



RÉMY COINTREAU

GLOBAL COMPACT : Chairman's annual commitment

Since joining the Global Compact in 2003, Rémy Cointreau has implemented its corporate social responsibility (CSR) policy to comply with best practices in the areas of human rights, labour, environment and anti-corruption. These best practices are shared with our employees, suppliers and all our stakeholders.

The year 2013/2014 was marked by the implementation of the first year of the CSR 2015 plan, a three-year programme aimed at ensuring the continuous progress of our CSR strategy.

Well aware of the impact of its business activities, Rémy Cointreau continues to reduce its environmental footprint by measuring and reducing its carbon emissions and monitoring its environmental indicators.

The annual Carbon Footprint has been extended to include Rémy Cointreau's wineries, and the CSR report now includes a measurement of the natural resources consumed by the production sites of our brands Mount Gay in Barbados and Bruichladdich in Scotland.

Furthermore, the company Mount Gay has been awarded ISO 9001 Quality certification and the companies Cointreau and Rémy Martin renewed their Quality, Environment and Food Security certifications (ISO 9001, ISO 14001 and ISO 22000).

Further initiatives are covered in our annual 2013/2014 Communication on Progress (COP) report and reflect the implementation of our CSR 2015 plan.

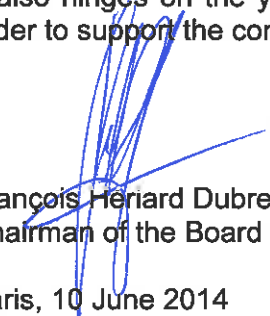
In accordance with Article 225 of the Grenelle II law of 12 July 2010, the CSR report is checked by an external third party, Ernst & Young, which certifies that all the social, environmental and corporate information required by French regulations is included.

To this end, a reporting standard has been prepared and must henceforth be shared by all Rémy Cointreau's production companies and distribution subsidiaries.

The daily commitment of our employees is underpinned by the worldwide dissemination of our CSR charter and code of business ethics, which defines our principles of behaviour in terms of professional ethics, in particular regarding conflicts of interest and corruption.

Our CSR policy is aligned with the ISO 26000 standard. It strives to be practical and exemplary in order to comply with the expectations of civil society and to embody the social and environmental values rooted in the history of Rémy Cointreau.

It also hinges on the yearly renewal of our membership of the Global Compact in order to support the company's value creation.


François Hériard Dubreuil
Chairman of the Board of Directors

Paris, 10 June 2014



Communication on Progress 2013/2014 (Global Compact Charter)

Following on from the ratification and application of the Global Compact Charter, Rémy Cointreau is upholding its pledge to be an ambassador for the sound practices enshrined in this global commitment towards human rights, labour standards, the environment and anti-corruption.

A member of the Réseau Pacte Mondial France Association for several years, Rémy Cointreau applies and frequently promotes the 10 principles of the Charter to its employees and partners. The concept of corporate social responsibility is thus promoted within the Company, as well as externally, with customers, suppliers and all other stakeholders.

1. The Group's policy and commitments: CSR governance

Supporting a pragmatic and exemplary CSR policy

Since joining 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.

In line with ISO 26000, Rémy Cointreau's corporate social responsibility (CSR) policy is aimed at adopting best practice in the area of human rights, labour standards, the environment and anti-corruption.

Each year, the CSR policy is validated by the Executive Committee and Group Chairman. A three-year action plan is regularly updated. Currently at the end of its first year, the CSR Plan 2015 sets out the actions and objectives forecast for the next two years.

At the end of each financial year, the annual CSR review is presented to the Board of Directors.

The international dissemination of Rémy Cointreau's CSR Charter and Code of Ethics demonstrates its commitment to involving all employees on a daily basis.

Under Article 225 of the Grenelle II law of 12 July 2010, and convinced that the regulatory requirements represent an opportunity, Rémy Cointreau has extended the scope of its CSR reporting to all of its production sites and distribution subsidiaries. The reports are audited by an external third party, who certifies the presence of the employee-related, environmental and societal information required under French law.

Pragmatic and exemplary, and shared with suppliers, the CSR policy meets the expectations of all stakeholders and embodies the corporate and environmental values firmly rooted in Rémy Cointreau's history.

The CSR Plan 2015, a way forward for the entire Company

During the 2013/2014 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.

Last year saw the implementation of the first year of the CSR 2015 plan, a three-year programme designed to ensure the continuous progress of our CSR strategy.

CSR reporting includes Rémy Cointreau's employee-related, environmental and societal information, pursuant to the requirements of Decree No. 2012-557 implementing Article 225 of the Grenelle II law of 12 July 2012. The report is audited by an external third party (certification of inclusion and limited assurance report by an independent auditor).

The scope of the report now includes 22 companies which will henceforth report some or all of their employee-related and environmental information. The indicators associated with the information are calculated in accordance with Rémy Cointreau's reporting protocol, available on request from the Group's CSR Director.

The reporting protocol is translated into English and distributed worldwide to the 22 companies covered by the CSR report. Each company has a CSR officer responsible for reporting employee-related and environmental information.

Rémy Cointreau continues to apply ISO standards, which guarantee certain standards in terms of quality, food safety and consumer protection and health.

The company Mount Gay has been awarded ISO 9001 Quality certification, while the companies Cointreau and Rémy Martin have renewed their Quality, Environment and Food Safety certifications (ISO 9001, ISO 14001 and ISO 22000). Cointreau has also renewed its OHSAS 18001 health and safety certification. Under the CSR Plan 2015, ISO 9001 and ISO 22000 certifications will be extended to the companies Bruichladdich and Mount Gay respectively in 2015/2016.

Rémy Cointreau, mindful of the impact of its business activities, is continuing to reduce its environmental footprint by measuring and reducing its carbon emissions and monitoring its environmental indicators. The annual Carbon Footprint review has been extended to include Rémy Cointreau's wineries, and the CSR report now includes the measurement of energy and water consumption at the Mount Gay and Bruichladdich production sites in Barbados and Scotland.

Rémy Cointreau is also keen to engage all of its employees to make the CSR policy one of the pillars of its corporate culture. The Group's CSR Charter, published in French and English, and the Code of Business Ethics, published in all languages spoken within Rémy Cointreau, are disseminated globally and serve as a benchmark for professional ethics by addressing issues such as conflicts of interest and corruption.

The actions taken in connection with the CSR policy are described in Rémy Cointreau's 2013/2014 Registration Document (Chapter 2. Corporate social responsibility), as well as in the 2013/2014 Annual Report (Corporate social responsibility chapter).

These documents will be available on our website and distributed to all stakeholders from the end of July 2014. They will also illustrate the CSR indicators used based on the GRI (Global Reporting Initiative) indicators.

2. Employee-related information: human rights and working conditions

2.1 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 naturally 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 the freedom of association and the right to collective bargaining, eliminating discrimination and forced labour and abolishing child labour.

During the 2013/2014 financial year, the Group continued its efforts aimed at its 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.

2.1.1 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 place 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.

2.1.2 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 increasingly focused on sharing experiences in all countries where the Group operates. International mobility – both on a professional and geographic level – helps to spread the Group's values extensively throughout its organisation. Moreover, 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.

2.1.3 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.

2.1.4 Maintaining an ambitious social dialogue

The 2013/2014 financial year once again saw collective agreements being signed that underline the willingness, shared by trade unions and employee representatives, to favour dialogue and consultation.

In France and Barbados, the salary policy was defined under collective agreements, a further testimony to the maturity of the Group's trade unions and employee representatives in a difficult economic climate.

In France, the agreement on the "generation contract" – a nationwide scheme to persuade firms to hire young people and retain older employees, as well as encouraging intergenerational skills transfer – was signed in accordance with the agreement on the employment of older employees, which was amended. Finally, the profit-sharing agreement was amended to reflect the economic climate during the year.

2.2 Changes in the workforce

2.2.1 The Group's workforce

At 31 March 2014, the total Group workforce stood at 1,726 employees on permanent and fixed-term contracts, an increase of 20 employees from March 2013.

The Group hired 233 new staff, 136 of them (i.e. 58%) on permanent contracts. Of these, 20% were recruited for the sales team, 12% for production roles and 25% in marketing.

At the same time and in the same scope, there were 219 departures, of which 29% were resignations, 15% were mutually agreed and 24% were as a result of fixed-term contracts coming to an end.

2.2.2 Breakdown of employees by geographic area

In France the workforce grew by 21 employees, mainly in production.

WORKFORCE BY GEOGRAPHIC REGION (GRI INDICATOR LA1)

	MARCH 2014	% MARCH 2013	% MARCH 2012	%
FRANCE	721	42	700	41
EUROPE (OUTSIDE FRANCE) – AFRICA	251	15	255	15
AMERICAS	333	19	332	19
ASIA	421	24	419	25
Total	1,726	1,706	1,560	100

2.2.3 Breakdown of the workforce by type of activity

The distribution business still accounts for more than half of the Group's workforce (56%).

WORKFORCE BY TYPE OF ACTIVITY (GRI INDICATOR LA1)

	MARCH 2014	% MARCH 2013	% MARCH 2012	%
GROUP BRANDS	686	40	673	39
DISTRIBUTION	976	56	967	57
HOLDING	64	4	66	4
CHAMPAGNE	–	–	–	–
Total	1,726	1,706	1,560	

2.2.4 Breakdown of the workforce by function, occupation and gender

The breakdown of the workforce by gender remained stable; men accounted for 57% of the workforce and women 43%, with figures varying according to occupation and country (GRI indicator LA13).

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.

WORKFORCE BY FUNCTION (GRAND INDICATOR EX-1)						
	MARCH 2014	% MARCH 2013		% MARCH 2012		%
SALES	485	28	504	30	497	32
MARKETING	242	14	237	14	200	13
PRODUCTION AND PURCHASING	352	20	349	21	293	19
SUPPLY CHAIN	154	9	158	9	151	10
AGEING	126	7	109	6	100	6
FINANCE & LEGAL	199	12	187	11	169	11
INFORMATION SYSTEMS	49	3	45	3	42	3
HUMAN RESOURCES	39	2	39	2	35	2
GENERAL SERVICES	42	2	42	2	36	2
SENIOR MANAGEMENT	39	2	37	2	37	2
Total	1,726	1,706		1,560		

2.2.5 Breakdown of the workforce by professional category

Fully 41% of the workforce is made up of executives (managers), working mainly in Sales, Marketing and Finance.

The Group's production operations comprise the majority of its operator and technician positions, around 77% of which are located in France on the Cognac and Angers sites, with the remainder in Scotland (Bruichladdich) and Barbados (Mount Gay).

2.2.6 Average age and length of service

The average age of Rémy Cointreau's workforce is 41 years, although in France it is higher, at 44. There is little age difference in terms of gender.

The average length of service of the Group's workforce is 9.8 years, with little difference between men and women or managers and non-managers.

2.2.7 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 almost 3% of the workforce in France at the end of March 2014.

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.

2.4 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 has helped mobilise the Group's teams and motivate each employee to achieve its ambitious targets on its new markets.

The 2013/2014 salary policy in all countries was measured relative 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 was 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.

2.5 Social security and welfare

The Group finalised the implementation of new life and disability policies in each of its 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.

The current objective is to pool these collective insurance schemes by optimising existing schemes and establishing a preferred partnership to insure against these risks.

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 their 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 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 managers so that they can refer to it when conducting their activities;
- The Art of Selling Academy provides training in negotiation and sales techniques, with a pragmatic and differentiating market approach, in order to support the brands and create value for our partners and customers, in line with the Group's strategy. These training modules are widely deployed in the United States. The seminars will be held in 2013/2014 in Europe and Asia;
- Training at the Finance Academy is given to all managers. A total of 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 the Group's criteria for achieving efficiency;

- The Quality Academy was launched in November 2012. This module continued to be rolled out to all regions in 2013/2014;
- 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 all staff so that they can be proactive in expanding their knowledge.

Finally, a digital integration module for new hires was implemented on an international scale. This supplements an integration process that is already highly rated by employees joining the Group.

In addition to individual training, collective courses are sometimes provided for a particular category of employee. For example, employees at the Cognac site have received technical training following upgrades to the industrial plant, as well as management training to support the growth of the organisation. In Angers, innovative financial training has been developed and implemented for all staff. Interestingly, this training was delivered by internal trainers.

The number of training hours declared in 2013/2014 over the entire Group scope, excluding Europe (outside France), for employees on permanent contracts, was 25,174, of which 11,008 were for women and 14,167 for men (GRI indicator LA10), an increase of 17% on 2012/2013.

2.7 Seizing opportunities for employee development

As an expanding Group, Rémy Cointreau fosters the development and enhancement of its teams' skills. 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.

In Cognac, the ambitious investment programme is once again accompanied this year by organisational changes aimed at bringing management closer to the teams "in the field"; these changes open up possibilities for internal professional development via technical training courses delivered in support of this technological progress, allowing motivated employees to expand the scope of their responsibilities.

Rémy Cointreau also has a rigorous 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 taking 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. At our French sites, ten 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).

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.

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

Depending on the size of the organisation, and particularly when employees are represented by recognised trade union organisations, Rémy Cointreau takes a proactive approach to social dialogue to foster the integration and well-being of employees.

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.

2.9 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, after two financial years that allowed the Group to put in place a robust policy, it has also implemented measures related to diversity in recruitment, gender equality, the integration of disabled employees and reintegration at local level. Cognac is also working in partnership with the French unemployment agency (Pôle Emploi) to recruit people on social reintegration programmes, which has led to employment on permanent contracts.

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 occupational requirements 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 aimed at reducing them.

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.

In France for example, working hours can be arranged to allow employees to accompany their children on hospital visits. Moreover, wherever possible, meetings are arranged during working hours and training sessions scheduled early enough to allow parents to arrange childcare where required. Finally, conscious of the difficulties encountered by employees when they have to cope with a life-threatening event affecting a close family member, the parties have 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 switching to part-time hours.

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 composed of employee and management representatives have been formed in Cognac, Angers and Barbados to examine issues relating to health and safety in the workplace and to ensure that safety regulations are followed. 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.

In addition, since some roles tend to be held predominantly by either men or women, often due to the physical demands of the job or the low number of applicants from either gender, the Group has established local health and safety committees to look at the possibility of adapting roles.

The aim is to eliminate the physical requirements wherever possible and to encourage women to apply for posts mainly held by men for this reason.

- **Local initiatives**

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

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. The Angers and Cognac sites have continued to focus on working conditions and the risk of work-related stress.

- **Health and safety indicators:**

For France, Barbados and Bruichladdich, the cumulative absenteeism rate, measured in hours of absence against theoretical hours worked for employees on permanent contracts, was 3.5% for 2013/2014. Sick leave for periods of less than 90 days accounted for the majority of absences. This rate does not include sick leave for periods of more than 90 days.

The frequency rate of workplace accidents at production sites in France, Barbados and Bruichladdich for 2013/2014 was 13.2. This rate is expressed in terms of the number of accidents with workdays lost per million actual hours worked for employees on permanent contracts (GRI indicator LA7).

The severity rate is low at 0.3, expressed as the number of days lost owing to workplace accidents per 1,000 actual hours worked for employees on permanent contracts. 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.

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.

3.1 Winemaking

Rémy Martin's eaux-de-vie products originate 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 supported 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 Martin'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 inclusion of Domaines Rémy Martin in the CSR reporting scope reinforces the Group's commitment to measure and account for its innovative practices and to develop them further. The increase in the number of employees trained has risen sharply, with 98 days of training on winemaking practices this year, compared with 56 last year (GRI indicator LA10). The training focused mainly on certificates of competency in the use of pesticides (individual "certiphyto" certificates).

In 2012, the Domaines Rémy Martin vineyards were among the first in France to obtain "high environmental value farming" (AHVE) certification, at the same time as Agriculture Raisonnée (integrated agriculture) certification, which was acquired some years ago. After fulfilling all the criteria for the standards, which include protecting biodiversity and the proportion of inputs in sales, Domaines Rémy Martin was awarded AHVE level three certification by AFNOR, in line with the actions carried out to preserve biodiversity and 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 an effective management tool. Moreover, the Domaines have renewed their PEFC certification, which ensures the sustainable management of forests on their land (GRI indicator EN14).

Practising environmentally-friendly winemaking

Domaines Rémy Martin is a member of the Ecophyto network, a national initiative run by the French Ministry of Agriculture and originating in the Grenelle de l'Environnement that seeks to gradually reduce the use of pesticides and thus cut soil pollution. Closely involved in this, Domaines Rémy Martin this year hosted the regional forum on crop spraying. Wine-growing professionals discussed the chemical vine treatments used during the growing season, as well as the latest technological developments in spraying equipment. Rémy Cointreau, meanwhile, remained committed to continuing various tests: soil and leaf analyses, essential for monitoring the vines, have become even more thorough in order to calculate the application of fertiliser as precisely as possible.

With a view to adopting environmentally-friendly growing methods, all pesticides used are harmless to neighbouring plants and wildlife. The application of pesticides was 14% below approved doses, despite adverse weather conditions this year which hindered the growth of the vines. Natural grass cover remained unchanged, covering 32% of the surface area. Domaines Rémy Martin confirmed its commitment to eliminating the use of herbicides on the entire vineyard. Finally, four soil and 11 leaf analyses allowed fertiliser input to be controlled (500 kg/ha) for regular maintenance of the vineyard. These analyses are maintained each 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.

Promoting our partners' sound winemaking practices

Having all of the AFC's winemakers and distillers follow its lead by obtaining AHVE certification is one of Rémy Cointreau's key objectives. This year, winemakers were made aware of this standard. Through various awareness-raising sessions, Rémy Cointreau's CSR Charter was distributed to 370 winegrowers, who also received specific information on high environmental value farming (AHVE). The Rémy Cointreau CSR Charter was also sent by post to 239 other winegrowers. Therefore, 56% of AFC members have been made aware of Rémy Cointreau's environmental strategy.

Broad guidelines have already been adopted for the next three years in order to encourage voluntary practices on the part of distillers who want to enhance their production.

Rémy Cointreau has launched a joint environmental project between Rémy Martin and the AFC. The Group is thus taking a supportive approach and encouraging AFC members to obtain this certification in order to make it a quality label that promotes sound practices: reduced use of pesticides and the adaptation of treatments according to parasitic pressure, whilst maintaining a maximum yield.

Finally, the annual *Centaures de la distillation* award, which rewards the best distillers, recognised the exceptional quality of the eaux-de-vie produced by 56 of them this year. A total of 22 distillers were awarded the distinction of *Centaure d'or de la distillation* ("Golden Centaur of Distilling").

3.2 Environment

In 2013/2014, the Group invested €2 million in improving quality, safety and the environment (GRI indicator EN30) at all of its production sites.

Training on these three aspects continued, with a total of 3,092 hours spent on training 413 people (GRI indicator LA10).

3.2.1 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. Buildings at the Cognac and Angers sites are undergoing renovation to optimise their lighting, heating and air conditioning. High energy-consuming light bulbs are being replaced with LED lighting fixtures. Heat reduction instructions are maintained on the sites and centralised management of air conditioning systems is being installed.

Staff awareness-raising is ongoing in order to encourage greater care with respect to energy use. An internal information campaign is being held to help reduce day-to-day energy expenditure, for example by affixing information and practical tips next to light switches.

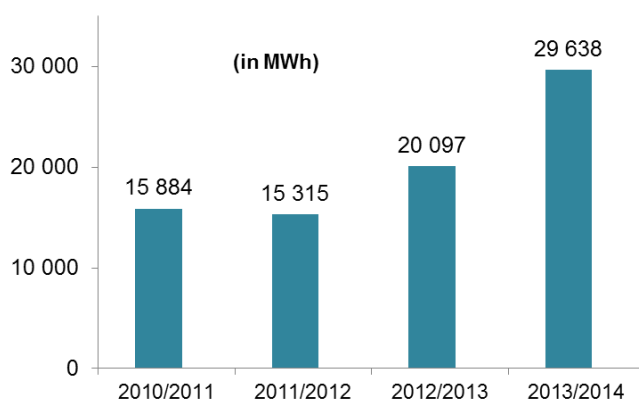
This initiative naturally encompasses the reduction of the environmental footprint of the Group's IT equipment (Green IT protocol). New energy-efficient equipment has been installed this year.

Studies conducted on sites to examine the possibility of integrating green energy within production processes have led to contracts being signed with EDF to purchase renewable energy during the next financial year. This will cover part of the electricity consumption of French production sites.

Total energy consumption stands at 29,638 MWh, an increase of 47% compared with the previous year (20,097 MWh) following the inclusion within the scope of reporting of the Islay (Bruichladdich) and Barbados (Mount Gay) sites.

On a like-for-like basis, energy consumption is down 4% compared with the previous year at 19,238 MWh.

Total energy consumption



Total energy consumption came to 5.92 kWh per standard case, excluding Domaines Rémy Martin. Total energy consumption for Domaines Rémy Martin came to 73.39 kWh per hectolitre of wine. On a like-for-like basis, total energy consumption is 3.74 kWh/standard case, stable compared with 2012/2013.

Concerning direct energy (gas and heating oil), total consumption is 19,640 MWh, an increase of 78% compared with the previous year, with the addition of Mount Gay and Bruichladdich within the reporting scope (GRI indicator EN3).

On a like-for-like basis, consumption is down 14% compared with the previous year at 9,501 MWh.

Total direct energy consumption increased from 2.03 to 3.86 kWh per standard case (GRI indicator EN4), excluding Domaines Rémy Martin. Total direct energy consumption for Domaines Rémy Martin came to 59.18 kWh per hectolitre of wine.

Direct energy consumption for the Cognac site fell 28% from 2,712 to 1,964 MWh, mainly due to a milder winter requiring less heating.

The Angers site likewise recorded a fall of 6% from 6,161 MWh to 5,778 MWh for the same reasons. Direct energy consumption for Domaines Rémy Martin was down 19% from 2,184 to 1,758 MWh, mainly due to a smaller harvest in 2013/2014 following poor weather conditions in the spring.

In terms of indirect energy (electricity), the consumption data now includes the Islay site (Bruichladdich). Electricity consumption rose from 9,041 MWh to 9,998 MWh, an increase of 11%. A 6% increase was recorded on a like-for-like basis, from 9,041 to 9,584 MWh (GRI indicator EN4). This is caused by the increase in electricity consumption at the Cognac site (+13%) due to the major extension work carried out this year.

Total indirect energy consumption came to 2.06 kWh per standard case, excluding Domaines Rémy Martin. Total indirect energy consumption for Domaines Rémy Martin amounted to 14.22 kWh per hectolitre of wine. On a like-for-like basis, total indirect energy consumption came to 2.01 kWh per standard case, an increase of 10% compared with 2012/2013.

At the Angers site, electricity consumption fell 4% from 2,612 to 2,499 MWh. At the Cognac site, it rose 13%, from 5,241 to 5,922 MWh. Electricity consumption for Domaines Rémy Martin fell 12% from 478 to 422 MWh, mainly due to a smaller harvest in 2013/2014 following poor weather conditions in the spring.

Electricity consumption at the Barbados site rose 4%, from 710 MWh to 741 MWh, due to an increase in site production (+29%).

Water consumption

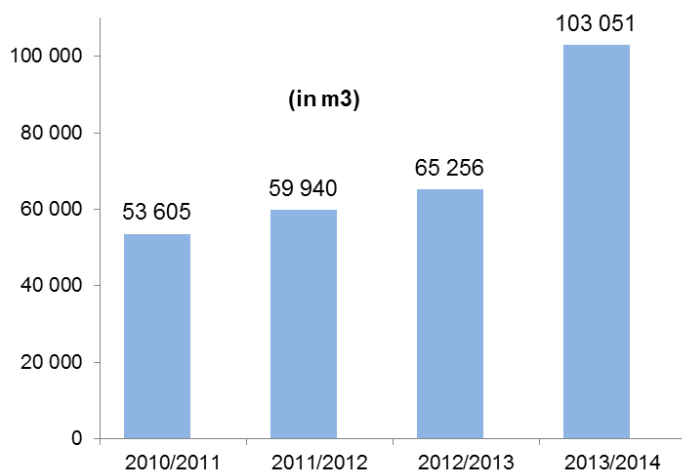
Total water consumption rose 58% to 103,051 m³, with the inclusion of the Mount Gay and Bruichladdich production sites within the reporting scope (GRI indicator EN8). On a like-for-like basis, water consumption fell slightly (-2%), from 65,256 to 63,690 m³ of water consumed.

At the Angers site, water consumption fell slightly (-1%), from 32,343 to 32,064 m³. At the Cognac site, water consumption fell 7%, from 28,656 to 26,526 m³.

Water consumption at Domaines Rémy Martin rose from 4,257 m³ to 5,100 m³, an increase of 20%, mainly due to adverse weather conditions during the harvest period which required more cleaning of equipment and premises.

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

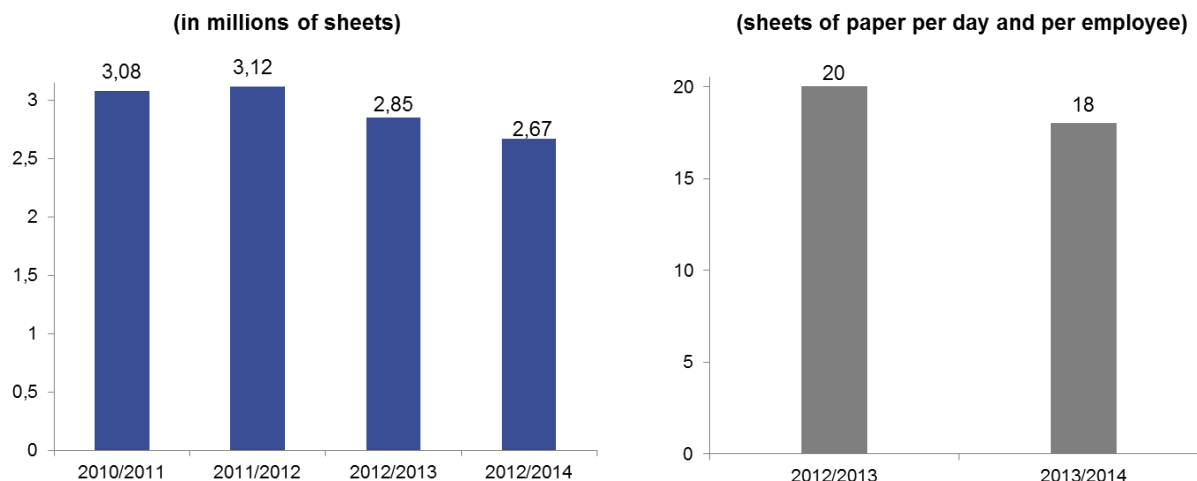
Water consumption (GRI : indicator EN8)



Water consumption totalled 21.1 litres per standard case, excluding Domaines Rémy Martin. Total water consumption for Domaines Rémy Martin came to 171.6 litres per hectolitre of wine.

Office paper consumption

Paper consumption fell this year by 7% from 2.85 to 2.67 million sheets (GRI indicator EN1), mainly as a result of the ongoing initiatives to encourage staff to save office paper. Paper consumption amounted to 13.46 tonnes, i.e. 18 sheets of paper used per person per day.



3.2.2 Noise pollution

The studies carried out on the sites relating to noise pollution on the property line (during the day and at night) were checked. 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 were below regulatory limits.

3.2.3 Solid waste

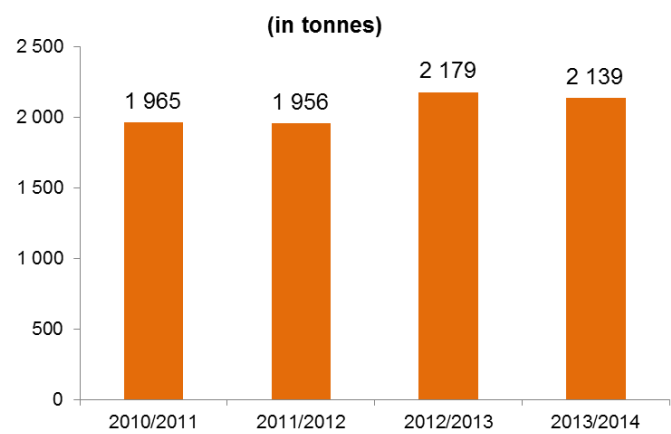
Rémy Cointreau takes measures to reduce the amount of solid waste on its sites with a policy of educating staff about waste sorting and recycling. Generally, solid waste from the Group's production sites supplies energy and materials recycling channels. It is mainly comprised of packaging waste (glass and cardboard).

Since September 2012, the OIW (Ordinary Industrial Waste) from the Angers site has been used and recycled by a co-generation plant (district heating).

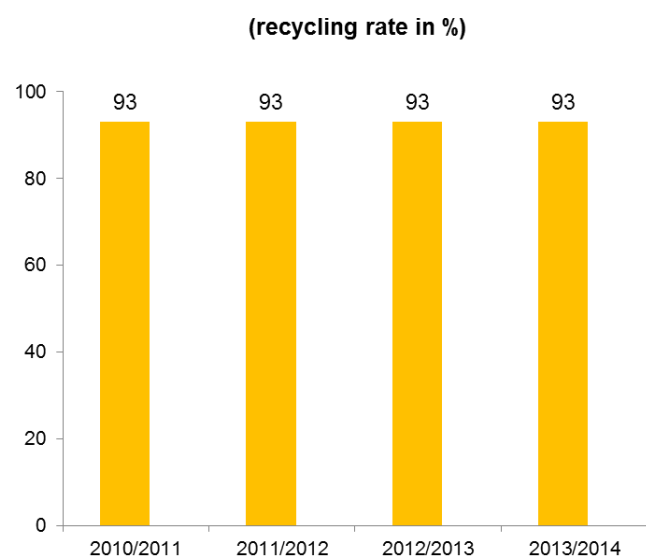
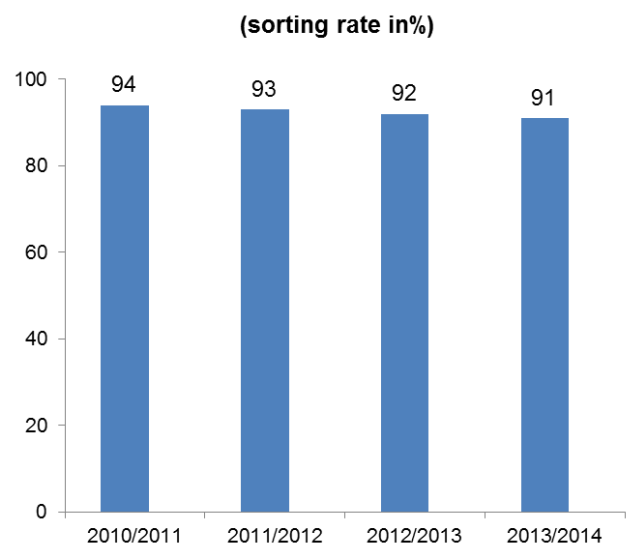
In a similar vein, in 2012 Rémy Cointreau set up a partnership with Ateliers du Bocage in the Poitou Charentes region to recycle or reuse all used mobile phones and electronic mobile phone equipment.

Total solid waste (GRI indicator EN22) fell 2% during the period, from 2,179 tonnes to 2,139 tonnes, even taking into account the addition of the Islay site. The sorting and recycling rates remained stable overall, at 91% and 93% respectively. At the Angers site, solid waste increased by 4%, from 1,251 tonnes to 1,299 tonnes. At the Cognac site, the quantity of waste fell by 19%, from 915 tonnes to 737 tonnes. Waste sorting and recycling volumes were 97% and 100% respectively in Angers, compared with 85% at Cognac and 81% at the Islay site. The quantity of waste from Domaines Rémy Martin came to 20 tonnes. Waste per standard case fell from 0.50 kg to 0.46 kg.

Quantity of waste (GRI indicator: EN22)



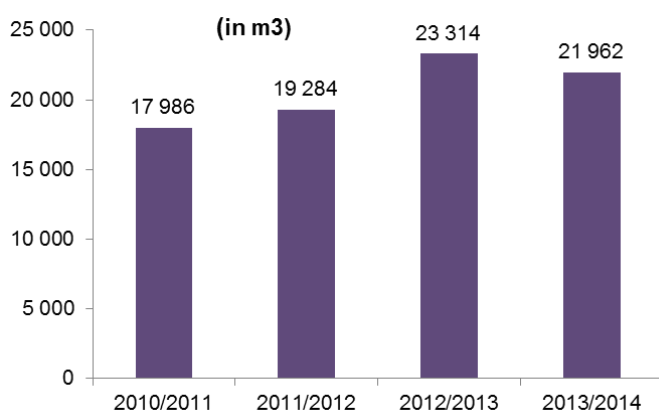
Solid waste sorting rate and recycling rate



3.2.4 Liquid waste

Discharged liquid waste fell 6%, from 23,314 m³ to 21,962 m³ (GRI indicator EN21). It remained relatively unchanged at the Cognac site, falling from 7,444 m³ to 7,412 m³, and was down 3% at the Angers site, from 10,977 to 10,675 m³. Domaines Rémy Martin recorded a significant reduction of 21%, from 4,893 m³ to 3,875 m³, mainly due to a smaller harvest in 2013/2014 following poor weather conditions in the spring. The quantity of liquid waste per standard case rose from 4.21 litres to 4.36 litres. The quantity of liquid waste at Domaines Rémy Martin remained stable, at 130 litres per hectolitre of wine produced.

Volume of liquid waste (GRI indicator: EN21)



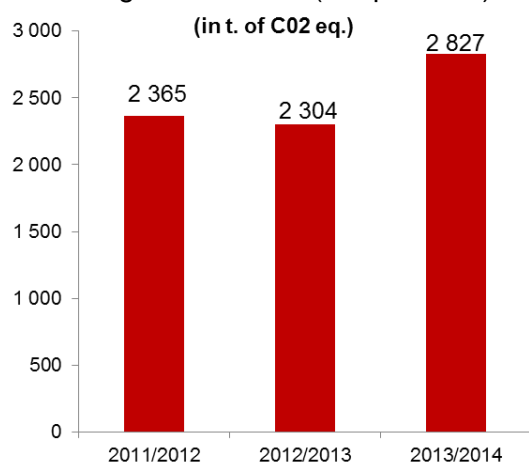
For the Angers and Cognac sites, liquid waste pollution, discharged from the site and before treatment, came to 24.1 tonnes of BOD and 37.1 tonnes of COD. After the waste was treated by external treatment plants and returned to the natural environment, pollution totalled 0.9 tonnes of BOD and 2.7 tonnes of COD, excluding Domaines Rémy Martin. This represents an increase on 2012/2013, when it was 0.6 tonnes and 2.4 tonnes respectively. These values give a liquid waste ratio per standard case of 0.23 g of BOD and 0.64 g of COD.

3.2.5 Greenhouse gas emissions

Various actions have been taken to control our greenhouse gas emissions. Over the last few years, the increasingly systematic use of videoconferences and the introduction of electric vehicles at the Angers and Cognac sites, together with new eco-designed products, have helped reduce our CO₂ emissions.

The measurement of greenhouse gas emissions was extended this year to Domaines Rémy Martin. As a result, these rose by 23% this year to 2,827 teq CO₂. On a like-for-like basis, they were down 5%, from 2,304 teq CO₂ to 2,199 teq CO₂. Per standard case, emissions were unchanged from 2012/2013, at 0.53 kgeq CO₂.

Greenhouse gas emissions (Scope 1 & 2)



Greenhouse gas (GHG) emissions fell by 5% at the Angers site to 1,338 teq CO₂, taking scope 1 values from 1,233 to 1,176 teq CO₂ (mainly as a result of reduced gas consumption) and scope 2 values from 169 to 162 teq CO₂ (GRI indicator EN16). Emissions fell 5% at the Cognac site to 861 teq CO₂. Here, scope 1 values fell from 562 to 478 teq CO₂ and scope 2 values rose from 340 to 384, due to the increased electricity consumption following major extension work carried out this year (GRI indicator EN16).

Rémy Cointreau has maintained efforts to reduce GHG emissions, cutting them by 1,097 teq CO₂ (GRI indicator EN18).

The principal actions carried out this year were as follows:

- eco-design initiatives to modify our packaging. This has reduced GHG emissions by 118 teq CO₂ (based on 2013/2014 sales);
- Use of video conferences: 699 teq CO₂ was saved this year;
- The reduction in energy consumption has cut GHG emissions by 272 teq CO₂.

The Group is also continuing to reduce carbon emissions generated by sending items by post (Cognac site). 79% of post is now sent by “lettre verte”, a delivery option offered by the French postal service which is specifically designed to reduce emissions (71% in 2012/2013).

3.2.6. Eco-design

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

This year, the research carried out culminated in a new design for the Cointreau bottle. The weight of the bottle has been reduced by 2%, giving a saving of 118 tonnes of glass (based on 2013/2014 sales).

In a bid to address concerns over environmental impacts, the bottle deposit return scheme was kept this year for Mount Gay Rum in Barbados.

In France, for the sale of its products during the 2013 calendar year, the Group used 1,592 tonnes of packaging, including 1,533 tonnes of glass, 23 tonnes of cardboard and 19 tonnes of plastic materials. The remaining 17 tonnes were made up of miscellaneous materials (wood, aluminium, crystal, cork, etc.). This corresponds to an average packaging weight of around 950 grams per litre of product, unchanged from the previous year (GRI indicator EN1).

In line with the application of the CSR Plan 2015, Rémy Cointreau has also estimated the quantities of glass used to manufacture products at the Angers and Cognac sites and sold worldwide. This totalled 70,430 tonnes of glass, representing an average weight per packaging of around 910 grams per litre of product (2012/2013 sales data).

3.2.7 Climate change and biodiversity

In terms of adapting to climate change, the Group became actively involved this year in initiatives by interprofessional bodies working in this area. In Cognac, Domaines Rémy Martin joined a research programme conducted by regional and national research centres on adapting grape varieties to climate change.

The erosion of biodiversity is now a scientific reality. Aware of its role regarding this key issue, for 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. It is for this reason that the Group has worked for several years to protect forests.

In partnership with the French National Forestry Commission (ONF), following the replanting of the Senonches forest in the Eure-et-Loir region, when over 115,000 oak trees were planted, 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 in Cognac, which was almost completely destroyed by a storm in 1999.

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.

Five extra hives have been installed in the Charente region, taking the total number of hives managed in partnership with the "Un toit pour les abeilles" Association to ten. The Group will also incorporate the protection of wild bees into future replanting projects carried out in partnership with the ONF, for example by installing bee "hotels".

Rémy Cointreau has also embarked on an innovative project with the Charente Chamber of Agriculture. Following on from the actions carried out regarding fallow land dedicated to bees, the Group, through Domaines Rémy Martin, is now fully engaged in a three-year research programme on the most profitable fallow crops for set-aside land, with the aim of reducing the use of fertilisers when planting vines in future.

4. Societal information

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.

Committed to fostering a positive culture of corporate social responsibility in education, the Group has, for example, become involved with student promotions at colleges in the Pays de Loire region.

As a member of the network of sustainable development correspondents of the Colbert Committee, which promotes French luxury values, the Group has contributed to the pooling of best practices in terms of CSR.

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, the individuals concerned benefit from mentoring to help them put together the relevant documents and build their plan in the Poitou-Charentes and Champagne Ardennes regions.

4.2 Suppliers: sharing our responsibility requirements

Keen to ensure that its suppliers operate responsibly and determined 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 fall into two main categories:

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

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.

For production suppliers, the Group is maintaining the CSR assessment, audits and improvement plans already undertaken for the past few years. The CSR questionnaire sent 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 employment policies in accordance with respect for human rights, international labour law and the fight against corruption.

The vast majority of suppliers were initially selected based on two criteria: net sales generated with the Group and/or the supply of key ingredients.

Overall, more than 99% of Rémy Cointreau’s suppliers (in terms of net sales) were chosen and almost 90% of them (in number) have effectively been assessed on their social responsibility commitments and actions. The audits carried out by the Group’s teams supplement the CSR assessment.

In line with the CSR Plan 2015, **non-production suppliers** are included in the CSR assessment scope with the aim of improving their CSR assessment each year. The questionnaire issued to them is identical to the questionnaire sent to production suppliers. In terms of net sales, 75% of suppliers (19 more than in 2012/2013) were selected and 69% of them (eight more than in 2012/2013) responded.

With the Purchasing and CSR departments working closely together, these actions are used to foster a culture of responsibility of particular importance to the Group, since overall the suppliers selected represent 90% of all Rémy Cointreau suppliers by net sales (48 more than in 2012/2013 – GRI indicator HR2), of which 81% have undergone a CSR assessment (22 more than in 2012/2013 – GRI indicator HR2).

4.3 Fair trade 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 documents

The Group's ethics in its environmental, social and commercial practices are fundamental for building a trusting relationship 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 documents:

- **Global Compact Charter:** already a member of the Global Compact for a number of years, Rémy Cointreau intends to maintain this commitment, a testimony to its responsible approach and the long-term compliance of its policy with international ethical standards;
- **Corporate Social Responsibility Charter:** aligned with ISO 26000, this represents the foundation 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, the charter's distribution was accompanied by awareness-raising initiatives organised by Rémy Cointreau for all its 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. 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.

Accessible to all, new employees are made aware of its existence on their arrival.

The fight against corruption is also embodied by the "no gifts letter" routinely sent to all suppliers.

Compliance with the code of ethics is audited by the Group's Audit Department;

- **Responsible communication charters of Rémy Cointreau and the Union Des Annonceurs:** these guarantee the self-assessment of marketing campaigns and respect for principles promoting moderate alcohol consumption;
- **guide to responsible consumption in a professional context:** updated in 2012/2013, this has been given to all French employees.

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

Promoting responsible consumption is an important aspect of Rémy Cointreau's corporate social responsibility. The premium positioning of our products requires us, both from an ethical and business point of view, to act responsibly by assuming a strong commitment to protect our discerning customers.

This responsibility is expressed in two ways:

- the promotion of responsible consumption ;
- the promotion of responsible communication.

KEY ROLE OF OUR REPRESENTATIVE BODIES

Through its active participation in the "Alcohol and Society" and "Alcohol and Health" working groups, Rémy Cointreau is helping to establish a responsible strategy for the spirits industry as a whole.

The main organisations are:

- in France: the FFS (Fédération Française des Spiritueux), FEVS (Fédération des Exportateurs de Vins et Spiritueux), Entreprise et Prévention, and IREB (Institut de Recherche sur les Boissons) ;
- in Europe: Spirits Europe (European Spirits Federation) ;
- in the USA: Discuss ;
- in China: FSPA.

The common goal of all these organisations is to develop alcohol action plans to help governments protect consumers through ethical commitments and self-policing measures in terms of marketing.

By definition, it is impossible to have quantified results for these intensive, long-term operations. However, this year the results of this dialogue have convinced international organisations such as the WHO and OECD that:

- the main aim of our actions is to combat excessive alcohol consumption;
- the spirits industry must have a voice in developing programmes to protect consumers, and consequently representative bodies must be present during talks on responsible consumption;
- the principle of ethical self-regulation in terms of the marketing and advertising of spirits guarantees consumer safety;
- the spirits industry is continuing to improve consumer information through packaging and websites dedicated to raising awareness of alcohol-related health risks.

RESPONSIBLE CONSUMPTION INITIATIVES

Numerous initiatives confirm Rémy Cointreau's commitment to promoting the responsible consumption of its products:

- the voluntary decision to introduce symbols on packaging in Europe and Asia aimed at protecting pregnant women;
- the voluntary inclusion of the "responsibledrinking.eu" website address on packaging in Europe, giving consumers in 25 European countries access to comprehensive information on the risks of alcohol abuse;
- the voluntary application in China of moderate consumption and drink-driving information on all Rémy Cointreau brand communications;
- development of a responsible consumption page on the Rémy Cointreau intranet
- raising awareness of responsible consumption at French production sites.

MONITORING REMY COINTREAU BRAND COMMUNICATIONS IN 2013/2014

Compliance with the Rémy Cointreau ethical charter covers the following points:

- responsible consumption;
- specific properties of alcohol;
- minors and other vulnerable groups;
- alcohol content;
- risky activities;
- responsible communication.

is handled by the Responsible Communication Committee (RCC), composed of ten members representing the Public Affairs, Legal, CSR, Marketing, Communication and Sales departments.

The RCC attends quarterly meetings where new brand communication initiatives are presented to the Executive Committee, particularly new products and the related advertising campaigns.

The RCC must analyse, through the filter of Rémy Cointreau's ethical commitments, any new advertising where the total amount is more than €100,000 (including the design and media plan).

The Public Affairs team in charge of coordinating the RCC has confirmed with Rémy Cointreau brand directors that new advertisements have been cleared with the RCC this year.

This year, the RCC approved four new campaigns:

- Dita Tease video for Cointreau e-reporter;
- Passoa Brasil 2014;
- Passoa Red Shot;
- Cointreau Fizz Cocktail video by Dita.

Other marketing used during the year was developed in previous years. Overall, there are 14 advertising campaigns in circulation, four approved by the RCC this year and ten in previous years.

In 2013/2014, the RCC introduced a monitoring tool to analyse the costs of advertising campaigns (by country, brand and type of expenditure) to ensure that the RCC's monitoring process is routinely applied.

The tool demonstrates that 100% of new advertising and marketing initiatives were reported to the RCC and subsequently approved.

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 ensures that the policy it develops matches the expectations of consumers. Similarly, principles governing the respect of private data have been adopted.

Furthermore, to meet consumer expectations in terms of environmental information about its products, Rémy Cointreau is closely involved in thinking on the subject by interprofessional 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.

The site visits offered by the Group also reflect its quest for excellence. Tailor-made, high-quality programmes: the wine tours organised by Rémy Martin in Cognac are designed to build a rapport with customers, with itineraries showcasing the company's knowledge of spirits, their heritage and history. After receiving the national wine tourism award in 2012/2013, in the "development of a cellar or viticulture site" category, Rémy Martin has been recognised by the Michelin Green Guide for the quality of its tours.

This year the Angers site was again awarded its "*Qualité Tourisme*" label.

The Group also received the French government's "*Entreprise du Patrimoine Vivant*" (Living Heritage Company) label, awarded to businesses who promote craftsmanship and the French tradition of excellence.

Appendices:

1. *Table of Environmental Indicators by sites*

2. *Table of Societal Indicators*

3. *CSR Plan 2015*

4. *Respect for the principles of the Global Compact / Concordance table*

1. Table of Environmental Indicators by sites

	2011 / 2012	value / standard case	2012 / 2013	value / standard case	value / hectolitre of wine	2013 / 2014	value / standard case	value / hectolitre of wine
Total energy consumption, in MWh, and in kWh for values per standard case or hectolitre of wine								
TOTAL	15,315	3.56	20,097	3.71		29,638	5.92	
o/w Cointreau	7,913	3.24	8,773	3.52		8,277	3.45	
o/w E.Rémy Martin et C°	7,402	3.99	7,953	4.23		7,886	4.50	
o/w Domaines Rémy Martin			2,661		71.0	2,181		73.4
o/w Mount Gay			710	2.22		893	2.17	
o/w Bruichladdich						10,400	139	
Direct energy consumption (gas, fuel oil), in MWh, and in kWh for values per standard case or hectolitre of wine (GRI indicator: EN3)								
TOTAL	7,384	1.72	11,057	2.03		19,640	3.86	
o/w Cointreau	5,367	2.20	6,161	2.47		5,778	2.41	
o/w E.Rémy Martin et C°	2,017	1.09	2,712	1.44		1,964	1.12	
o/w Domaines Rémy Martin			2,184		58.3	1,758		59.2
o/w Mount Gay						153	0.37	
o/w Bruichladdich						9,986	133.25	
Indirect energy consumption (electricity), in MWh, and in kWh for values per standard case or hectolitre of wine (GRI indicator: EN4)								
TOTAL	7,931	1.85	9,041	1.82		9,998	2.06	
o/w Cointreau	2,546	1.04	2,612	1.05		2,499	1.04	
o/w E.Rémy Martin et C°	5,384	2.90	5,241	2.79		5,922	3.38	
o/w Domaines Rémy Martin			478		12.7	422		14.2
o/w Mount Gay			710	2.22		741	1.80	
o/w Bruichladdich						414	5.53	
Water consumption, in m3, and in litres for values per standard case or hectolitre of wine (GRI indicator: EN8)								
TOTAL	59,940	13.95	65,256	13.94		103,051	21.12	
o/w Cointreau	32,048	13.12	32,343	12.96		32,064	13.37	
o/w E.Rémy Martin et C°	27,892	15.03	28,656	15.24		26,526	15.13	
o/w Domaines Rémy Martin			4,257		113.6	5,100		171.6
o/w Mount Gay						14,638	35.53	
o/w Bruichladdich						24,723	0.33	
Paper consumption, in millions of sheets (GRI indicator: EN1)								
TOTAL	3.12		2.85			2.67		
o/w Cointreau	0.66		0.46			0.72		
o/w E.Rémy Martin et C°	1.78		1.59			1.20		
o/w Paris site	0.69		0.80			0.74		

	2011 / 2012	value / standard case	2012 / 2013	value / standard case	value / hectolitre of wine	2013 / 2014	value / standard case	value / hectolitre of wine
Quantity of waste, in tonnes, and in kg for values per standard case or hectolitre of wine (GRI indicator: EN22)								
TOTAL	1,956	0.46	2,179	0.50		2,139	0.46	
o/w Cointreau	1,062	0.43	1,251	0.50		1,299	0.54	
o/w E.Rémy Martin et C°	894	0.48	915	0.49		737	0.42	
o/w Domaines Rémy Martin			13		0.35	20		0.67
o/w Bruichladdich						83	1.11	
Volume of solid waste sorted, in %								
TOTAL	93		92			91		
o/w Cointreau	96		96			97		
o/w E.Rémy Martin et C°	89		87			85		
o/w Bruichladdich						81		
Volume of solid waste recycled, in %								
TOTAL	93		93			93		
o/w Cointreau	96		98			100		
o/w E.Rémy Martin et C°	89		87			85		
o/w Bruichladdich						81		
Volume of liquid waste, in m3, and in litres for values per standard case or hectolitre of wine (GRI indicator: EN21)								
TOTAL	19,284	4.49	23,314	4.21		21,962	4.36	
o/w Cointreau	10,749	4.40	10,977	4.40		10,675	4.45	
o/w E.Rémy Martin et C°	8,535	4.60	7,444	3.96		7,412	4.23	
o/w Domaines Rémy Martin			4,893		130.5	3,875		130.4
Liquid waste: BOD, after treatment, in tonnes, and in grams for values per standard case (GRI indicator: EN21)								
TOTAL			0.61	0.14		0.94	0.23	
o/w Cointreau			0.61	0.24		0.91	0.38	
o/w E.Rémy Martin et C°			0.01	<0.01		0.03	0.02	
Liquid waste: COD, after treatment, in tonnes, and in grams for values per standard case (GRI indicator: EN21)								
TOTAL			2.40	0.55		2.65	0.64	
o/w Cointreau			2.25	0.90		2.49	1.04	
o/w E.Rémy Martin et C°			0.16	0.08		0.16	0.09	
GHG emissions (Scope 1), in teq CO2, and in kgeq CO2 for values per standard case								
TOTAL	1,691	0.39	1,795	0.41		2,254	0.40	
o/w Cointreau	1,131	0.46	1,233	0.49		1,176	0.49	
o/w E.Rémy Martin et C°	560	0.30	562	0.30		478	0.27	
o/w Domaines Rémy Martin						601		20.21

	2011 / 2012	value / standard case	2012 / 2013	value / standard case	value / hectolitre of wine	2013 / 2014	value / standard case	value / hectolitre of wine
GHG emissions (Scope 2), in teq CO₂, and in kgeq CO₂ for values per standard case								
TOTAL	674	0.16	509	0.12		573	0.13	
o/w Cointreau	216	0.09	169	0.07		162	0.07	
o/w E.Rémy Martin et C°	458	0.25	340	0.18		384	0.22	
o/w Domaines Rémy Martin						27		0.92
GHG emissions (Scopes 1 & 2), in teq CO₂, and in kgeq CO₂ for values per standard case (GRI indicator: EN16)								
TOTAL	2,365	0.55	2,304	0.53		2,827	0.53	
o/w Cointreau	1,347	0.55	1,402	0.56		1,338	0.56	
o/w E.Rémy Martin et C°	1,018	0.55	902	0.48		861	0.49	
o/w Domaines Rémy Martin						628		21.14

2. Table of Societal Indicators

	2012 / 2013	2013 / 2014
Production suppliers		
Number of selected suppliers	101	130
Rate of selected suppliers	99.5%	99.3%
Number of assessed suppliers	101	115
Rate of assessed suppliers	100%	88.5%
“Non-production” suppliers		
Number of selected suppliers	68	87
Rate of selected suppliers	64.8%	74.6%
Number of assessed suppliers	52	60
Rate of assessed suppliers	76.5%	69%
Total suppliers		
Number of selected suppliers	169	217
Rate of selected suppliers	87.6%	89.9%
Number of assessed suppliers	153	175
Rate of assessed suppliers	90.5%	80.6%

3. CSR Plan 2015

THEMES	ACTIONS 2013/2014	OBJECTIVES 2014/2015	OBJECTIVES 2015/2016
CSR GOVERNANCE	<ul style="list-style-type: none"> • International extension of CSR reporting • International distribution of the code of ethics • Implementation of the CSR Plan 2015 	<ul style="list-style-type: none"> • CSR reporting (objective: international extension) 	<ul style="list-style-type: none"> • CSR reporting (objective: international extension)
WORKING CONDITIONS	<ul style="list-style-type: none"> • Implementation of procedures to ensure non-discrimination between men and women in similar positions, with similar skills and levels of experience in all Group entities • Target absenteeism rate (< 4%) achieved for reporting scope monitored • Target reduction in frequency and severity rates for workplace accidents achieved for reporting scope monitored • Special focus on inclusion of people with disabilities (actions carried out in France to promote indirect employment of people with disabilities – sheltered workshops) • 17% increase in training effort for the reporting scope monitored • Identification, in consultation with employee representatives (France), of jobs that should be adapted to reduce physical strain 	<ul style="list-style-type: none"> • Reduce the pay gap between men and women in similar positions, with similar skills and levels of experience (objective: reduction in male/female between men and women) • Monitor absenteeism (objective: absenteeism < 4%) • "Workplace safety" action plans (objective: reduction in workplace accidents and occupational illness) • Give special attention to the inclusion of disabled people in the workforce (objective: comply with regulations) • Design, develop and implement training programmes (objective: career development) • Targeted job adaptation study 	<ul style="list-style-type: none"> • Reduce the pay gap between men and women in similar positions, with similar skills and levels of experience (objective: reduction in male/female between men and women) • Monitor absenteeism (objective: absenteeism < 4%) • "Workplace safety" action plans (objective: reduction in workplace accidents and occupational illness) • Give special attention to the inclusion of disabled people in the workforce (objective: comply with regulations) • Design, develop and implement training programmes (objective: career development)

THEMES	ACTIONS 2013/2014	OBJECTIVES 2014/2015	OBJECTIVES 2015/2016
WINEMAKING	<ul style="list-style-type: none"> Reduction in pesticide use (-14%) Raise environmental awareness among winemakers (56% of members of the AFC cooperative) 	<ul style="list-style-type: none"> Reduction in pesticide use (objective: 16%) Raise environmental awareness among winemakers (objective: creation of an Environment reference framework) 	<ul style="list-style-type: none"> Reduction in pesticide use (objective: 16%) Raise environmental awareness among winemakers (objective: AHVE certification)
ENVIRONMENT	<ul style="list-style-type: none"> Energy, water and paper (4%, 2% and 7% reduction respectively on a like-for-like basis) Renewable energy (signing of renewable energy supply agreements/21% of site consumption France) CO2 emissions (Carbon Footprint Scopes 1 & 2/5% reduction in GHG emissions on a like-for-like basis) Solid waste (sorting rate: 91%/recycling rate: 93%) Liquid waste (BOD: 0.9 tonnes/COD: 2.7 tonnes) Biodiversity ("Bees/Forests" conservation schemes) 	<ul style="list-style-type: none"> Energy, water and paper (objective: optimise consumption) Renewable energy (21%) CO2 emissions (objective: Carbon Footprint Scopes 1, 2 & 3) Solid waste (objective: sorting and recycling rate > 90%) Liquid waste (objective: BOD and COD discharges < 5 tonnes) Biodiversity (objective: "Bees/Forests" conservation schemes) 	<ul style="list-style-type: none"> Energy, water and paper (objective: optimise consumption) Renewable energy (25%) CO2 emissions (objective: Carbon Footprint Scopes 1 & 2) Solid waste (objective: sorting and recycling rate > 90%) Liquid waste (objective: BOD and COD discharges < 5 tonnes) Biodiversity (objective: "Bees/Forests" conservation schemes)
HONEST PRATICES	<ul style="list-style-type: none"> CSR Charter, responsible communication and consumption charters, internal code of ethics (comply with charters and codes/transparent practices) 	<ul style="list-style-type: none"> CSR Charter, responsible communication and consumption charters, internal code of ethics (objective: comply with charters and codes/transparent practices) 	<ul style="list-style-type: none"> CSR Charter, responsible communication and consumption charters, internal code of ethics (objective: comply with charters and codes/transparent practices)

THEMES	ACTIONS 2013/2014	OBJECTIVES 2014/2015	OBJECTIVES 2015/2016
CITIZENSHIP	<ul style="list-style-type: none"> A proponent of sustainable development at the local level: sharing CSR best practice in education and business 	<ul style="list-style-type: none"> Exchanging CSR best practice in education and business (objective: to be a proponent of sustainable development at the local level/internationally) 	<ul style="list-style-type: none"> Exchanging CSR best practice in education and business (objective: to be a proponent of sustainable development at the local level/internationally)
SUPPLIERS	<ul style="list-style-type: none"> Sustainable and responsible purchasing (CSR assessment of suppliers: rate of selected suppliers: 90%/rate of assessed suppliers: 81%) 	<ul style="list-style-type: none"> Sustainable and responsible purchasing (objective: CSR assessment of suppliers/rate of selected suppliers: > 92%/rate of assessed suppliers: > 85%) 	<ul style="list-style-type: none"> Sustainable and responsible purchasing (objective: CSR assessment of suppliers/rate of selected suppliers: > 95%/rate of assessed suppliers: > 90%)
CONSUMERS	<ul style="list-style-type: none"> Monitor and validate advertising campaigns (compliance with the internal charter/rate of verified and validated campaigns: 100%) 	<ul style="list-style-type: none"> Monitor and validate advertising campaigns (objective: compliance with the internal charter/rate of verified campaigns > 95%) 	<ul style="list-style-type: none"> Monitor and validate advertising campaigns (objective: compliance with the internal charter/rate of verified campaigns > 95%) ISO 22000 certification of the Barbados site (Mount Gay) ISO 9001 certification of the Islay site (Bruichladdich)

4. Respect for the principles of the Global Compact / Concordance table

CSR concordance table based on respect for the principles of the Global Compact Charter		
Principles of the Global Compact Charter		Associated information
Human rights	1. Support and respect the protection of human rights	pages: 2 to 10 19 and 20 27 to 30
	2. Not to be complicit in human rights abuses	
Labour standards	3. Uphold the freedom of association and the right to collective bargaining	
	4. Eliminate all forms of forced and compulsory labour	
	5. Effectively abolish child labour	
	6. Eliminate discrimination in respect of employment and occupation	
Environment	7. Support a precautionary approach to environmental challenges	pages: 10 to 18 24 to 26 28 to 30
	8. Undertake initiatives to promote greater environmental responsibility	
	9. Encourage the development and diffusion of environmentally friendly technologies.	
Anti-corruption	10. Work against corruption in all its forms	pages: 19 and 20 28 to 30