



RÉMY COINTREAU

GLOBAL COMPACT: Chairman's annual commitment

Since joining the Global Compact in 2003, Rémy Cointreau has undertaken to apply and share the 10 principles of the Global Compact Charter with all its employees, suppliers and stakeholders on a daily basis. Moreover, Rémy Cointreau was awarded GC (Global Compact) Advanced level last year, thereby demonstrating our Group's strong commitment to corporate social responsibility (CSR).

The CSR reporting scope now includes 24 companies that report all or part of their employee-related, environmental and societal information in accordance with the requirements of decree No. 2012-557 implementing Article 225 of the Grenelle II law of 12 July 2010. The report is audited by an external third party.

In addition, Rémy Cointreau has created its own CSR reporting software: accessible to all subsidiaries, it can be used to enter and consolidate CSR information. As such, our Group stresses the importance of CSR reporting for all its sites in France and abroad. The indicators also refer to the GRI (Global Reporting Initiative/G4 version) guidelines.

Rémy Cointreau applies ISO standards, which guarantee certain standards in terms of quality, food safety and consumer protection and health. The company Mount Gay holds ISO 9001 Quality certification and the Quality Safety Environment follow-up audits of the Rémy Martin and Cointreau sites have proven the two companies' drive for continuous improvement. The Domaines Rémy Martin vineyards, which obtained level 3 "high environmental value farming" (AHVE) certification, attest to the Group's environmental commitments.

The annual Carbon Footprint has been extended to include Mount Gay in Barbados and Bruichladdich in Scotland. It is now performed on all Rémy Cointreau production sites.

We are also keen to engage all of our employees to make the CSR policy one of the pillars of our 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. In order to raise awareness among all employees even further, a "CSR" requirement has been incorporated into the annual profit-sharing agreement this year.

Aligned with the ISO 26000 standard, our CSR policy conveys the employee-related and environmental values rooted in the history of Rémy Cointreau and supports Rémy Cointreau's value creation.

It also relies on our annual commitment within the Global Compact.



François Hériard Dubreuil
Chairman of the Board of Directors
Paris, 4 June 2015



RÉMY COINTREAU

Communication on Progress 2014/2015 (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. As a member of the GC Advanced working group, Rémy Cointreau submits a yearly progress report to the Global Compact setting out the actions conducted in furtherance of its corporate social responsibility (CSR) policy. Rémy Cointreau was also awarded the GC Advanced level in June 2014, demonstrating the concrete nature of its CSR commitments.

Aligned with the Iso 26000 standard, Rémy Cointreau's CSR policy aims to comply with best practice in human rights, labour standards, the environment and the fight against corruption. The Group keeps a very close eye on the developments in this standard (responsible purchasing, business/industry-specific adaptations), thus confirming its commitment to the ISO 26000 standard.

Each year, the CSR policy is validated by the Executive Committee and Group Chairman. A three-year action plan is regularly updated. At the end of each financial year, the annual CSR review is presented to the Board of Directors.

The international dissemination of the CSR Charter and code of ethics illustrates Rémy Cointreau's commitment to ensuring that CSR is fully integrated into the daily activities of all employees.

Pursuant to the requirements of Article 225 of the French *Grenelle II* environmental legislation of 12 July 2010, and firmly convinced that the regulatory requirements should be viewed as an opportunity, Rémy Cointreau has extended the scope of 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.

A key point in its CSR policy is the Group's concern to promote CSR best practices among its suppliers, whom it also assesses from this standpoint.

Rémy Cointreau is considering outsourcing this activity, using dedicated Supplier CSR assessment platforms.

Rémy Cointreau is also starting to implement the new regulations concerning energy audits; these will be carried out for 2015/16, in particular at its Cognac and Angers sites.

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

During the 2014/15 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.

The past year saw the implementation of the second year of the CSR 2015/16 plan, a three-year programme designed to continuously improve 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 2010. The report is audited by an external third party whose findings are featured in this report (independent external third party's report on information relating to employees, the environment and consolidated companies).

The scope of the report now includes 24 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, which can be obtained on request from the Group's CSR Director. This protocol is updated each year, and validated by external auditors. Each company has a CSR officer responsible for reporting employee-related and environmental information.

Rémy Cointreau continues to base its strategy on international Iso standards which guarantee standards of quality, food safety and respect for consumers and their health. The Mount Gay company holds Iso 9001 Quality certification, while the Cointreau and Rémy Martin companies have renewed their Quality, Environment and Food Safety certifications (Iso 9001, Iso 14001 and Iso 22000). Cointreau also holds OHSAS 18001 health and safety certification.

The highly positive assessments of the QSE follow-up audits at Cognac and Angers confirm the resolute drive for improvement at both sites. The follow-up audits for level 3 "high environmental value farming" (AHVE) certification of the Domaines Rémy Martin vineyards also attest to the Group's environmental commitment.

Aware of the impact of its activities, Rémy Cointreau continues to shrink its environmental footprint by measuring and reducing carbon emissions and monitoring its environmental indicators. The annual Carbon Footprint has been extended to include Mount Gay in Barbados and Bruichladdich in Scotland.

Although Rémy Cointreau is not under the obligation to do so, the Group performs a yearly carbon inventory (scopes 1 and 2) and a full carbon inventory (scopes 1, 2 and 3) every three years. The three-yearly inventory includes raw materials and their shipment, and product shipments.

In addition, Rémy Cointreau has developed its own CSR reporting software: this can be accessed by all subsidiaries, and supports data entry and automated consolidation, for greater reliability in calculating results. Thus, our Group stresses the importance of CSR reporting for all its sites in France and abroad.

The indicators' references to the GRI (Global Reporting Initiative) have been updated, in line with the changes in the GRI (version 4) guidelines.

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.

At the start of 2015, Rémy Cointreau issued a new edition of its Responsible Communication Charter to meet the ever-increasingly stringent demands of society and government concerning the impact of our communication on alcohol consumption. At the same time, the Group is continuing its responsible consumption awareness campaign, both in-house and targeting service providers serving Group products at external events.

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.

Rémy Cointreau applies the principle of excellence to its international human resources policy. The Group's search for perfection enlists its capacity both to construct a group-wide policy and to adjust it for each staff member. The Group's aim is to foster the personal and professional development of our employees, wherever they are located, and whatever job they do, notably through ongoing training. The firm growth trend provides opportunities for identifying talent and using more inclusive learning patterns, while also being increasingly watchful to maintain positive, productive working environments.

2.1.1 Encouraging employee development

During the 2014/15 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.

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, almost 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 once again firmly focused on sharing experience 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 2014/2015 financial year once again saw the signing of collective employment agreements 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. This gives further testimony to the maturity of the Group's trade unions and employee representatives in an economic climate marked by contrast.

In France, the agreement on gender equality was signed by all parties. The incentive-scheme agreement was renewed by the signature of a majority of the social partners. Pay policy was also endorsed by a majority agreement. Also during the year, the Group introduced its uniform business and economic policy database (Base de Données Unique - BDU).

2.2 Changes in the workforce

2.2.1 The Group's workforce

At 31 March 2015, the Group's total workforce stood at 1,808 employees on permanent and fixed-term contracts, an increase of 82 employees compared with March 2014 (including RC UK Distribution).

The Group hired 212 new employees, 110 (i.e. 52%) of whom are on permanent contracts. Of these, 27% were recruited for the sales team, 21% in production roles and 23% in marketing.

At the same time and within the same scope, there were 190 departures, of which 46% were resignations, 12% were mutually agreed and 20% were due to expiry of fixed-term contracts. Dismissals on personal grounds accounted for 8% of departures.

2.2.2 Breakdown of employees by geographic area

WORKFORCE BY GEOGRAPHIC REGION (GRI INDICATOR: G4-LA1)

	March 2015	%	March 2014	%	March 2013	%
France	705	39	721	42	700 ⁽¹⁾	41
Europe (outside France) – Africa	332	18	251	15	255	15
Americas	342	19	333	19	332	19
Asia	429	24	421	24	419	25
TOTAL	1,808	100	1,726	100	1,706	100
			29 ⁽²⁾		-	
Total	1,808		1,755		1,706	

(1) Adjustment of two people compared with the registration document for 2012/2013.

(2) RC UK Distribution (outside 2013/2014 CSR scope).

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 (57%).

WORKFORCE BY TYPE OF ACTIVITY (GRI INDICATOR : GRI G4-LA1)

	Mars 2015	%	Mars 2014	%	Mars 2013	%
Group Brands	713	39	686	40	673 ⁽¹⁾	39
Distribution	1032	57	976	56	967	57
Holding	63	4	64	4	66	4
TOTAL	1 808	100	1 726	100	1 706	100
			29 ⁽²⁾		-	
Total	1 808		1 755		1 706	

(1) Adjustment of two people compared with the registration document for 2012/2013.

(2) RC UK Distribution (outside 2013/2014 CSR scope).

2.2.4 Breakdown of the workforce by function, occupation and gender

The workforce breakdown by gender remained stable; men accounted for 56% of the workforce and women 44%, with figures varying according to occupation and country (GRI indicator: G4-LA1).

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 AND OCCUPATION

	March 2015	%	March 2014	%	March 2013	%
Sales	528	29	484	28	504	30
Marketing	246	14	242	14	237	14
Production and Purchasing	356	20	352	20	349	21
Supply Chain	158	9	154	9	158	9
Ageing	143	7	126	7	109 ⁽¹⁾	6
Finance & Legal	201	11	199	12	187	11
Information Systems	46	3	49	3	45	3
Human Resources	40	2	39	2	39	2
General Services	48	3	42	3	42	2
Senior management	42	2	39	2	37	2
TOTAL	1,808	100	1,726	100	1,706	100
			29		-	
Total	1,808		1,755		1,706	

(1) Adjustment of two people compared with the registration document for 2012/2013.

(2) RC UK Distribution (outside 2013/2014 CSR scope).

2.2.5 Breakdown of the workforce by professional category

42% 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 80% of which are located in France at the Cognac and Angers sites, with the remainder at Bruichladdich in Scotland and Mount Gay in Barbados.

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 43.

Average seniority in the Group's workforce is 9.7 years, with a higher average for France, of 15.7 years.

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 covered 5% of the workforce in France at the end of March 2015.

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 2014/2015 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 employment, welfare and tax regulations, savings plans benefiting from tax exemptions or other benefits are considered, and implemented when allowed by the allocated budget resources.

2.5 Social security and welfare

The Group finalised the implementation of new welfare and pension policies in its main subsidiaries, in line with Group employee-benefit standards. This enabled the provision of competitive guarantees in light of market practices, including a significant employer contribution.

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, with the addition of new subject areas. This range of training courses is developed by the highest level of the Group’s management, who supervise it personally. This in-house University is fully tailored to train the 300 key 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 the Group’s specific commercial strategy, implementing a pragmatic and differentiating market approach, in order to support the brands and create value for our partners and customers. These training modules are widely deployed throughout the Group.
- The Finance Academy’s training 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 its roll-out to all regions in the past financial year.

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 new-hires induction module 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 to keep pace with upgrades to the industrial plant, as well as management training relative to organisational changes.

In 2014, the ARCOLE training programme started at Cognac, being designed to improve the settings, operation and organisation of bottling lines. This programme is intended to support and advise line operators and coordinators in control of the plant, in a context of striving for operating excellence.

In Angers, innovative financial training has been developed and implemented for all staff. Interestingly, this training was delivered by internal trainers.

Specific CSR training is included in the induction course for all newly-hired staff at Cognac. In addition, information flashes are issued at regular intervals on indicators, first aid, noise pollution, etc., to keep employees up to date on Quality, Safety and Environmental issues.

The number of training hours declared in 2014/2015 for the entire Group scope, excluding Europe (outside France), for employees on permanent contracts, was 19,702 of which 8,269 were for women and 11,433 for men (GRI indicator: G4-LA9).

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.

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, thirty 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). At the Paris site, all employees are interviewed at the Human Resources department before they leave the Group, to take stock of their career and help with career guidance.

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 the area of diversity, the Group has implemented relevant measures in recruitment, gender equality, the integration of disabled employees and reintegration at local level.

In 2014, Cognac continued its recruitment drive using simulation techniques, initiated in 2011 in partnership with the Pôle Emploi public employment agency, the local office and the vocational platform, to employ on long-term temporary contracts peoples with difficulty finding work, using assessment of professional abilities, motivation-assessment interviews and role-playing techniques.

Furthermore, an action plan was implemented at Cognac, in coordination with employment agencies, to give more emphasis to the handicapped in selecting and recruiting temporary staff. This action plan doubled the number of handicapped workers at work positions compatible with medical restrictions.

Also at Cognac, Rémy Cointreau took part in the 5th Handi Rencontres regional forum designed to promote recruitment of handicapped employees, including first-time job seekers.

Lastly, the "*Nos Quartiers ont du Talent*" operation was launched at Cognac. Since October 2014, 11 volunteer executives and managers at the Cognac site have sponsored recently qualified young people from problem urban areas, to help these "godchildren" find work. To date, seven young people have already found jobs. A similar drive was launched at the Angers site, in partnership with the FACE foundation, *Fondation Agir Contre l'Exclusion*, a charity combating social exclusion.

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 in starting salary between men and women of equal qualification;
- no difference in individual salary increases between men and women for employees of equal performance level and market ratio;
- analysis of differences in basic salary between men and women of equal employment, experience and performance levels, and action plans aimed at reducing such differences.

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 the occurrence of workplace accidents, illnesses and other injuries by taking the risks 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.

Local initiatives

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

In 2014, the Angers site developed new instruments and practices to protect employees and make their daily working conditions easier: instituting a charter covering professional travel and a charter on proper practices for e-mailing and mobile phones in professional use.

At both Angers and Cognac, working conditions improved thanks to ergonomic improvements to several administrative or industrial work positions.

This year, Rémy Cointreau further emphasised responsible consumption at the workplace with the activation of Opale groups (*Objectif Prévention Alcool Entreprise* - preventive action at the workplace against alcohol abuse) throughout its sites in France (training in alcohol-abuse prevention, dissemination to all employees of responsible-consumption aids, etc.). For international use, a responsible consumption guide has been published in four languages.

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.

Various preventive actions were conducted at the Angers site, particularly addressing noise pollution and road safety.

Health and safety indicators

For France, Barbados and Bruichladdich, the cumulative absenteeism rate, measured in hours of absence against working hours due from employees on permanent contracts, was 3.8% for 2014/2015. Sick leave for periods of less than 90 days accounted for the majority of absences.

The frequency rate of workplace accidents at production sites in France, Barbados and Bruichladdich for 2014/2015 was 9.9. This rate is expressed in terms of the number of accidents with workdays lost per million hours actually worked for employees on permanent contracts.

The severity rate is low at 0.19, expressed as the number of days lost to workplace accidents per thousand actual hours worked. 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 cognac eaux-de-vie 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.

Staff training focused on detecting and controlling vine diseases and pests. This involved 10 days of training, lower than in 2013/14 following the completion of skill-training contracts for the use of plant health care products (GRI indicator: G4-LA9).

In 2012, the Domaines Rémy Martin vineyards were among the first in France to obtain “high environmental value farming” (AHVE) certification, as well as the *Agriculture Raisonnée* (integrated agriculture) certification acquired some years ago. After fulfilling all the criteria for the standards, which include protecting biodiversity and the proportion of inputs in sales, the Domaines Rémy Martin were awarded AHVE level 3 certification by AFNOR, in recognition of 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, guaranteeing the sustainable management of forests on their land (GRI indicator: G4-EN12).

Practising environmentally-friendly winemaking

Domaines Rémy Martin is a member of the Ecophyto network, a national initiative led by the French Ministry for Agriculture and originating in the *Grenelle de l'Environnement* that seeks to gradually reduce the use of pesticides and thus cut soil pollution. The Domaines Rémy Martin, with their high degree of commitment, have confirmed their wish to support various pilot schemes: 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 plant health care products is 18% below the approved doses. Natural grass cover increased slightly, covering 33% of land areas. Domaines Rémy Martin confirmed its commitment to eliminating the use of herbicides on the entire vineyard. However, special circumstances in 2014/2015 called for partial recourse to herbicides in view of the spring weather conditions. Lastly, 2 soil analyses and 20 leaf analyses (as against 11 the year before) made for controlled fertiliser inputs (522 kg/ha) to ensure regular vineyard maintenance. 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. The sexual confusion technique has been used since 2010 to reduce pesticide use. A biological monitoring platform was set up with the Charente Chamber of Agriculture to test this innovative technique. This is the only vinegrowing research platform in France that covers this subject. Results are encouraging and the initiative will be extended in 2015. It marks the continued contribution of Domaines Rémy Martin to the search for excellence in French winemaking.

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. Rémy Martin is continuing to offer training sessions to AFC winemakers. The training covers general aspects of CSR, AHVE certification and best practices derived from the experience of Domaines Rémy Martin. This year, two sessions were held, training 63 people. The content was further publicised with the sending of items by post. Since 2013, therefore, over 95% of AFC members have been made aware of Rémy Cointreau's environmental strategy.

Rémy Martin has also instituted the Lettre Rémysphère newsletter to provide a genuine link with winemakers and give them the information they need on the partnership and on the company itself. The editorial work is supported by a group of young AFC winemakers, who validate the newsletter content. The newsletter is sent three times a year to eau-de-vie suppliers, bearing in mind the seasonal pattern of vine growth and the winemaker's work: flowering, harvest and distilling.

This newsletter gives practical information on the Group's results, updates on its brands and on the economic situation. It communicates technical information on a variety of topics such as eau-de-vie quality, winemaking, casks and cooperage, contracts, tastings, test results, training and the environment. It also provides a platform for winemakers and other experts to voice their opinions via personal accounts.

Circulated in paper form and also viewable on the remysphere.com website, the letter now proves indispensable as a communication tool for strengthening links with winemakers.

Broad guidelines have already been adopted for the next three years in order to encourage voluntary practices on the part of distillers and to promote sound practices: reduced use of pesticides and the adaptation of treatments according to parasitic pressure, whilst maintaining a maximum yield.

The AFC is also involved in the proceedings of an Environmental working group. This is attended by 27 volunteer winemakers whose first step was to gain perspective on themselves using an environment questionnaire assessing their practices. They then attended training, on a course set up with the Charente and Charente-Maritime Chamber of Agriculture, for them to obtain AHVE certification. All winemakers have already achieved AHVE level 1, and field audits are in progress to award levels 2 and 3. An environmental charter and repository are also under preparation.

Finally, the annual Centaures de la distillation award, given to the best distillers, recognised the exceptional quality of the eaux-de-vie produced by 44 among them this year. 15 grower-distillers were awarded the distinction of Centaure d'or de la distillation ("Golden Centaur for Distilling").

3.2 Environment

In 2014/2015, the Group invested €3.1 million, an appreciable 60% more than in 2013/14, in improving quality, safety and the environment (GRI indicator: G4-EN31) at all of its production sites.

Training in these three areas was stepped up, with a total of 3,429 training hours, as against 3,093 the year before, and 273 people trained (GRI indicator: G4-LA9). The training focused mainly on fire hazards and responsible consumption in a professional environment.

The Group has sought to engage all of its employees in its QSE drive, and has elicited volunteers from within its ranks in order to establish a close-meshed business-wide network. Thus at its Cognac site, it identified 31 Environment local officers among the different site departments. These officials are required to discuss ways of improving practices, responding to surveys and helping to disseminate survey forms. As an example, they were involved in the survey concerning the scope 3 carbon inventory and focusing on employee travel. These local officers achieved a response rate of 60% of staff (compared with an average 15% for surveys not channelled through this network).

Provisions and guarantees for environmental risks are limited to a guarantee granted to E. Rémy Martin & Co for €2.5 million with respect to the Seveso risk.

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.

At the Angers site, a working group was set up, dedicated to reducing energy consumption. Among its achievements was promoting more efficient management of the air compressors, with an 8% reduction in the leakage rate. Outdoor lighting has been replaced by LEDs, and presence detectors have been installed, to achieve a 60% consumption reduction during active periods, and a 75% saving during idle periods.

Measures have been taken to manage air-compressor efficiency at the Cognac site, in the same manner as at Angers. The heat insulation was improved in the new buildings housing the packaging workshops. The centralised energy management system was optimised, with daily monitoring of temperatures and of energy consumption by the different equipment items. Lastly, the use of LED lighting units outdoors (and for tests in the workshops) has made for a fourfold decrease in dedicated energy consumption. In combination, the various actions conducted achieved savings of close upon 400 MWh in the site's electricity consumption, 6% lower than in 2013/14.

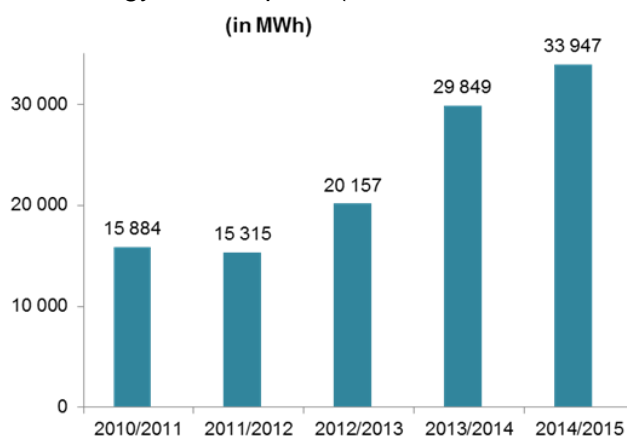
Staff awareness-raising is ongoing in order to encourage greater care with respect to energy use. An in-house awareness-raising campaign is in progress to induce people to reduce day-to-day energy expenditure; for example, information flashes are issued at regular intervals on ways to reduce energy consumption, with information and practical tips affixed 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 is steadily been deployed at the sites.

Studies conducted at the sites to assess the feasibility of integrating green energy within production processes have led to contracts being signed with EDF to purchase renewable energy. The contracts signed with the French electricity-generating utility have led to "green" energy accounting for 21% of electrical energy consumed at the French sites.

Total energy consumption amounted to 33,947 MWh, up 13.7% from the previous year, following an increase in activity at the production sites (GRI indicator: G4-EN3).

Total energy consumption (GRI indicator: G4-EN3)



Total energy consumption came to 6.35 kWh per standard case, excluding Domaines Rémy Martin. Total energy consumption for Domaines Rémy Martin came to 69.54 kWh per hectolitre of wine produced.

For direct energy sources (gas and fuel oil), total consumption was 24,161 MWh, up 21.7% from the previous year, mainly due to increased distillation activity by the Domaines Rémy Martin vineyards (GRI indicator: G4-EN3).

Direct energy consumption at the Cognac site fell 4%, from 2,110 MWh to 2,034 MWh.

Consumption at the Angers site rose 14%, from 5,778 MWh to 6,609 MWh, mainly due to lower winter temperatures.

Direct energy consumption for the Domaines Rémy Martin rose from 1,824 to 3,595 MWh, this sizeable increase being due to an appreciably higher volume of wine being distilled.

Direct energy consumption at the Islay site rose 18%, from 9,986 to 11,762 MWh, in line with an increase in activity.

The Barbados site registered a slight increase in direct energy consumption, from 153 to 161 MWh.

Indirect electrical energy consumption eased 2% down from 9,998 MWh to 9,786 MWh (GRI indicator: G4-EN3).

This easing is mainly attributable to reduced electrical-energy consumption at the Cognac site in line with the consumption optimisation actions conducted this year

Total indirect energy consumption amounted to 1.97 kWh per standard case, excluding the Domaines Rémy Martin. Total indirect energy consumption for the Domaines Rémy Martin came to 9.41 kWh per hectolitre of wine.

At the Angers site, electricity consumption was broadly stable, easing down slightly from 2,499 to 2,478 MWh. At the Cognac site, consumption fell 6%, from 5,922 to 5,549 MWh, reflecting the effectiveness of the actions to raise employee awareness concerning energy savings.

Electricity consumption for the Domaines Rémy Martin rose 33% from 422 to 563 MWh, mainly due to the expansion in distilling business. Electricity consumption at the Islay site edged down a very slight 1% (to 410 MWh from 414 MWh in 2013/2014). Electricity consumption at the Barbados site rose 6% from 741 to 787 MWh.

Water consumption

Total water consumption rose 9%, mainly due to increased activity at the Islay site, reaching 112,380 m³ (GRI indicator: G4-EN8). At the Angers site, water consumption was distinctly lower (by 8%), falling from 32,064 to 29,442 m³, in line with the optimised operation of the automatic sprinklers for watering the green spaces.

At the Cognac site, water consumption fell 6%, from 26,526 to 24,806 m³.

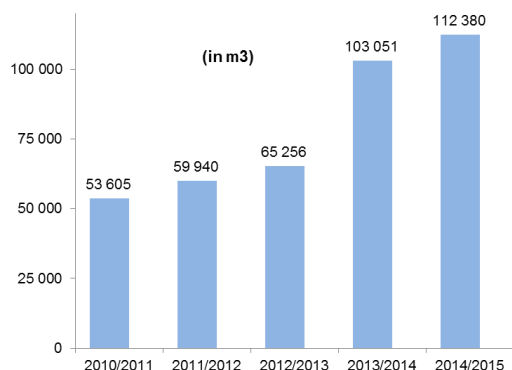
Water consumption at the Islay site rose 30%, from 24,723 to 32,100 m³. This is mainly due to the increased activity at this site.

Water consumption at the Barbados site rose 39%, from 14,638 to 20,403 m³, in line with the full integration of the site's activities.

Water consumption by the Domaines Rémy Martin rose 10% (to 5,629 m³ instead of 5,100 m³ in 2013/14). This is due to the expansion in distilling business and the extension of the vineyard area.

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

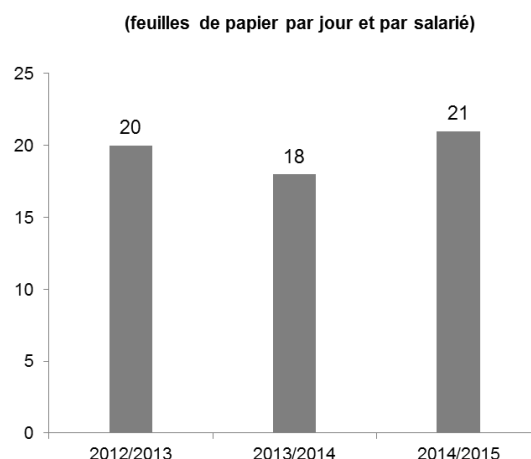
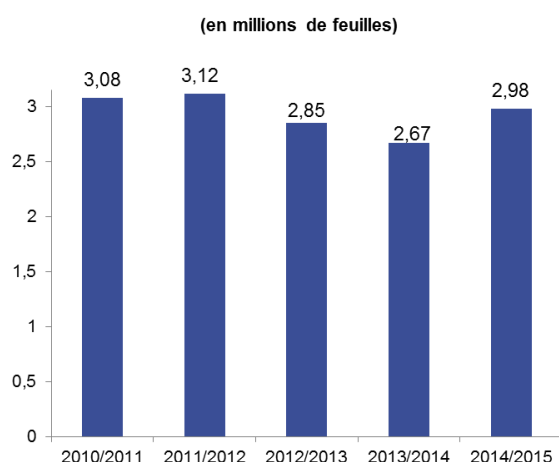
Water consumption (GRI indicator: G4-EN8)



Water consumption totalled 22.75 litres per standard case, excluding Domaines Rémy Martin. Total water consumption for Domaines Rémy Martin was stable compared with 2013/2014, at 94.15 litres per hectolitre of wine.

Office paper consumption

Paper consumption rose 12% this year, from 2.67 to 2.98 million sheets (GRI indicator: G4-EN1) mainly due to the increased amount of reprographic work at the Cognac site. Paper consumption amounted to 14.66 tonnes, i.e. 21 sheets of paper used per person and 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) have ensured that 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.

At the Cognac site, a working group has been set up to reduce noise pollution. Its activities led among others to servicing by an automation engineer to fine-tune the settings of the bottle conveyor lines and prevent bottles from jarring against each other on the bottling line. This has reduced noise pollution for employees.

At the Angers site, an individual dosimetry campaign is being finalised for the packaging work positions and the industrial-truck drivers. Investments have already been carried out to install silencers on certain plant and equipment, and to purchase new plant and equipment catering for noise and its curtailment (reduction in operating intensities). Alongside these measures, soundproof panels were installed in the noisiest area of the packaging workshop.

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 combined energy unit (urban heating).

In a similar vein, since 2012 Rémy Cointreau has put in place a partnership with Ateliers du Bocage in the Poitou Charentes region to recycle or reuse all used mobile phones and electronic mobile phone equipment. For Domaines Rémy Martin, waste from contaminated containers is not included in the hazardous waste volumes, since all such waste is collected and processed by the ADIVALOR nationwide agricultural-waste processing chain.

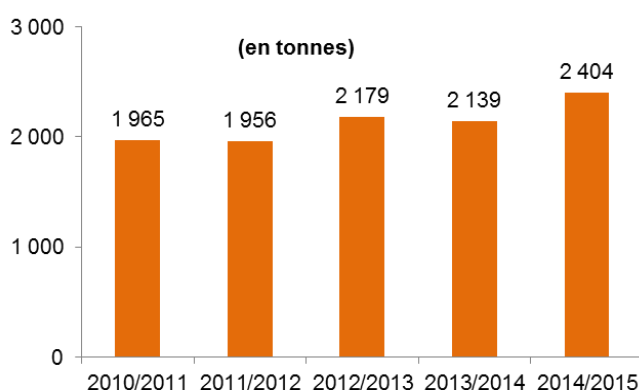
Total waste (GRI indicator: G4-EN23) increased 12% over the year, from 2,139 to 2,404 tonnes. This is mainly due to waste-sorting activities at the Cognac site, where the quantity of waste increased by 34% (to 990 tonnes from 737 tonnes in 2013/14).

At the Angers site, waste tonnage was broadly stable at 1,308 tonnes (1,299 tonnes in 2013/14).

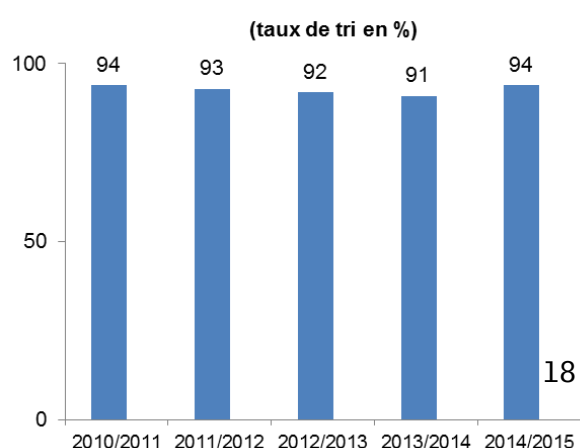
At the Islay site, waste tonnage increased 27% (to 105 tonnes from 83 tonnes in 2013/14), in line with the increased activity at the site.

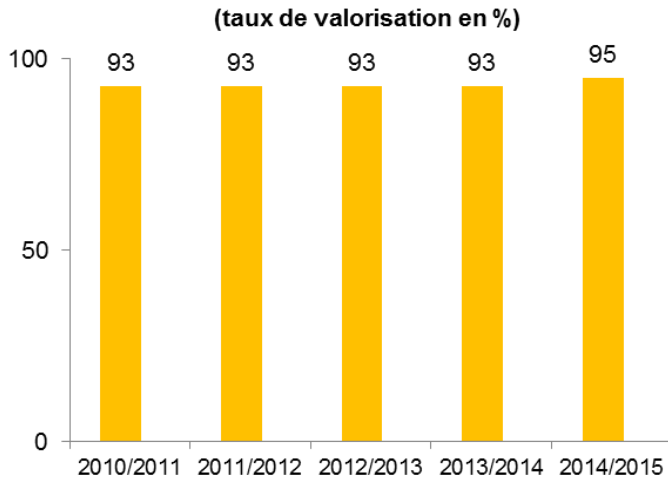
Waste sorting and recycling rates have increased to 94% and 95% respectively, compared with 91% and 93% in 2013/14. Waste sorting and recycling rates were 96% and 100% respectively at Angers. This compares with 91% at Cognac (85% in 2013/14) and 83% at the Islay site (81% in 2013/14). Waste per standard case rose from 0.46 kg to 0.56 kg.

Quantity of waste (GRI indicator: G4-EN23)



Solid waste sorting rate and recycling rate

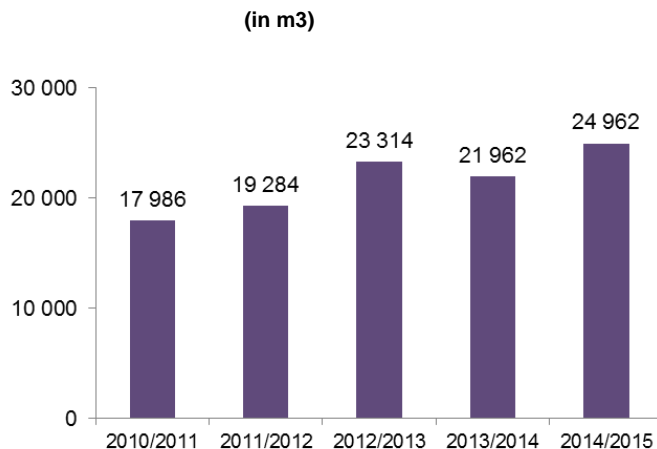




3.2.4 Liquid waste

In line with the increased activity at the Domaines Rémy martin, discharged liquid waste increased 14%, from 21,962 m³ to 24,962 m³ (GRI indicator: G4-EN22). Discharged liquid waste increased 7% at the Cognac site, from 7,412 to 7,917 m³, also increasing 3% at the Angers site from 10,675 to 11,045 m³. This item increased sharply at Domaines Rémy Martin, from 3,875 m³ to 6,000 m³, in line with the increase in distilling activity. The quantity of liquid waste per standard case rose from 4.36 litres to 4.49 litres. The quantity of liquid waste at Domaines Rémy Martin fell 23% to 100.4 litres per hectolitre of wine produced.

Volume of liquid waste (GRI indicator: G4-EN22)



For the Angers and Cognac sites, liquid waste pollution discharged from the site and before treatment was reduced to 20.4 tonnes of BOD (falling 12% from 23.2 in 2013/2014) and 33.3 tonnes of COD (falling 10% from 36.9 in 2013/2014). After the waste was treated at external treatment plants and returned to the natural environment, pollution was lower than the previous year, at 0.7 tonnes of BOD instead of 0.9, and 2.2 tonnes of COD instead of 2.7 (yielding average reduction rates of 98% for BOD and 95% for COD). Liquid waste pollution at the Domaines Rémy Martin is 0.46 tonne of BOD and 1.79 tonnes of COD. Accordingly, the total liquid waste discharged into the natural environment amounts to 1.17 tonnes of BOD and 3.99 tonnes of COD.

These figures yield a liquid waste pollution rate per standard case of 0.17 grammes of BOD and 0.52 grammes of COD. These figures are broadly stable compared with 2013/14. For the Domaines Rémy Martin, the liquid waste pollution rate is 7.7 grammes of BOD and 29.9 grammes of COD per hectolitre of wine.

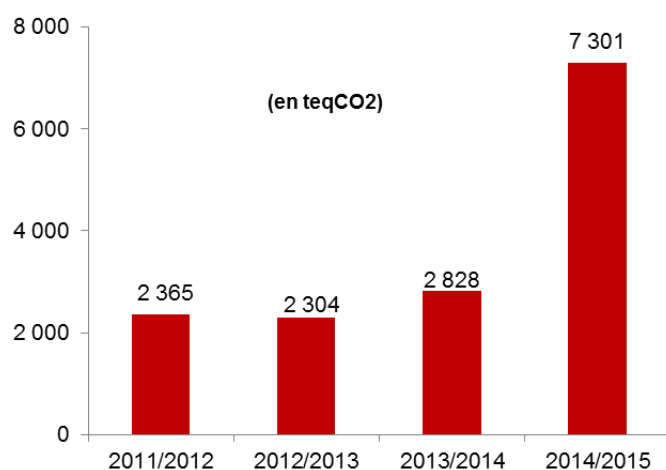
3.2.5 Greenhouse gas emissions

Various actions have been taken to control our greenhouse gas emissions (GHG). Over the last few years, the increasingly systematic use of videoconferences, the introduction of electric vehicles on the Angers and Cognac sites and eco-design of products have all helped reduce our CO₂ emissions.

The measurement of GHG emissions was extended this year to the Islay and Barbados sites. Accordingly, these emissions sharply increased, reaching 7,301 tCO₂eq (scope 1: 6,127 tCO₂eq / scope 2: 1,174 tCO₂eq). On a like-for-like basis, the emissions rose 18% from 2,828 to 3,330 tCO₂eq, owing to the increase in distilling activity at the Domaines Rémy Martin.

These GHG emissions worked out at 1.33 kgCO₂eq per standard case. Greenhouse gas emissions for the Domaines Rémy Martin reached 17.73 kgCO₂eq.

Greenhouse gas emissions (Scopes 1 & 2)



GHG emissions rose 14% at the Angers site to 1,524 tCO₂eq, with scope 1 values increasing from 1,176 to 1,427 tCO₂eq (mainly as a result of increased gas consumption), while scope 2 values fell from 162 to 97 tCO₂eq (GRI indicators: G4-EN15 and G4-EN16). GHG emissions fell 13% at the Cognac site, to 746 tCO₂eq. At the Cognac site, scope 1 measurements rose from 478 to 530 tCO₂eq, while those for scope 2 fell from 384 to 216 tCO₂eq.

Greenhouse gas emissions for the Domaines Rémy Martin increased to 1,060 tCO₂eq, owing to the increase in distilling activity. Scope 1 measurements rose from 601 to 1,038 tCO₂eq, while those for scope 2 fell from 27 to 22 tCO₂eq.

Greenhouse gas emissions at the Islay and Barbados sites respectively reached 3,314 tCO₂eq (scope 1: 3,090 tCO₂eq / scope 2: 224 tCO₂eq) and 657 tCO₂eq (scope 1: 42 tCO₂eq / scope 2: 615 tCO₂eq).

Rémy Cointreau has maintained efforts to reduce GHG emissions, Its actions cut these emissions by 1,447 tCO₂eq, instead of 1,097 tCO₂eq in 2013/2014 (GRI indicator: G4 EN19).

The principal actions carried out this year were as follows:

- eco-design initiatives to modify our packaging, leading to a reduction of GHG emissions of 57 tCO₂eq (based on 2014/15 sales);
- the use of videoconferencing saved 985 tCO₂eq this year, as against 699 in 2013/14;
- reduction in business travel, particularly by air, saving 405 tCO₂eq.

The Group is also continuing to reduce carbon emissions generated in sending items by post (Cognac and Angers sites): 87% of post is now sent by "*lettre verte*", a delivery option with a lower carbon footprint offered by the French postal service (79% saving in 2013/14).

At the Cognac site, electrical energy is preferred, particularly in order to reduce the number of diesel-fuel vehicles. Rémy Martin purchased a third electric vehicle. Along the same lines, an electric train is now used to convey the numerous tourists coming each year to discover and visit the site, and thereby limits carbon emissions. Lastly, Rémy Cointreau answers the annual CDP survey (Carbon Disclosure Project) covering measurement of its scope 1 and scope 2 CO₂ emissions. This is a large-scale international survey to which the Group also contributes its action plan for reducing emissions.

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 VSOP Rémy Martin bottle. The weight of the bottle has been reduced by 2%, saving 34 tonnes of glass (based on 2014/15 sales).

A similar eco-design action guided the redesigning of the Botanist Gin bottle. The weight of the bottle has been reduced by 13%, saving 22 tonnes of glass (based on 2014/15 sales).

In coordination with the implementation of the 2015 CSR plan, this year Rémy Cointreau deployed software for estimating the quantities of materials used to manufacture products at the Angers and Cognac sites for worldwide sales (GRI indicator: G4-EN1). The total of 34,608 tonnes comprises mainly 30,167 tonnes of glass, 3,744 tonnes of cardboard, 262 tonnes of plastic, 160 tonnes of metal, 85 tonnes of paper, and 190 tonnes of miscellaneous materials. This works out at an average packaging weight of 992 grammes per litre of product (on 2014/15 sales data).

3.2.7 Climate change and biodiversity

The Group has been actively involved for two years in initiatives for adaptation to climate change led by relevant interindustry bodies. In Cognac, Domaines Rémy Martin joined a research programme run by regional and national research centres in France on adapting the vine 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 support of biodiversity, the Group is also conducting an assessment of the Wood production chain. This is aimed at assessing its positive or negative impact on the industrial chain for oak timber used to manufacture casks. This is also a pilot scheme for the extension of similar assessments to the Group's other supply chains.

This year, Rémy Cointreau sought to ensure that all the casks manufactured for the Cognac site are made of PEFC-certified oak timber, and therefore sourced from sustainably-managed forests.

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.

With the aim of preserving the bee population, ten hives were installed in the Charente department, in partnership with the "*Un toit pour les abeilles*" non-profit association. The hives are located at the heart of Charente, in an area growing truffle-friendly oaks, and surrounded by 40 hectares of flowers: they yield honey that is free of pesticides, since both the nectar and the pollen are uncontaminated. This honey is then distributed to all the staff in France, in 780 pots each with an instructive leaflet on the protection of the bee population, in order to raise Group staff awareness of the issue of bee survival.

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.

For 2014/15, this programme confirmed expectations, yielding results attesting to improvement in both soil texture and the native biodiversity. A first experimental plantation of vines was carried out to collect shoot development data with which to reduce recourse to chemical fertilisers.

Faithful to its motto, "We believe terroir matters", Bruichladdich has launched its The Botanist Foundation and a project to re-introduce traditionally grown barley crops on Islay. This experiment has been in progress for 10 years (the first harvest was in 2004) and has grown a number of barley strains with the aim of safeguarding the land. This year, 1,200 tonnes of barley were harvested on Islay, despite the adverse weather conditions.

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.

In France, Rémy Cointreau supported the 4th Pays de Cognac Sustainable Development award for sustainable-development initiatives conducted in the area by local and regional government, non-profit associations, businesses, learning institutions, or simply private individuals. The Group also supports Altère, a business association discussing CSR and best practices in the Poitou-Charentes region, the *Association des Dirigeants Responsables de l'Ouest* (Western France responsible managers' association), also focusing on CSR issues in the Grand Ouest region, and the Club Carbon'At which provides a focus group for Pays de la Loire businesses addressing CSR issues.

Alongside these involvements, Rémy Cointreau experts give numerous addresses. A breakfast meeting of the 21 Pays de la Loire committee to discuss CSR was held at the Carré Cointreau, targeting local government and businesses. The Group took this opportunity of sharing its best practices in the areas of Responsible Purchasing, Winemaking, Environment and Biodiversity. An address was given to the International Development Institute on the issues of integrated reporting and CSR indicators, and a seminar was held at the Angers Cnam vocational training institute discussing CSR policy, with both events targeting businesses.

More generally, Rémy Cointreau is involved in a number of ways in charitable initiatives awarding prizes, holding auctions and making donations, with support for the American charity Keep a Child Alive, and the New Century Art Foundation. In Indonesia, Rémy Cointreau installed solar panels on the island of Pulau Blanding, where the Group had earlier been involved in providing a drinking-water mains supply. In France, the Group supports the Ligue contre le Cancer and the blood and platelet donation campaign at its Cognac site.

Committed to fostering a positive culture of corporate social responsibility in education, the Group has, for example, become involved in initiatives for students of Grandes Écoles and universities in France, particularly Audencia Nantes, the Poitiers business management school and the La Rochelle advanced business studies school.

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. The Group uses this venue to disseminate best-practice data sheets, and in November it took part in a morning session of exchanges on the theme of biodiversity.

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 compile the relevant documentation and set up their project in the Poitou-Charentes region. This year, the Group took part in discussions for the Department Council's socially-responsible economic scheme, and followed up grant-in-aid applications. Since the foundation's local headquarters were set up at Cognac in 2005, 152 applications received support totalling €566,000 provided by the Fondation de la Deuxième Chance.

Rémy Cointreau is also involved in the "*Nos Quartiers ont du Talent*" (NQT) operation via Rémy Martin at Cognac. This project helps place young people from disadvantaged areas or in difficulty who are first-time job seekers. The young people are supported in compiling their CVs, and are backed by a sponsor or a mentor from among the Rémy Martin management and executives. Six months into the scheme, 10 sponsors have volunteered at Rémy Martin, supporting 19 young people, 7 of whom have found employment.

In-house, the Group has shown its concern for its senior staff by organising resources meetings on understanding the technicalities of and preparing for retirement. This voluntary training for those aged 55 and over acquainted the target staff members with the terms of their departure, the calculation of their pensions, the reconstruction of their employment history, etc. At the French sites, 130 persons benefited from these meetings, which were equivalent to 130 hours' training.

As regards Socially Responsible Investment (SRI) and non-financial scoring, Rémy Cointreau met the requirements of Federal Finance, its private investors, and the Gaïa 2014 (EthiFinance) non-financial index, for which it was ranked 3rd among businesses with revenue above €500 million (thus becoming directly placed among the top 5) and 2nd for the industrial sector.

4.2 Suppliers: sharing our responsibility requirements

Keen to ensure that its suppliers operate responsibly and with a desire 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 belong to 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.

The system was extended this year to cover suppliers of advertising articles and is starting its deployment among the direct suppliers of our foreign subsidiaries.

The use of sub-contractors is kept to a bare minimum and mainly applies to activities carried out in France.

An internal purchasing code of conduct incorporates the principles of sustainable development, based mainly on the 10 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.

With respect to production suppliers, the Group maintained the CSR assessment and audit actions already undertaken for the past several 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 assessment findings for 2014/15 are based in part on the assessments conducted in 2013/14.

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 production suppliers and 75% of non-production suppliers to Rémy Cointreau (in revenue terms) were selected. The percentage, by number, of suppliers actually assessed for their social responsibility commitments and actions was as high as 92% for production suppliers and 69% for non-production suppliers. The audits carried out by the Group's teams supplement the CSR assessment.

In line with the 2015 CSR Plan, **suppliers of advertising articles** are now 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 other suppliers. All suppliers of advertising articles were selected, with responses from 91% of them.

With the Purchasing and CSR departments working closely together, these actions are used to foster a culture of responsibility to which the Group attaches particular importance, since overall, the suppliers selected represent 89% of all Rémy Cointreau suppliers by net sales with 82% of those supplies having undergone a CSR assessment (GRI indicators: G4-EN32, G4-LA14 and G4-HR10).

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, Rémy Cointreau supported the distribution of the charter by arranging awareness-raising initiatives for all 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.

This code is accessible to all, and 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.

An annual report sets out the actions conducted by Rémy Cointreau in several areas (responsible advertising code, internal approval process for advertising campaigns, factoring environmental and social criteria into the choice of advertising media, etc.)

- **guide to responsible consumption in a professional context:** updated in 2012/13, this has been given to all French employees Translated into several languages in 2013/14, it was distributed this year to the teams serving in Asia.

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 a business point of view, to act responsibly by assuming a strong commitment to protect our discerning customers.

This responsibility is embodied in two priorities:

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

Key role of our representative organisations

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*) which, during this year, held its 2nd biennial alcoholology congress, the 22nd biennial scientific symposium, morning debates and a scientific day session discussing the link between alcohol consumption and "innate/acquired" characteristics;
- in Europe: Spirits Europe (European Spirits Federation);
- in the United States: DISCUS;
- 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 to cover members' marketing.

It is inherently impossible to gauge accurately the results of these operations, which are resource-intensive and long-term. 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 at discussions on responsible consumption.
- the principle of ethical self-regulation for the marketing and advertising of spirits guarantees consumer safety;
- beverage companies continue to improve the information provided to consumers on packaging and by developing Web sites dedicated to disseminating knowledge about the health risks of alcohol.

Responsible consumption initiatives

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

- the phased implementation in Europe and Asia of our determined resolve to print on our packaging logos designed to protect pregnant women (GRI indicator: G4-ENPR3)
- the voluntary inclusion of the "responsibledrinking.eu" website address on packaging in Europe, giving consumers in 28 European countries access to comprehensive information on the risks of alcohol abuse;
- voluntary application in China of wording promoting moderation and "Drink and Drive" warnings on all Rémy Cointreau brand advertising;
- development of a responsible consumption page on the Rémy Cointreau intranet;
- raising awareness of responsible consumption at French production sites;
- responsible-consumption training programme for all new hires;
- raising awareness of responsible communication and consumption issues among the marketing teams;
- launching an iPhone application: RC AlcooFlash (road-safety awareness raising);
- display at our three French sites on the topic "how should we plan for reasonable consumption of our products when welcoming and entertaining our guests?";
- updating the Responsible Marketing Charter.

Advertising control for the Rémy Cointreau brands

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

- responsible consumption;
- specific virtues attributed to alcohol;
- minors and other vulnerable groups;
- alcohol content;
- risky activities;
- responsible communication.

It is handled by the Responsible Communication Committee (RCC), which comprises 10 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 Group 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 11 new campaigns:

- Marmiton Cointreau Media Plan
- Passoa Brazil Timetable for 2014
- New Metaxa Website
- Rémy Martin: iPhone Application – Paris Exhibition
- Mood & Lifestyle Video Metaxa 12 stars
- Metaxa Honey Shot Ethical Guidelines
- Cointreau Web episode campaign, with Laetitia Casta
- Mount Gay Black Barrel activation
- Passoa RTS
- Rémy V USA
- Louis XIII, Internet campaign.

Other marketing initiatives used during the year were developed in previous years. Overall, 25 advertising campaigns are in circulation, with 11 approved by the RCC this year and 14 in previous years.

In 2013/14, 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.

This tool, which was used again in 2014/15, supplies proof that 100% of new advertising creations and initiatives are disclosed to 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 (for example, environmental best practices in the United States and Sweden, and responsible consumption in the United Kingdom).

The Group has instituted an internal rating system to assess the degree of satisfaction of its retailing customers. The score this year was 17.7/20 (GRI Indicator: G4-PR5). This study is carried out twice during the year and areas for improvement are systematically explored and shared with customers.

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 winning the national oenotourism awards in 2012/13 in the "development of a cellar or viticulture site" category, the quality of Rendez-vous Rémy Martin has been recognised by the Michelin Green Guide.

This year, for the second year running, the Cognac site was awarded the Trip Advisor website's certificate of excellence. In-house, the site published a Quality Charter for the quality of reception of visitors at Reception and on the Tours; this Charter factors in responsible consumption. The guides have also been trained in CSR in order to explain Group best practices to visitors.

The Angers site's "Quality Tourism" certification was renewed this year. The site is also training its guides in CSR policy so that they can promote this policy to visitors.

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 site*

2. *Table of societal indicators*

3. *CSR Plan 2015*

4. *Compliance with Global Compact principles/Concordance table*

1. Table of environmental indicators by site

	2012 / 2013	value / Std case	value / hl of wine	2013 / 2014	value / Std case	value / hl of wine	2014 / 2015	value / Std case	value / hl of wine
Total energy consumption, in MWh, and in kWh for values per standard case or hectolitre of wine (GRI indicator: G4-EN3)									
TOTAL	20,157	3.71		29,849	5.95		33,947	6.35	
o/w Cointreau	8,773	3.52		8,277	3.45		9,087	3.81	
o/w E.Rémy Martin et C°	7,953	4.23		8,032	4.58		7,582	4.13	
o/w Domaines Rémy Martin	2,721		72.6	2,246		75.6	4,158		69.6
o/w Mount Gay	710	2.22		893	2.17		948	2.44	
o/w Bruichladdich				10,400	138.8		12,172	141.3	
Direct energy consumption (gas, fuel oil), in MWh, and in kWh for values per standard case or hectolitre of wine (GRI indicator: G4-EN3)									
TOTAL	11,057	2.03		19,851	3.89		24,161	4.42	
o/w Cointreau	6,161	2.47		5,778	2.41		6,609	2.77	
o/w E.Rémy Martin et C°	2,712	1.44		2,110	1.20		2,034	1.11	
o/w Domaines Rémy Martin	2,184		58.3	1,824		61.4	3,595		60.1
o/w Mount Gay				153	0.37		161	0.42	
o/w Bruichladdich				9,986	133.2		11,762	136.6	
Indirect energy consumption (electricity), in MWh, and in kWh for values per standard case or hectolitre of wine (GRI indicator: G4-EN3)									
TOTAL	9,041	1.82		9,998	2.06		9,786	1.97	
o/w Cointreau	2,612	1.05		2,499	1.04		2,478	1.04	
o/w E.Rémy Martin et C°	5,241	2.79		5,922	3.38		5,549	3.02	
o/w Domaines Rémy Martin	478		12.7	422		14.2	563		9.4
o/w Mount Gay	710	2.22		741	1.80		787	2.03	
o/w Bruichladdich				414	5.53		410	4.76	
Water consumption, in m³, and in litres for values per standard case or hectolitre of wine (GRI indicator: G4-EN8)									
TOTAL	65,256	13.94		103,051	21.12		112,380	22.75	
o/w Cointreau	32,343	12.96		32,064	13.37		29,442	12.35	
o/w E.Rémy Martin et C°	28,656	15.24		26,526	15.13		24,806	13.52	
o/w Domaines Rémy Martin	4,257		113.6	5,100		171.6	5,629		94.2
o/w Mount Gay				14,638	35.53		20,403	52.60	
o/w Bruichladdich				24,723	329.9		32,100	372.6	
Paper consumption, in millions of sheets (GRI indicator: G4-EN1)									
TOTAL	2.85			2.67			2.98		
o/w Cointreau	0.46			0.72			0.76		
o/w E.Rémy Martin et C°	1.59			1.20			1.64		
o/w Paris site	0.80			0.74			0.57		

	2012 / 2013	value / Std case	value / hl of wine	2013 / 2014	value / Std case	value / hl of wine	2014 / 2015	value / Std case	value / hl of wine
Quantity of waste, in tonnes, and in kg for values per standard case or hectolitre of wine (GRI indicator: G4-EN23)									
TOTAL	2,179	0.50		2,139	0.46		2,404	0.56	
o/w Cointreau	1,251	0.50		1,299	0.54		1,308	0.55	
o/w E.Rémy Martin et C°	915	0.49		737	0.42		990	0.54	
o/w Domaines Rémy Martin	13		0.35	20		0.67	0		0
o/w Bruichladdich				83	1.11		105	1.22	
Volume of solid waste sorted, in %									
TOTAL	92			91			94		
o/w Cointreau	96			97			96		
o/w E.Rémy Martin et C°	87			85			91		
o/w Bruichladdich				81			83		
Volume of solid waste recycled, in %									
TOTAL	93			93			95		
o/w Cointreau	98			100			100		
o/w E.Rémy Martin et C°	87			85			91		
o/w Bruichladdich				81			83		
Volume of liquid waste, in m3, and in litres for values per standard case or hectolitre of wine (GRI indicator: G4-EN22)									
TOTAL	23,314	4.21		21,962	4.36		24,962	4.49	
o/w Cointreau	10,977	4.40		10,675	4.45		11,045	4.63	
o/w E.Rémy Martin et C°	7,444	3.96		7,412	4.23		7,917	4.31	
o/w Domaines Rémy Martin	4,893		130.5	3,875		130.4	6,000		100.4
Liquid waste: BOD, after treatment, in tonnes, and in grams for values per standard case									
TOTAL	0.61	0.14		0.94	0.23		1.17	0.17	
o/w Cointreau	0.61	0.24		0.91	0.38		0.7	0.29	
o/w E.Rémy Martin et C°	0.01	<0.01		0.03	0.02		0.01	<0.01	
o/w Domaines Rémy Martin							0.46		7.7
Liquid waste: COD, after treatment, in tonnes, and in grams for values per standard case									
TOTAL	2.40	0.55		2.65	0.64		3.99	0.52	
o/w Cointreau	2.25	0.90		2.49	1.04		2.12	0.89	
o/w E.Rémy Martin et C°	0.16	0.08		0.16	0.09		0.08	0.04	
o/w Domaines Rémy Martin							1.79		29.9

	2012 / 2013	value / Std case	value / hl of wine	2013 / 2014	value / Std case	value / hl of wine	2014 / 2015	value / Std case	value / hl of wine
GHG emissions (scope 1), in tCO₂eq, and in kgCO₂eq for values per standard case (GRI indicator: G4-EN15)									
TOTAL	1,795	0.41		2,254	0.40		6,127	1.08	
o/w Cointreau	1,233	0.49		1,176	0.49		1,427	0.60	
o/w E.Rémy Martin et C°	562	0.30		478	0.27		530	0.29	
o/w Domaines Rémy Martin				601		20.21	1,038		17.36
o/w Mount Gay							42	0.11	
o/w Bruichladdich							3,090	35.87	
GHG emissions (scope 2), in teq CO₂, and in kgeq CO₂ for values per standard case or hectolitre of wine (GRI indicator: G4-EN16)									
TOTAL	509	0.11		573	0.12		1,174	0.25	
o/w Cointreau	169	0.07		162	0.07		97	0.04	
o/w E.Rémy Martin et C°	340	0.18		384	0.22		216	0.12	
o/w Domaines Rémy Martin				27		0.91	22		0.37
o/w Mount Gay							615	1.59	
o/w Bruichladdich							224	2.60	
GHG emissions (scopes 1 and 2), in tCO₂eq, and in kgCO₂eq for values per standard case or hectolitre of wine									
TOTAL	2,304	0.49		2,828	0.47		7,301	1.33	
o/w Cointreau	1,402	0.56		1,338	0.56		1,524	0.64	
o/w E.Rémy Martin et C°	902	0.48		862	0.49		746	0.41	
o/w Domaines Rémy Martin				628		21.14	1,060		17.73
o/w Mount Gay							657	1.69	
o/w Bruichladdich							3,314	38.47	

2. Table of societal indicators

	2012 / 2013	2013 / 2014	2014 / 2015
Production suppliers			
Number of selected suppliers	101	130	109
Rate of selected suppliers	99.5%	99.3%	99.4%
Number of assessed suppliers	101	115	100
Rate of assessed suppliers	100%	88.5%	91.7%
NON-PRODUCTION SUPPLIERS			
Number of selected suppliers	68	87	87
Rate of selected suppliers	64.8%	74.6%	74.6%
Number of assessed suppliers	52	60	60
Rate of assessed suppliers	76.5%	69%	69%
ADVERTISING ARTICLES SUPPLIERS			
Number of selected suppliers			11
Rate of selected suppliers			100%
Number of assessed suppliers			10
Rate of assessed suppliers			90.9%
TOTAL SUPPLIERS			
Number of selected suppliers	169	217	207
Rate of selected suppliers	87.6%	89.9%	89.3%
Number of assessed suppliers	153	175	170
Rate of assessed suppliers	90.5%	80.6%	82.1%

3. CSR Plan 2015

THEMES	RESULTS 2013/2014	OBJECTIVES 2014/2015	RESULTS 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"> • International extension of CSR reporting • Implementation of the CSR Plan 2015 	<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, of equivalent skills and levels of experience in all Group entities • Target absenteeism rate (< 4%) achieved for reporting scope monitored • Target reduction in workplace-accident frequency and severity rates achieved for the reporting scope monitored 	<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) • Absenteeism monitoring (objective: absenteeism < 4%) • "Workplace safety" action plans (objective: reduction in workplace accidents and occupational illness) 	<ul style="list-style-type: none"> • Implementation of procedures to ensure non-discrimination between men and women in similar positions, of equivalent skills and levels of experience in all Group entities • Target absenteeism rate (< 4%) achieved for reporting scope monitored • Monitoring of workplace-accident frequency and severity rate reduction action plans achieved for reporting scope monitored 	<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) • Absenteeism monitoring (objective: absenteeism < 4%) • "Workplace safety" action plans (objective: reduction in workplace accidents and occupational illness)

THEMES	RESULTS 2013/2014	OBJECTIVES 2014/2015	RESULTS 2014/2015	OBJECTIVES 2015/2016
WORKING CONDITIONS	<ul style="list-style-type: none"> • 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 (in France), of jobs that should be adapted to reduce physical strain 	<ul style="list-style-type: none"> • 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"> • Implementation of special measures to include people with disabilities (actions carried out in France to promote indirect employment of people with disabilities – sheltered workshops) • Monitoring of "Training" action plans • Performing special adaptations to improve the ergonomics of certain workstations. 	<ul style="list-style-type: none"> • 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
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 (- 18%) • Raise environmental awareness among winemakers (95% of members of the AFC cooperative) 	<ul style="list-style-type: none"> • Reduction in pesticide use (objective: 16%) • Raise environmental awareness among winemakers (objective: AHVE certification)

THEMES	RESULTS 2013/2014	OBJECTIVES 2014/2015	RESULTS 2014/2015	OBJECTIVES 2015/2016
ENVIRONMENT	<ul style="list-style-type: none"> • Energy, water and paper (4%, 2% and 7% reductions 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 (continuing actions to optimise consumption) • Renewable energy (21% of consumption by the French sites) • CO2 emissions (extension of GHG footprint scopes 1 & 2 to the Barbados and Islay sites) • Solid waste (sorting rate: 94%/recycling rate: 95%) • Liquid waste (BOD: 1.17 tonnes / COD: 3.99 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) • Solid waste (objective: sorting and recycling rates > 90%) • Liquid waste (extension of measurements to the Barbados and Islay Sites) • Biodiversity (objective: "Bees/Forests" conservation schemes)

THEMES	RESULTS 2013/2014	OBJECTIVES 2014/2015	RESULTS 2014/2015	OBJECTIVES 2015/2016
Honest practices	<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 (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)
CITIZENSHIP	<ul style="list-style-type: none"> A proponent of sustainable development: 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"> A proponent of sustainable development: 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)
SUPPLIERS	<ul style="list-style-type: none"> Sustainable and responsible purchasing (objective: CSR assessment of suppliers/selected suppliers rate: 90% (48 suppliers more than the previous year)/assessed suppliers rate: 81% (22 suppliers more than the previous year) 	<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: CSR assessment of suppliers/rate of selected suppliers: 89%/rate of assessed suppliers: 82% 	<ul style="list-style-type: none"> Sustainable and responsible purchasing (objective: CSR assessment of suppliers by an external third party)

THEMES	RESULTS 2013/2014	OBJECTIVES 2014/2015	RESULTS 2014/2015	OBJECTIVES 2015/2016
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 (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%)

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: 4 to 12 24 to 26 33 to 38
	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: 12 to 22 30 to 32 34 to 38
	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: 24 to 26 34 to 38