the 'Integrated agriculture' certification.

This certification, obtained since 2007, indubitably creates a great dynamic for progress and provides a reference tool for wine growers partnering Rémy Cointreau.

Information days are planned for these partners, for example on reducing the use of phytosanitary products while guaranteeing the quality of wines and brandies.

These days also provide an opportunity for discussions on Rémy Cointreau's commitments to social and environmental responsibility, for dissemination of the principles and methods of environmentally friendly agriculture and of regional reference documents.

Rémy Cointreau also encourages its wine-growing partners to carry out environmental diagnoses in accordance with the Grenelle environment forum's system of reference for 'High Environmental Value' agriculture.

Additional processes are also initiated such as the production of energy through the reuse of wood from vines.

2 Quality/Safety/Environment:

Our commitment for 2008-2011:

To guarantee the luxury nature of our products through continuous investment in research, while striving permanently for quality, food safety and industrial safety, and consistent activities to preserve the environment.

The objectives of Rémy Cointreau, while guaranteeing the quality of the company's products, are linked to a day-to-day desire to make progressive reductions in the consumption of natural resources in the long term.

Many specific actions are linked to this general plan.

Annual updates of the carbon balance allow the main CO₂ generating activities to be identified and involve teams of colleagues from various departments, aware of the issues, on each of our sites.

Over the course of the year, environmentally friendly design, which mobilises teams in charge of product development, has moved beyond the thinking stage.

Through the acquisition of new software, the environmental impact of each product is measured precisely and has moved from estimation to true evaluation.

The training of the teams involved took place this year and the objective was to enter a state of continuous development and to identify the best compromise between the imperatives of quality, cost, energy consumption and a new parameter, the environmental performance of products.

More broadly, the desire to reduce the consumption of natural resources is shared across Rémy Cointreau in each of the company's activities.

Buyers have also embraced these criteria. The choice of service providers takes into account their involvement in processes which take greatest care of the environment (for example in the areas of business trips, transportation of products and vehicle fleets).

Environmental concerns also include the IT field through the processes of reducing energy and paper consumption. One particular concern is the reduction in the energy consumption of materials. Reduction in paper consumption is a daily concern. For example, specific software is being deployed to manage invoices from suppliers without using hard copies.

The guarantee of food safety of products is always of prime concern and all Rémy Cointreau sites are part of an ISO 22000 certification process. A first site has been certified since the end of 2008. Rémy Cointreau is thus demonstrating its ability to ensure total quality of its products.

Supplier/Purchasing managers:

Our commitment for 2008-2011:

To involve our suppliers in our social and environmental commitments, to control their actual involvement and assist them in their processes of improvement.

Monitoring the Social and Environmental Responsibility policy of suppliers has been increased over this year.

A questionnaire to ensure the rapid detection of risks presented unknowingly by these companies has been developed. In addition to a commitment to respect the Global Compact Charter, specific imperatives are set out, linked to professionalism and the delivery of value, and also to the environment, carbon emissions and food safety.

A detailed study was carried out for the 40 key suppliers (in terms of volume and/or strategic impact upon activities). In return, Rémy Cointreau agreed to clauses of respect and confidentiality.

Furthermore, the 'Responsible Suppliers' action plan will be extended for the next three years as part of a partnership with a specialised consultancy firm with a faultless reputation.

Audits carried out should provide assurance of the full application of local laws in particular in the areas of salary, minimum ages and working conditions.

Linked to its Global Compact commitments, Rémy Cointreau is also continuing to implement its policy to provide assistance to its suppliers' processes of improvements to SER.

Over recent months, technical support has been provided in terms of improving working conditions and environmental impact for three suppliers of packaging.

Commercial and marketing ethics:

Our commitment for 2008-2011:

To assist the international development of our brands through the promotion of responsible consumption and the implementation of a marketing and commercial ethic with faultless principles and transparency, relayed by distribution partners and an effective customer service.

The Charter of Responsible Communication, signed by the President and CEO of Rémy Cointreau, defines a list of six fundamental points resulting from exchanges with all the participants involved: consumers, public authorities, NGOs, professional institutions (such as the Bureau National de l'Interprofession du Cognac and the European Spirits Organisation).

This Charter guides the work of customer services and all the marketing and sales teams across the world.

The customer services department, in contact with consumers essentially via the websites of our brands (French and international), has for several years been rewarded with the classification of 200 French companies audited by *L'Entreprise* magazine, for the treatment of complaints (listed 20th in 2008).

Monitoring the effective application of the Charter is provided by the committee for responsible communication, which brings together the relevant functions in each area involved: legal, marketing, sales and advertising.

Additionally, the committee for responsible communication has the role of keeping Rémy Cointreau informed of the legal framework in force in the area of alcohol consumption and to anticipate the constant changes on an international level.

In addition to the legal domain, through its ethical plan the committee for responsible communication also ensures that no communication plan by Cointreau and its brands is distributed unless it clearly satisfies the principles set out in the Charter.

Human Resources:

Our commitment for 2008-2011:

To ensure social equity and the development of our collaborators, to encourage their commitment to the company's strategy and involve them in the group's activities for the general population, within the context of Rémy Cointreau's founding values of listening and dialogue.

Linked to the organisation of its distribution network, Rémy Cointreau implements an innovative and dynamic human resources policy.

An action plan is identified for each Rémy Cointreau executive in order to make the transmission and development of skills and knowledge successful.

The training programme has been expanded for all teams and has been the subject of much individual communication.

A booklet presenting the four main themes around which the training policy is structured (luxury culture, economic culture, commercial culture and professionalism) has been issued to all colleagues. The objective is to encourage each to take responsibility for their professional development in particular through the individual right to training.

In April 2008, an agreement on diversity was signed with organisations representing staff.

Very specific, it confirms the group's historic choices on issues which cannot be ignored: integration of young people, management of disabilities, work by older people, professional equality between the sexes and acknowledgement of union activities.

This agreement commits all forces within the company and first and foremost the managers and human resources. The first specific activities dealt with the consolidation of the employment of people with short-term disabilities, the integration of young apprentices in anticipation of

retirements and the distribution of male/female workers in recruitment (over 51% of people recruited to the group in 2008-2009 were women).

To support communication of this agreement on diversity, an internal newsletter containing practical information was distributed to every Rémy Cointreau employee.

Stakeholders and sustainable development:

Our commitment for 2008-2011:

To meet the expectations of stakeholders, to share our experience in the field of sustainable development with the territories in which Rémy Cointreau carries out its activities, with specific actions for sustainable development on a local level.

Dialogue, long-term commitment and goodwill characterise the relationship of Rémy Cointreau with its stakeholders, both within and outside the company.

Meetings with colleagues on a voluntary basis, organised in 2007, led to the identification of 11 environmentally friendly activities and gave rise to the creation and distribution of documentation and internal mini-posters on responsible activities to reduce day-to-day use of water, energy and paper.

With the same desire for responsibility, several colleagues led quarterly meetings and alcohol risk prevention activities within the company.

Also open outside the company and deeply involved in the sustainable development of regions, Rémy Cointreau works in particular with the Institute of Training and Research into the Environment, which strives for education about the environment in institutions, educational bodies and companies in the Poitou-Charentes region.

Furthermore, faithful to its commitment initiated in 2004, Rémy Cointreau works alongside the organisation Fondation de la Deuxième Chance to support, with a network of 19 voluntary bodies, the professional plans of people lacking job security in Rheims and Cognac.

Conclusions and outlook:

Corporate Social Responsibility assumes paramount importance, challenging the very methods of working and production.

Since 2003, activities undertaken by Rémy Cointreau have been consistent with the Global Compact Charter commitments, today linked to the outcomes of the Grenelle environment forum.

Remy Cointreau's social and environmental responsibility is now an intrinsic part of the company's day-to-day activities.

Incorporated into working methods and in communication, it also involves stakeholders upstream, in particular, suppliers.

Constant discussions with stakeholders, particularly the main regional and national players, confirm that Rémy Cointreau is perceived to be an active contributor to the sustainable development of regions.

Christian Lafage
Director of Sustainable Development

Appendix:

- Examples of indicators monitored as part of the implementation of Rémy Cointreau's policy of social and environmental responsibility.

VITICULTURE:

Amount of pesticides used which do not harm the environment:

- 2007/08: 100%
- 2008/09: 100%

Number of wine growers informed and aware of Remy Cointreau's SER policy:

- 2007/08: 430
- 2008/09: 444

Amount of wine-growing area being promoted for natural predators:

- 2007/08: 100%
- 2008/09: 100%

Reduction of use of phytosanitary products compared with approved rates:

- 2007/08: - 8%
- 2008/09: - 8%

QUALITY, SAFETY AND ENVIRONMENT:

Water consumption:

- 2007/08: 122200 m3
- 2008/09: 88200 m3

Electricity consumption:

- 2007/08: 12205 MWh
- 2008/09: 13579 KWh

Gas consumption:

- 2007/08: 12205 MWh
- 2008/09: 11479 MWh

Rate of sorting of waste:

- 2007/08: 90%
- 2008/09: 89%

Rate of waste recovery:

- 2008/09: 42%

Number of people benefiting from specific training in safety:

- 2007/08: 777
- 2008/09: 805

HUMAN RESOURCES:

Number of meetings with staff representatives:

- 2007/08: 98
- 2008/09: 105

Number of hours of training and number of people trained:



NB: The total number of indicators is shown in the Annual Report 2008/09 - Social and Environmental Responsibility chapter