



RÉMY COINTREAU

GLOBAL COMPACT: the Chairman's annual commitment

Since the company joined in 2003, Rémy Cointreau has been committed to respecting and sharing with employees, suppliers and all stakeholders the ten principles of the Global Compact charter on a daily basis. The past year was once again marked by Rémy Cointreau being awarded the Advanced GC qualification by Global Compact for its annual communication on progress. This is evidence of our Group's real commitment when it comes to a corporate social responsibility policy (CSR).

The group's CSR reporting embraces 24 companies that release all their social, environmental and societal information, pursuant to the requirements of statute N° 2012-557 under article 225 of the "Grenelle II" Act of July 12, 2012. The group's reporting is audited by an outside third party. CSR reporting software, to which all subsidiaries have access, provides the wherewithal to enter and consolidate all relevant data. Our Group stresses the importance of CSR transparency for all its sites in France and abroad. Indicators also make reference to GRI guidelines (Global Reporting Initiative/version G4).

Rémy Cointreau grounds its strategy in international ISO norms that guarantee standards relating to quality, food safety and respect for consumers and consumer health. The Mount Gay company holds ISO 9001 Quality certification, and the monitoring audits conducted for Quality, Safety and the Environment at Rémy Martin and Cointreau sites are evidence of each company's drive towards improvement. Domaines Rémy Martin have renewed their level 3 certification to HEV Agriculture (High Environmental Value), thereby confirming the Group's environmental commitments.

The Annual Carbon Report is conducted based on all Rémy Cointreau production sites. This year, actions to curtail GHG emissions have led to our cutting out the emission of over 1200 teqCO₂ thanks basically to the eco-design of our packaging and a preference for videoconferences.

Additionally, this year, Rémy Cointreau has rolled out software that helps to calculate the carbon emissions from materials used in the manufacture of product packaging at the sites in Angers and Cognac, all of which is sold worldwide.

We also firmly endeavour to involve all our employees so that the Group's CSR policy remains one of the mainstays of our corporate culture. The Group's CSR Charter, published in French and English, and Code of Business Ethics, published in all the languages spoken within the Group, are disseminated internationally and set the benchmark for all issues of professional ethics, including conflicts of interest and corruption.

The next four years will be dedicated to the deployment of our CSR 2020 Plan.

With this plan, our goal is to transform CSR into a truly unifying project that generates real involvement for all Brand, Region and Support teams. This project needs to breed a state of mind linked to the Group's values by setting shared objectives at every level throughout the company. The Board of Directors of Rémy Cointreau has already decided, from this year, to create a CSR Commission from within in order to monitor the proper working of the many initiatives undertaken by Brands and Regions.

The creation of a Rémy Cointreau Foundation has also been officially rubber-stamped for 2016/2017, the purpose of which will be to support projects of general utility, both locally and internationally, with themes that are perfectly in tune with our values. CSR objectives will also very shortly be factored into the calculation of remuneration for Rémy Cointreau company leaders so as to further enhance accountability when it comes to best practices, both internally and with outside partners. In addition, CSR ambassadors are being set up inside our main brands and regions (Europe, Asia, the United States) in order to support the international deployment of this shared CSR culture.

Our CSR policy, aligned with Standard ISO 26000, promotes the social and environmental values that are embedded in the history of Rémy Cointreau. More than ever before, we are placing CSR at the core of our strategic ambition, fully aware that CSR plays a full role in the creation of value for our brands and products and continues to be rooted in our annual commitment inside the Global Compact.


François Hériard Dubreuil
Chairman of the Board of Directors

Paris, 6 June 2016



RÉMY COINTREAU

Communication on 2015/2016 Progress (Global Compact Charter)

In the continuum of the ratification of the implementation of the Global Compact Charter, Rémy Cointreau maintained its commitments, aiming to be the ambassador of best practices in this worldwide commitment in the area of human rights, working standards, the environment, and in combating corruption.

A member for several years of the "France World Compact Network", Rémy Cointreau complies with and regularly shares the ten principles of the charter with its employees and partners. The notion of social and environmental responsibility is thus disseminated throughout the company, but also upstream and downstream of its scope, to its customers, suppliers, and all of its stakeholders.

1 Policy and commitments of the group

Social and Environmental Responsibility is written into the group's DNA

Rémy Cointreau's operations are intended for the long term (who else is working on products destined to be marketed a century from now?), in strong connection with what nature offers, and the goal of which is to obtain the best. That is why Social and Environmental Responsibility is so intimately linked to the DNA of the group, in supporting its strategy of value and in structuring its operations.

Since it signed on to the *Global Compact* in 2003, acting in a responsible manner is a given, for a group devoted to its lands and having international locations. A member of the GC Advanced working group, every year Rémy Cointreau sends a report to the *Global Compact* on the progress of the initiatives undertaken in the framework of its Social and Environmental Responsibility. Rémy Cointreau also renewed, in June 2015, GC Advanced's qualification for its annual Social and Environmental Responsibility reporting. What is involved is the highest level of differentiation in respect of the Global Compact Charter, which proves the reality of the Social and Environmental Responsibility commitments of the group. Rémy Cointreau is, moreover, a member of the GC Advanced Club, which has as its goal to share with the other members of this level the best Social and Environmental Responsibility practices of each member.

In alignment with the ISO 26000 standard, the Social and Environmental Responsibility policy of Rémy Cointreau has as its objective to comply with best practices in the area of human rights, standards for work, the environment, and for combating corruption. The group attentively follows the developments of this standard (responsible purchasing, implementation by business lines).

Each year, the Social and Environmental Responsibility policy is validated by Comex and by the Presidency of the group. A three-year action plan is regularly updated. At the end of each financial year, the annual balance sheet of the Social and Environmental Responsibility actions is presented to the Board of Directors.

The international dissemination of the Social and Environmental Responsibility charter and of the Code of Ethics of Rémy Cointreau illustrates the wish of Rémy Cointreau to involve all of its employees on an everyday basis. The group also sees to the promotion of best practices in terms of Social and Environmental Responsibility with its suppliers, and to assessing the latter in such matters. Rémy Martin has externalized and shared this approach thanks to the SEDEX platform, dedicated to the Social and Environmental Responsibility assessment of the suppliers.

Pursuant to Article 225 of the "Grenelle II" Act of 12 July 2010, and convinced that the regulatory requirements are an opportunity, Rémy Cointreau extended its Social and Environmental Responsibility reporting scope to all of its production sites and distribution subsidiaries. This reporting is verified by an external third party, who attests to the presence of the social, environmental and societal information required by French regulations. Rémy Cointreau also is putting into place the new regulations on energy audits for businesses. Thus, energy audits have been carried out at the Cognac and Angers sites, and the progress plans validated.

The 2020 Social and Environmental Responsibility plan: an ambition involving everyone

A HIGHLY ADVANCED REPORTING APPROACH AND POLICY

The previous year was marked by the implementation of the third and last year of the 2015/2016 Social and Environmental Responsibility plan, a tri annual programme for an approach of continuous progress of our Social and Environmental Responsibility strategy. Throughout all of this plan, the group has structured its Social and Environmental Responsibility strategy in order to anticipate regulatory requirements, deploy the group's commitments among its stakeholders, and respond to the expectations of civil society.

The Social and Environmental Responsibility reporting scope includes 24 companies which report all or some of their social and environmental information according to the specificities described in the chapter, "Methodology Note". The indicators associated with the information are calculated pursuant to Rémy Cointreau's reporting protocol, which can be consulted upon request to the group's Social and Environmental Responsibility director, and which is summarized in the chapter, "Methodology Note". This protocol, updated each year, is validated by outside auditors.

Rémy Cointreau continues to rely on international ISO standards guaranteeing standards of quality, food safety, and respect for the consumer and his or her health. The Mount Gay company is a holder of ISO 9001 Quality certification, and the Cointreau and Rémy Martin companies are certified for Quality, Environment, and Food Safety (ISO 9001, ISO 14001 and ISO 22000). The Cointreau company is also OHSAS 18001 safety certified.

The Cognac and Angers sites are very involved in this respect: their QSE follow-up audits, in the context of the ISO standards, confirm the dynamic of improvement of which they are part. They are also preparing themselves for changes in the ISO 9001, 14001 and 22000 standards, and, for that reason, are going to carry out test audits with a view to renewing their certifications according to the new standards as from 2016/2017. The renewal of the agricultural certification, with a high environmental value of Level 3 for Domaines Rémy Martin, also confirms the environmental commitment of the group.

Conscious of the impact of its activities, Rémy Cointreau measures the reduction of its carbon emissions and monitors its environmental indicators. The annual Carbon Balance Sheet was extended to the production sites of Mount Gay, in Barbados, and Bruichladdich in Scotland. Although it is not subject to this obligation, the group carries out a carbon balance-sheet every year (scopes 1 and 2) and a complete carbon balance-sheet every three years (scopes 1, 2 and 3). The latter includes raw materials and their transport, as well as the shipments of the products.

The group now processes all Social and Environmental Responsibility data in an ad-hoc reporting software which makes a more rapid and more analytical processing of the data possible, as well as improved raising of awareness at the sites. Rémy Cointreau is thus accentuating the importance of Social and Environmental Responsibility reporting for all of its sites in France and abroad. The indicators are in line with the Global Reporting Initiative (GRI) references - version G4.

Rémy Cointreau is also keen to involve all of its employees, and make its Social and Environmental Responsibility policy one of the pillars of its corporate culture. Starting with the on boarding of new employees, the Social and Environmental Responsibility policy and actions of the group are presented to them in detail, so that they will integrate the commitments of the business that they are joining. In order to further raise the awareness of all of the employees, Social and Environmental Responsibility has, since 2014, been integrated into the incentive contract, *through* the indicators for waste sorting and recovery.

Within this same viewpoint of improving awareness, the Social and Environmental Responsibility charter of the group, published in French and in English, and the Business Ethics Code, published in all languages spoken within Rémy Cointreau, are disseminated internationally and discuss matters of professional ethics, while integrating the issues of conflicts of interest and corruption.

With regard to the group's ethics at the global level, Rémy Cointreau has joined the Transparency Register of the European Union in order to maintain the transparency necessary for lobbying activities which may be carried out at the European level, and to reaffirm the fidelity of its practices.

Lastly, in terms of responsibility concerning the societal impact of its production, Rémy Cointreau last year republished its charter of responsible communication. In parallel, the group has been pursuing its awareness-raising in responsible consumption, both in-house and with respect to service providers who serve its products during the course of external events.

A NEW AMBITIOUS PLAN, REFLECTION OF A DEMANDING CLIMATE

The international climate of these past few years has only confirmed and reinforced the convictions of Rémy Cointreau, which is already committed in terms of environmental, social and societal responsibility.

From an environmental point of view, the group has long been making strong commitments, because it shares the concerns expressed during the COP21 which was held in Paris in 2015, and which brought together countries from all over the world on these topics. In its sights: the objective of limiting global warming to +2°C (or even 1.50°C) by 2100.

At the social level, with respect to Human Rights and Labour Law, the group has always fully invested itself in each of the Objectives of Sustainable Development of the United Nations. They have as their goal the respect and dignity of everyone on the planet, in both personal and professional life.

At the societal level, the group is attentive to the ever more demanding expectations of civil society and public authorities *with* respect to the impact of its communication on the consumption of alcohol. These expectations are also increasing with respect to the societal and regional impact of the group and of its economic activity: the business participates, and must participate, in regional development, in compliance with its values.

Lastly, the group has a global responsibility: its brands keep, and must keep, their promises, by being as exacting in their responsibility and their ethics as in the quality of their products. The brands thus give confidence to stakeholders as to the reality of their actions. It is the general ambition of the group that Social and Environmental Responsibility, inscribed as one of its six priorities, be communicated through all levels, right up to the consumer.

A PLAN WHICH INVOLVES EVERYONE, WHICH ACCENTUATES THE REDUCTION OF GREENHOUSE GAS EMISSIONS

With the 2020 Social and Environmental Responsibility plan, the objective of the group is to transform Social and Environmental Responsibility into a true bonding project, which will involve all of the Brand, Region, and Support teams. This project should engender a state of spirit connected to the group's values and to those of its brands, in order to reinforce internal and external cohesion. In comparison with the 2015 Social and Environmental Responsibility plan, the new plan is going to make it possible for the group to set clear objectives for itself (now being defined over the 2016/2017 period) in order to throw off the shackles and enter into an ambition which is shared at all levels in the company. These objectives will also be incorporated in 2017/2018 into the pay envelopes for senior executives. Moreover, the Social and Environmental Responsibility Ambassadors will be put into place this year in the principal brands and regions (Europe, Asia, and United States) in order to support the deployment internationally of this shared Social and Environmental Responsibility culture.

It is with such willingness to involve the entire company that the major challenges of the 2020 Social and Environmental Responsibility plan have been defined.

In the social realm, the principal challenges are the following:

- Compliance with social legislation and promotion of the fundamental conventions of the International Labour Organization, including respect for freedom of association, right to collective bargaining, and elimination of discrimination.
- To promote occupational advancement and the personal development of employees, in particular through ongoing training.

The principal challenges, in terms of the environment, are the following:

- Measuring, reduction, and compensation for Greenhouse Gas emissions, at all levels of operations, as well as the eco-design and transport of products.
- Responsibility towards natural resources, in terms of consumption and preservation, both for water and for the raw materials used for production.

In the societal realm, the priority challenges are the following:

- Preservation of biodiversity and a more global responsibility towards regions where the company is present ("giving back to the community")
- Responsible purchasing

Lastly, governance is also at the heart of the plan, with the major challenges being:

- Integration of Social and Environmental Responsibility objectives, including in compensation paid to senior executives of the company (starting from the second year of the plan)
- Creation of a Social and Environmental Responsibility committee within the Board of Directors, parallel with the inscribing of Social and Environmental Responsibility as one of the six strategic priorities of the group

To be applied to the entire company and to truly lead all of the employees, these challenges have to be thought through within the frame of reference of the company's operations, chronologically sequenced as follows: upstream/transformation/marketing. Thus, everyone has a responsibility at his or her own level, and is the guarantor of the final quality of the initiative: responsible marketing is reliant upon quality transformation, which itself is dependent upon quality raw materials. These raw materials in particular play a crucial role: not only does their quality influence that of the products, in the first place, but the detailed knowledge that we have of their origin is a guarantee of the quality. The partnership with the wine-growers from Alliance Fine Champagne (Cognac site) is in this regard a successful example, which also makes it possible at their level to transmit know-how in the area of sustainable development.

In terms of validation of the initiative, the 2020 Social and Environmental Responsibility Plan continues to rely upon the Social and Environmental Responsibility audits carried out on the production sites pursuant to the "Grenelle" Act. The group has also considerably enlarged its Social and Environmental Responsibility reporting scope as well as the assessment of its carbon footprint in anticipation of the future requirements of the energy transition law.

Among the other assessment criteria of the group with respect to the progress of the 2020 Social and Environmental Responsibility plan is the non-financial scoring (particularly through the Gaia classification and Vigeo scoring).

This plan is also aimed at obtaining new certifications. It involves first of all the environmental certification of production sites recently acquired by the group, such as those of Mount Gay and Bruichladdich. At the end of the plan (2020), Rémy Cointreau has as its objective to obtain ISO 26000 certification for all of the group.

In a parallel, the 2020 Social and Environmental Responsibility plan provides for the creation of a Rémy Cointreau Foundation, the objective of which is to support in France and abroad initiatives of general interest, the themes of which will be more defined in 2016/2017.

One of the major challenges of the 2020 Social and Environmental Responsibility plan is its goal to reduce the group's greenhouse gases and carbon footprint. It is in effect a common indicator for all of the group, which makes it possible for everyone to assess themselves and become aware of their responsibility at their own level. The first priorities have already been identified, which concern wine-growing practices, energy efficiency, eco-design of packages, and optimization of product transport.

A coherent human resources policy

The culture of the Rémy Cointreau group relies on five fundamental values, which are the artisanal dimension, rigour, authenticity, creativity, and the sense of human contact. These fundamentals naturally guide its policy in matters of human resources and all of its action plans.

Everywhere where it is located, the group is bound to continuously comply with the local social legislation and to promote the provisions of the fundamental agreements of the International Labour Organization, including respect for freedom of association and the right of collective bargaining, the elimination of discrimination, forced labour, and the effective abolition of child labour.

Rémy Cointreau has a coherent international human resources policy which aligns with a perspective of excellence. The search for perfection includes both the ability to construct a policy which concerns all of the group and to be able to make the policy available to each of its employees. Wherever they may be located, and regardless of their trade, its ambition is to promote occupational advancement and the personal development of employees, in particular through ongoing training. The growth dynamic offers opportunities to promote the development of tomorrow's talents and to turn to more inclusive forms of apprenticeship, all while remaining ever more attentive to maintaining positive and productive working environments.

2 Social information

For social information pertaining to staffing, the scope of the social reporting covers all of the subsidiaries of the Rémy Cointreau group. Only the production sites of Angers, Cognac, Barbados and Bruichladdich have included in their Social and Environmental Responsibility reporting scope the indicators connected to absenteeism and to work accidents. The indicator of the number of recognized occupational illnesses covers only the sites of Cognac, Angers and Paris. For the other indicators, connected in particular to training and movement, the Rémy Cointreau group progressively extends its information system to all of the subsidiaries (see Methodology Note for more details concerning the scope pertaining to each indicator).

2.1 Human resources policy

During the course of the 2015/2016 financial year, the group pursued its initiatives concerning the professional development of employees, diversity and consolidation of the feeling of belonging to the group. Lastly, in France, true to its historic choices, Rémy Cointreau pursued its practices promoting collective agreement in all areas of negotiation.

LISTENING TO EMPLOYEES AND INCREASING THEIR LEVEL OF COMMITMENT

Rémy Cointreau initiated a satisfaction survey worldwide in order to measure employee commitment. This survey, to which 85% of the group's employees responded, was the subject of a presentation of the results at each of the sites, and of action plans aimed at improving their level of satisfaction. This type of survey also has as its goal to be carried out every two years in order to measure the progress achieved.

PROMOTING EMPLOYEE DEVELOPMENT

Rémy Cointreau has maintained its international development tools to promote the development of its employees' skills. The process of performance evaluation, succession plans, and training policies resolutely accentuate the implementation of collective or individualized action plans aimed at supporting the professional plans of the men and women of the group, to encourage the development of skills, and to promote team performance.

In particular, an identification process of key positions, shared by the executive committee, makes it possible to ensure that the group has within itself the necessary talents for its development and/or guides human resources decisions in order to guarantee the sustainability of the organization.

SUSTAINING THE MULTICULTURAL IDENTITY OF THE GROUP AND PROMOTING DIVERSITY

A logical consequence of the highly export-oriented operations of the group, 61% of the group's staff numbers are located outside of France. Rémy Cointreau is wagering that the multicultural dimension of the group represents a major asset in its international development. Training is oriented towards the sharing of experiences in all of the countries where the group is established. International mobility – professional and geographical – contributes broadly to disseminating the values of the group within its organization. The bias in favour of diversity is also expressed in the willingness of the group to promote the constitution of teams bringing together men and women of various ages, training, and occupational experience.

ENRICHING THE FEELING OF BELONGING

The Rémy Cointreau group, rich with such diversity, hopes at the same time to nourish a feeling of belonging to a community which is driven by a shared vision, brought together around common values, and working towards the realization of collective objectives. Beyond such communication, Rémy Cointreau is putting into place ambitious international training programmes which are aimed at sharing with the marketing, commercial and financial teams, the principles, policies and practices that the group puts into place for its brands in all of the countries.

MAINTAINING AN AMBITIOUS SOCIAL DIALOGUE

The year 2015/2016 was again marked by the conclusion of collective agreements showing the shared willingness with the social partners to prioritize dialogue and working together.

In France, the wage policy is defined within the framework of a collective agreement. This again marks the maturity of the social partners of the group.

2.2 Developments in staffing

STAFFING OF THE GROUP

As of 31 March 2016, the total staff numbers of the group reached 1,762 employees, on contracts with both unspecified and specified terms.

The group proceeded with 258 hires, of which 157 were on contracts with an unspecified term (61%). 27% concerned the sales force, 12% the production business, and 23% marketing.

At the same time and within the same scope, 303 departures took place, 40% of which were resignations, 7% were mutually agreed departures between the two parties, and 15% were due to the end of a contract with a specified term. Dismissals for personal reasons represented 24% of the departures.

STAFFING BY GEOGRAPHICAL AREA (GRI INDICATOR: G4-LA1)

	March 2016	%	March 2015	%	March 2014	%
France	690	39	705	39	721	42
Europe (excluding France) – Africa	353	20	332	18	280	16
The Americas	342	19	342	19	333	19
Asia	377	21	429	24	421	24
TOTAL	1,762	100	1,808	100	1,755	100

STAFFING BY ACTIVITY (GRI INDICATOR: G4-LA1)

	March 2016	%	March 2015	%	March 2014	%
Group brands	706	40	713	39	686	39
Distribution	994	56	1,032	57	1,005	57
Holding	62	4	63	4	64	4
TOTAL	1,762	100	1,808	100	1,755	100

The distribution activity still represents more than half of the group's staffing numbers (56%).

STAFFING NUMBERS BY POSITION AND BUSINESS TYPE

	March 2016	%	March 2015	%	March 2014	%
Commercial	480	27	528	29	504	29
Marketing	258	15	246	14	246	14
Production, purchasing	350	20	356	20	352	20
<i>Supply chain</i>	145	8	158	9	156	9
Ageing	136	8	143	7	126	7
Finance & legal	225	13	201	11	201	12
Information systems	50	3	46	3	49	3
Human resources	45	3	40	2	39	2
General services	32	2	48	3	42	2
General management	41	2	42	2	40	2
TOTAL	1,762	100	1,808	100	1,755	100

The distribution by sex is stable; men represent 57% of the staffing numbers, women 43%, with different situations depending upon the business type and the countries (GRI indicator: G4-LA1).

By business, men are more heavily represented in the businesses of ageing, maintenance, and commercial activity. Women are more represented in the businesses of marketing, customer service, and packaging.

DISTRIBUTION BY OCCUPATIONAL CATEGORY

45% of the staffing numbers consists of managers, principally in commercial, marketing, and finance positions.

Production activities bring together the greater part of the positions of operators and technicians, approximately 80% of which are located in France at the Cognac and Angers sites, and the balance being located in Scotland (Bruichladdich) and in Barbados (Mount Gay).

AVERAGE AGE AND AVERAGE LENGTH OF SERVICE

The average age of the staff members of the Rémy Cointreau group is 41 years, with a higher average age in France of 44 years

The average length of service of the staff members of the group is 9.4 years, with a higher average in France of 15 years.

WORK-STUDY CONTRACTS IN FRANCE

The Rémy Cointreau group is pursuing its determined policy in favour of work-integrated learning, with the renewal of work-study contracts which have expired, when that is necessary, and in the hiring of new employees into new businesses. At the end of March 2016 such contracts represented 4.5% of the staffing numbers in France.

2.3 Organization of working time

The Rémy Cointreau group complies with the legal provisions and agreed provisions in force in the countries where it is established in terms of the length of working hours. Taking into account market specificities in France, the work time is spread out over a year or modulated for packaging operations according to periods of high and low activity, with the work being done in teams. Other businesses have their work organized cyclically, such as those of ageing, the organization of which is adjusted according to the periods of delivery of the brandies. The Rémy Cointreau group may proceed with individual arrangements for working hours for employees who so request, if the requirements and constraints of the operations and planning so permit. Within the strict compliance with legislation and conventional agreements, the requirements of the operations may sometimes make it necessary to make use of over-time.

2.4 Compensation

In order to guarantee coherence of the positioning of all of the group's managerial positions, the evaluation of the levels of responsibility is performed according to a common method, regardless of the country involved. The competitive nature of the compensation packages is measured locally as close to the markets as possible, in relation to groups and companies presenting similar characteristics, in order to guarantee an attractive positioning.

This policy contributes to mobilizing the teams and all employees to achieve the ambitious objectives of the group in its new markets.

For each of the countries, the wage policy for 2015/2016 is measured in relation to inflation with an average wage increase which exceeds the rate of inflation, even if the local economic context may be unfavourable or deteriorated. This wage policy relies on individual wage measures, voluntarily selected, concentrated on the most performing wage-earners.

At the same time, the variable compensation (bonus) of the group's managers is offered around a common architecture for all of the countries, all while taking into account local specificities and practices. It also takes into account economic and financial objectives, measured as close as possible to the scope of responsibility, according to the same weighting for each of the businesses.

Lastly, depending on the countries and the social and tax laws, the range of savings vehicles benefiting from exemptions or other benefits are studied and put into place when they are compatible with the allocated budgetary means.

2.5 Social welfare and protection

The group has finalized the establishment within its main subsidiaries of regimes for social welfare and protection which comply with a group standard in terms of benefits. This has made it possible to offer levels of competitive coverage with respect to market practices, with a significant amount paid for by the employer.

2.6 Training policy geared for excellence

The human resources policy must always anticipate the needs of the group, in particular in matters of training.

A priority of the group, training has as its principal objective to guarantee the employability of all of its employees and the sustainability of their know-how.

The "Rémy Cointreau *Academy*" has pursued its development and become enriched with new themes. This range of training courses is developed by the highest levels of the group's management, who personally handle the events. This in-house university is entirely adapted to train the 300 key managers within a culture which is specific to the group.

The deployment of these training courses is progressive and the modules will eventually cover all the key aspects of the business.

- The *Brand Academy* addresses, under a strategic angle, the marketing and commercial specificities of the group and of the luxury sector. All of the principal managers have already benefited from this module. A digital module has been made available to managers in order to make it possible for them to refer thereto while carrying out their assignments.
- The *Art of Selling Academy* provides training on the specific nature of the group's commercial strategy, with a pragmatic and nuanced approach to implementation in the markets, in order to support the brands and to create value for our partners and customers. These training modules have since been broadly deployed throughout the group.
- The *Finance Academy* is deployed among all of the managers. 150 non-financial employees have already been trained, mainly in France and in Europe. Beyond the economic aspects of our trade, such training makes it possible to guarantee the understanding by all of the criteria of the group's efficacy, with a better shared financial culture.
- The *Quality Academy* was created in November 2012. This module continued its deployment in all of the regions over the course of the financial year.

Finally, over the longer term, training in the management of Human Resources will concentrate on aspects which are more strictly connected to leadership and steering of managerial positions.

The paperless offering of these modules on the intranet will give an opportunity to new arrivals to enter rapidly into the founding principles of the group's culture, with the most operational and practical approach possible.

In parallel, the training plan has continued in order to support the professional development of our employees. In particular, *e-learning* is encouraged in order to motivate everyone to train themselves in foreign languages.

A development library is also freely accessible in order to make it possible for everyone to achieve a voluntary apprenticeship initiative.

Lastly, a digital module of integration for the new hires was implemented at the international level. This completes an integration process that is already very appreciated by the employees who join the group.

Supplementing the individual training courses, collective initiatives are also sometimes offered for the benefit of various categories. This way, employees at the Cognac site have been able to benefit from technical training courses in order to support the evolution of the industrial tool, and managerial training courses to support the evolution of the organization.

A Social and Environmental Responsibility training course was also integrated into the on boarding process of all new arrivals at Cognac. Also, information pertaining to the themes of Quality, Safety and the Environment is provided *through* regular informational "flashes" (indicators, first aid, noise pollution, etc.).

In Angers, a specific programme was created in 2015 for customer service, with an objective of optimal change management; this training initiative promoted the involvement of teams at the heart of the transition of the new computerized systems, and adaptation of the organizations.

At the Mount Gay site, training and development are particularly key elements in order to pursue the rich tradition of high-quality artisanal work. During the course of the past financial year, the training initiatives were mainly centred upon best practices in manufacturing (the participation rate of employees in this training was over 90%). The Mount Gay site also undertook development initiatives linked to improvement of customer service, efficient sales techniques, and computer competency.

In 2015/2016, the number of training hours stated for the group's European scope (excluding France), for wage earners under a contract with an unspecified term, was 15,954 hours, of which 6,618 was for women and 9,336 for men (GRI indicator: G4-LA9).

2.7 Supporting career paths and developing talents

Rémy Cointreau encourages and supports the development and enrichment of its teams, by promoting modern and ongoing management of its talents.

The group is invested in the development of every one of its employees. The Human Resources policy encourages and assists every employee in defining his or her professional plan and implementing it.

Rémy Cointreau identifies talents in all businesses and geographic areas of the group, and supports them in a personalized manner. Still within this logic of development of potentials, the hiring policy put into place is articulated around the group's values, in order to attract professionals and to support Rémy Cointreau's growth strategy even more.

In order to train the talents of tomorrow, Rémy Cointreau is committed to apprenticeship training. In the three French sites, young apprentices (at the "Bac pro" level to Bac +5 level) learn a trade, with the prospect of rapidly developing the rigour, creativity, and professionalism expected in the working world. Each trainee also benefits from an interview prior to his or her departure in order to provide an overview on his or her training within the group and to share the vision of his or her future orientation.

With the goal of developing the international competence of young talents, Rémy Cointreau offers International Volunteer Programme contracts in the company all around the world.

In its traditional trades, Rémy Cointreau ensures the actual transmission of its excellence know-how. Respect for the heritage of the different Houses and of their respective methods constitutes a serious concern for the group. Junior-senior working pairs have thus been created with the objective of anticipating and ensuring competence transfer under the best conditions in these highly value-added trades.

2.8 Peaceful social dialogue for promoting the integration and well-being of employees

According to the size of the organizations, and more particularly when the employees are represented by recognized union organizations, Rémy Cointreau takes a proactive approach in matters of social dialogue.

In addition to the scrupulous implementation of the collective agreements in these countries, Rémy Cointreau regularly engages with its social partners on social themes through specific company agreements.

2.9 Turning diversity into an opportunity

The group wishes to offer everyone the possibility of professional development. Because of this, the methods of hiring and the work positions continue to be adapted in order to accommodate more handicapped workers. In Angers, the group made the decision to pay its apprenticeship tax to organizations, schools, or support structures promoting the employment of handicapped workers.

In terms of diversity, the group carries out initiatives connected to the diversification of hiring, equality between men and women, integration of handicapped workers, and workforce reintegration initiatives at the local level.

In 2015, the Cognac site maintained a superior rate of employment of handicapped workers in the Rémy Martin entity, since the company had declared 8% of workers to be handicapped. Rémy Martin thus continues its effort to place persons with a disability into a work position, whether it be a contract without a specific term, an interim contract, or through Cognac work assistance centres.

Also, for the second straight year, the Cognac site has been organizing in its premises an entertaining programme to raise awareness of disability in the corporate world, in which numerous institutional invitees (Department of Human Resources, Executive Officers of Communication, General Managers, journalists, etc.) participate. The Rémy Martin entity also participated in the 6th forum of "Handi rencontres", which was held in Cognac in 2015 and is intended to promote hiring and professional insertion of handicapped employees.

In Cognac, an ergonomic line project was launched by the Department of Human Resources and by the production management. It was carried out in coordination with CHSCT (Health, Safety, and Working Conditions Committee), and the ergonomist of the intercompany medical service. A new "upgraded" line will enter into production in the month of May 2016. It will offer optimum working conditions to all employees, in particular to operators subject to medical restrictions.

Also, the "Nos Quartiers ont des talents" ("Our Neighbourhoods Have Talent") operation, initiated by the Cognac site, has made it possible as of today for twelve young graduates, from sensitive districts or rural areas, to find a job. The young people are actively supported by 11 company sponsors. A similar initiative, the "Jobacademy", was launched at the Angers site, in partnership with the FACE (Fondation Agir Contre l'Exclusion) ("Foundation Against Exclusion") organization, and several managers thus supported young people who were seeking employment. On the other hand, the Angers site has put into place, in a testing phase, a sponsorship with a local high school, in order to support young people and make it possible for them to narrow down their professional plan.

Lastly, the Cognac site is implementing a volunteer policy of professional development in order to make it possible for employees to develop themselves. Thus, in 2015, 19 employees benefited from a change in position. Also, 42% of these professional changes involved women.

2.10 Equal treatment

In matters of equality of treatment between men and women and non-discrimination in general, the Rémy Cointreau group made the decision to implement international procedures and processes which guarantee equitable treatment of the group's employees. Non-discrimination without distinction between race, religion, colour, age, sex, national origin, or any other discriminatory factor not based upon criteria of professional requirements is an integral part of the policies and practices of Rémy Cointreau, particularly in the framework of hiring, promotions, transfers, advances in wages, and training initiatives.

For example, the compensation policies are framed by assessments of roles clarified by a methodology and by expertise from outside of the company, and by a performance evaluation based upon identified competencies and shared objectives. The policies of hiring and internal mobility are the subject of procedures and/or of international charters which guide the managers and promote the making of a collegial decision based on objective criteria.

Also, collective agreements treating occupational equality between men and women, on the one hand, and the employment of seniors, on the other hand, has made it possible to formalize objectives and progress indicators in the areas of hiring, compensation, careers, training, working conditions, and balance between private life and working life.

With respect to compensation, the group has committed in France to implementing its compensation policy while seeing to it that distinctions between men and women are not a criteria taken into account. Three actions were thus formalized with a common objective and measurement indicators:

- no difference between men and women on entry wages, given an equal level of competence;
- no difference between men and women in individual increases, given an equal level of performance and market ratio;
- analysis of discrepancies between men and women on base wages at equal levels of employment, experience, and performance, and plans to reduce them.

Rémy Cointreau is also committed to see that its practices in matters of organization of work hours and of other time spent in the company are aimed, to the extent possible, at maintaining a proper balance between working life and family life, in particular allowing the proper exercise of parenthood.

For example, in France, facilities in terms of management of working hours are provided in order to support children within a hospital structure. Also, to the extent possible, meetings are held during the working-hour time frame, and training sessions planned sufficiently early in order to allow parents to organize for the care that may be needed for their children. Lastly, aware of the difficulties encountered by employees when they must manage an event which is jeopardizing the vital prognosis of one of their close family members, the parties wished to adapt in such case the implementation of solidarity family leave, and allow the employee concerned to study with his or her superiors adjustments to his or her position in terms of organization of working hours in the form of part-time work.

2.11 Health and Safety

The Rémy Cointreau group is committed to maintaining a working environment which ensures the health and safety of employees, customers, contractors, visitors, and the public in general, who may reasonably be impacted by its activities. The policy of the group in such matters is to prevent work accidents, illness, or other injuries from occurring, while ensuring that the risks are taken into account in the operational management of the production processes.

INVOLVEMENT OF THE SOCIAL PARTNERS IN THE DISCUSSIONS

Pursuant to local legal requirements, committees bringing together employee representatives and management have been formed in Cognac, Angers, and Barbados in order to address health and safety issues at work, and to ensure implementation of the prevention rules. The social partners are thus closely involved in the discussions on health and safety during the conduct of structuring projects on the production sites. Dialogue between all stakeholders on the themes of health and safety are continually sought and promoted.

COMMITMENTS

In France, the group is committed, through the older-worker agreement, to carrying out an analysis of the principle jobs and working situations at risk with a view to identifying the situations requiring improvement of the ergonomics and/or the working environment.

LOCAL INITIATIVES

Each of the production sites has set up a specific mechanism to remain alert and to continuously improve the employees' working conditions.

In 2015, the Angers site committed to communicating on new tools developed to protect employees and to facilitate their daily life, in particular *through* a charter on work-related travel as well as a charter on the proper management of emails and mobile work phones. In parallel, the putting into place of a base of internal ride shares made it possible to develop communication between the employees and to promote optimization of the means of transport.

In Angers, as in Cognac, various ergonomic upgrades were performed for certain administrative or industrial workstations in order to improve the working conditions. As an example, the Angers site developed the installation of lifelines, in order to optimize the reception of tanks of alcohol in full safety.

In matters of safety, systematic training actions are carried out for every new employee or person providing services on the site, informing them on the site's specific safety conditions, rules to be respected, and risks which may be encountered. Within the framework of the safety procedures, reviews of zones at risk are regularly organized in order to update postings and information intended for employees and outside contractors.

At the Angers site, specific training was created and adapted on "Movements and Postures" by developing increased awareness of warming-up – and a "harness-wearing" training technique in order to adapt behaviour within the framework of the installation of the new lifelines.

Different preventive actions have also been carried out at the Angers site. Such actions had as their theme road safety and noise pollution, with the installation of acoustic panels which had the result of notably reducing the sound volume in the packaging lines.

In Cognac, at the Product Development Centre, the project for putting into place new walkways for access to the shelves of casks was finalized. The objective is to make it possible for employees to work in complete safety during operations to be done at a height. This project resulted in the deployment of over twenty removable passageways totally secured over all of the wineries.

Also, in the context of the reopening of the Rémy Martin cooperage, much work was carried out in order to guarantee good working conditions, in particular concerning the risks of dust and sound pollution. In order to carry out this project, a budget of €100,000 was freed up, in particular for the construction of a washing area for the casks, the purchase of a lifting system for the manipulation of the casks, the placement of resin (in order to facilitate cleaning), and the purchase of a Class M vacuum cleaner, etc.

HEALTH AND SAFETY INDICATORS

For further details on the scope concerned, please refer to the Methodology Note.

For the scope of France, Barbados and Bruichladdich, the cumulative rate of absenteeism, measured in hours of absence per theoretical hours worked, was 3.55% for 2015/2016. This rate does not include lengthy illnesses entailing more than 90 days of work stoppage (excluding the Barbados site).

Lastly, in France, one work-related illness was declared and recognized by the competent health-insurance authorities during the course of the 2015/2016 financial year.

The frequency rate of occupational accidents at the production sites in France, Barbados, and Bruichladdich was six, a rate expressed in number of accidents at work necessitating work stoppage, per millions of hours actually worked.

The accident severity rate is low at 0.10, expressed in number of work stoppage days per thousand hours actually worked. With a view to remedying the causes of each accident, members from the health and safety committees systematically create a tree diagram of the causes, and submit their conclusions and recommendations to the committee.

3 Environmental information

The preservation of the environment and through it the lands and natural resources (raw materials) that it provides to the group – such is the primary condition for the operations of Rémy Cointreau. This is why it constitutes a priority focus for the 2020 Social and Environmental Responsibility action plan. Deriving strength from its roots and its long history, Rémy Cointreau has also made environmental responsibility a durable tool of its economic success, including an ambitious policy of certifications.

The environmental information covers the production sites of Cognac, Angers, Barbados, and Islay (Scotland), as well as Domaines Rémy Martin. The administrative site in Paris and the distribution subsidiaries are not part of the information below, their environmental impact being deemed insignificant. The scope of application of each indicator is specified in the chapter "Methodology Note".

3.1 Wine-growing

The brandies of the Rémy Martin cognacs come from the products of the vine. Rémy Martin supplies itself primarily from the Alliance Fine Champagne (AFC), a cooperative structure which is exclusive to it and which has been supporting its development since 1966. Rémy Martin also has vineyards of its own, grouped under Domaines Rémy Martin, which constitute an experimental platform to promote the group's policy in matters of wine-growing.

A POLICY OF CERTIFICATION IN ORDER TO RECOGNIZE THE EFFORTS TAKEN AND TO GUIDE PRACTICES

The objective of Rémy Cointreau in matters of wine-growing is affirmed: all actions initiated are aimed at positioning the group as a leader of wine-growing which is economically competitive, without compromising quality, all while preserving the environment. The integration of Domaines Rémy Martin within the reporting scope reinforces the willingness to measure and to report on innovative approaches, and to progress. Employee training has essentially concerned taking into hand a new software of traceability and the pursuit of the obtaining of "Certiphyto" certificates, which are indispensable for the use of phytosanitary products (GRI indicator: G4-LA9). This represents 23 days of training, up sharply in comparison to the previous year (10 days in 2014/2015).

Since 2012, Domaines Rémy Martin has been among the first in France to have obtained the AHVE (Agriculture of a High Environmental Value) certification, at the same time as the "Agriculture Raisonnée" ("Rational Agriculture") certification, which has been obtained for several years now. Fully satisfying all of the segments of the standard, encompassing the preservation of biodiversity and the weight of inputs in the sales revenue, Domaines Rémy Martin received level 3 AHVE certification, issued by Afnor, in connection with actions taken for the preservation of biodiversity and the reduction of the use of phytosanitary products. This certification was renewed this year for three years. Both recognizing the work carried out and as a guide for daily activity, these standards are a true management tool.

Moreover, Domaines Rémy Martin has kept its PEFC (forest) certification, which guarantees sustainable development of forest in its territory (GRI indicator: G4-EN12).

PRACTISING WINE-GROWING WHICH RESPECTS THE LAND AND RAW MATERIALS

Domaines Rémy Martin is a member of the Ecophyto network, a national initiative piloted by the Ministry of Agriculture, resulting from the Grenelle Environmental law, which aims to progressively reduce the use of phytosanitary products and thus reduce soil pollution. Very invested, Domaines Rémy Martin has confirmed its willingness to support various experiments: the analyses of soil and leaves, essential for vine monitoring, are more complete, in such way as to adapt as finely as possible the application of fertilizer.

Domaines Rémy Martin also hosted this year the 4th round of the "Spraying" forum, which brought together close to 300 wine-growers, centred around conferences and workshops on the prevention and usage of treatment products in the crops. The objective was to optimize and reduce the use of phytosanitary products. To this end, demonstrations of materials with recovery systems in order to limit the quantities used of phytosanitary products were performed.

With a view to adopting modes of growing which are respectful of the environment, all of the pesticides used by Domaines Rémy Martin are not harmful to nearby fauna and flora. The application of phytosanitary products is 9% lower than the recommended doses. Cover crops have increased slightly and cover 39% of the surfaces. Domaines Rémy Martin has confirmed its commitment to no longer use herbicides on any of its vineyards. Investments in equipment for growing "under the row" have made it possible to comply with this commitment in 2015.

This year, 24 leaf analyses (instead of 20 in the preceding year) made it possible to control the addition of fertilizer for regular maintenance of the vineyard (500 kg/ha instead of 522 in 2014/2015). These analyses are maintained each year in order to better identify fertilization needs on future parcels to be planted. Natural means (natural predators) are used in all of the vineyards. The technique of mating disruption has been used since 2010, in order to reduce the use of insecticides.

Always with a view to reducing the use of phytosanitary products, a bio-control platform has been put into place with the Charente Chamber of Agriculture for the 2nd straight year. This involves an avant-garde technique on vineyard parcels, where one releases trichogramma (small insects) in order to combat vineyard pests (grape berry moths). A study contract was thus entered into. The promising results are going to lead to the pursuit of the initiative in 2016/2017 on two parcels in order to perfect the strategy of releasing trichogramma and optimizing their effectiveness. This is the only French wine-growing research platform on this subject: Domaines Rémy Martin has thus continued its contribution to the search for environmental excellence in French wine-growing.

PROMOTING VIRTUOUS WINE-GROWING PRACTICES OF PARTNERS

Rémy Cointreau wishes to encourage all wine-growers and AFC grower-distillers to obtain AHVE certifications. Over the course of the preceding years, Rémy Martin has proposed training sessions in general aspects of Social and Environmental Responsibility. This year, 488 wine-growers, or 60% of the members of the AFC Cooperative, participated in the information meetings addressing the Social and Environmental Responsibility theme. Moreover, with the assistance of the chambers of agriculture, 51 wine-growers were trained in AHVE 1 (including the 2014/2015 pilot group), and nineteen are currently in training. Two wine-growers have been AHVE 3 certified (and two are in the process of certification). 153 wine-growers also wished to participate in the AHVE 1 training courses.

The Rémy Martin company also put in place the "Lettre Rémysphère" newsletter, in order to establish a real link with the wine-growers and to provide them with the information they want on the partnership and on the company itself. The work is carried out with the support of a group of young wine-growers from the AFC who are in charge of validating the contents of the newsletter. Sent three times per year to the brandy deliverers, it is designed to follow the rhythm of the vine and the work of the wine-grower: flowering, grape-harvesting, and distillation.

This newsletter makes it possible to provide information on the group's results, updates concerning its brands, and views on the economic climate. It communicates technical information on various subjects such as the quality of the brandies, wine making, casks, contracts, tastings, test results, training courses, and the environment. It also gives the floor to the wine-growers themselves and to other experts, in the form of testimonials. Distributed in hard-copy and in searchable format

also, on the remysphere.com website, the newsletter has become an established communication tool reinforcing the connection with wine-growers.

Already, broad orientations have been taken for the next three years in order to encourage voluntary initiatives of the grower-distillers and to promote virtuous practices: reduction of the use of pesticides and adaptation of the treatments as a function of parasite pressure, all while maintaining maximum yield. Moreover, a charter and an environmental management system are being prepared.

Lastly, the "Centaures de la distillation" *trophies*, which reward the best distillers every year from the House of Rémy Martin, have recognized the exceptional quality of the brandies produced by 45 of them this year. Nine distillers received the "Centaure d'Or de la Distillation" award...

3.2 Environment

In 2015/2016, the group invested €2.6 million for the improvement of quality, safety, and the environment (GRI indicator: G4-EN31) at all of its production sites.

The training in these three aspects is being maintained, with in total 2,696 hours of training, dedicated to the training of 316 persons (GRI indicator: G4-LA9). The training courses essentially concerned the risk of fire (handling of extinguishers, rescue training) and the health of employees (training in movements and postures).

The group has sought to involve its employees in its QSE initiative, and has, in order to do so, called upon volunteers from within in order to constitute a company network. At the Cognac site, 33 environmental correspondents are allocated in the different departments. They have as their principal missions to be the relay and spokesperson of employees of their sector of activity, in order to validate the practical modalities for reduction of environmental impact (sorting of waste, incidents, near-accidents), and to bring any suggestion for improvement to the attention of our environmental and safety management system. They contribute to the achievement of the safety and environmental objectives, and are in particular asked to reflect upon practice developments, to respond to inquiries, or to assist in their dissemination. Over the course of the 2015/2016 financial year, nine meetings were held. As an example, the correspondents assisted in raising the awareness of their colleagues concerning energy consumption (notably administrative offices), and a working group was created in order to improve the identification of the waste sorting bins.

Still speaking of Cognac, two days of safety and environmental events were offered to all of the site's employees in November 2015. The purpose of these events was to provide messages and reminders on specific safety and environmental themes in an innovative and entertaining manner, and to reinforce the culture of environmental safety of the employees in regards to general risks as well as in regards to working life and personal life. Five sessions of two hours each were offered, including five entertaining twenty minute stands: road safety – an environmental safety game (chasing risks and environmental multiple-choice) - forklift – defibrillator – a culture of safe behaviour. In total, 220 of the 380 employees participated. The satisfaction survey showed the results to be very positive, with a wish to reiterate the initiative. Following the success of these events, a deployment of training in first-aid actions was decided upon.

At the Angers site, a day for energy awareness-raising took place this year, in order to complete the energy-management initiative which has been in place for about ten years now on the technical workstations. The goal of this day was to involve the employees and to raise their awareness about energy savings at work and at home. Organized by the company's energy group, the day revolved around three workshops, on themes of electricity, gas and water. Among the events, a watt-meter plugged into different types of lamps made it possible to see the consumption of such equipment on a daily basis and to discover areas for possible savings. An airflow detector demonstrated the impact of released compressed air on energy consumption. This day was a success, involving about 100 of the site's 170 employees. The idea box put into place made it possible for the energy group to gather seventy ideas proposed by the employees, thirty of which could be implemented at the site. As a next step, the objective is to maintain the raised awareness and to improve communication on problems of energy management in order for us to pursue efforts and put into place an action plan.

With respect to provisions and guarantees in environmental matters, these are limited to a guarantee granted to the Rémy Martin & Co. company in the amount of €2.65 million for the Seveso risk.

ENERGY AND NATURAL RESOURCES

Energy consumption

The group is pursuing the efforts undertaken in order to reduce its energy consumption. Applications for energy certificates are made for all new equipment put into place, such as lighting fixtures or heat pumps.

AUDITS AND PROGRESS PLANS

Energy audits were carried out at Cognac and Angers, and the progress plans of the sites were validated. The group chose to transform the regulatory constraint into an opportunity to be ambitious, following the spirit of the 2020 Social and Environmental Responsibility Plan.

At the Cognac site, among the examples of actions planned are the following: the reduction of temperatures recommended for heating and the raising of the awareness of employees to this problem, the insulation of the premises, the optimization of the functioning of the compressors, the replacement of lighting with LEDs, the replacement of steam boilers. The savings objective is 600 MWh (close to 70 tCO₂eq).

At the Angers site, one can find the following among the examples of actions: Optimization of the functioning of the compressors, regulation of the boiler rooms, automation of lighting, installation of a centralized energy-monitoring IT system. The savings objective is 1,800 MWh (close to 400 tCO₂eq).

ACTIONS ALREADY UNDERWAY

More broadly, a work of large scope, carried out over the long term and for several years now, has been put into place concerning the lighting and the thermal insulation of the sites. In Cognac and in Angers, buildings are the subject of regular renovation plans in order to optimize their lighting (replacement of high energy-consuming light bulbs with LEDs), heating and air-conditioning. Optimization of heating operation at Cognac has made possible a savings of 16% in gas consumption over the 2015/2016 financial year. Moreover, the change of the gas boiler at the Product Development Centre should significantly reduce consumption over the next financial year.

At the Angers site, the functioning of the boiler room was also optimized, with insulation of the network's steam valves, regulation of the heating, and a decrease in the recommended vapour pressure at night. In parallel, the site created a pilot energy reference system, decreased its consumption of compressed air at the source, through leak detection, and studied the decrease of usage pressure coming from the compressors, thereby going from 6 to 5.5 bar and reducing their electric consumption by 3.5%.

At the Cognac site, the air compressors were the subject of a management effort, in the same manner as at Angers. The new buildings dedicated to the packaging workshops benefited from better thermal insulation. Management of the centralized energy technique was also optimized, with daily monitoring of the temperatures and energy consumption of the different equipment. Lastly, use of LED lighting for the outside lighting greatly reduced energy consumption.

The raising of employee awareness continues in order to promote greater precaution with respect to energy consumption. A campaign for in-house information is being conducted in order to promote reduction on a day-to-day basis of energy expenses, with, for example, the regular publishing of information flashes on the energy-consumption reduction, and maintenance of information and practical advice near the switches.

This approach, of course, extends to reducing the ecological footprint of the IT computer fleet (Green IT). New equipment which is less energy-consuming is regularly deployed at the sites. The IT servers have been eliminated, entailing a substantial energy gain due to the reduction of the associated air-conditioning.

Studies carried out at the sites in order to assess the possibilities of integrating green energies into the production process have resulted in the signing of contracts for the purchase of renewable energies. The signed contracts have resulted in 21% of the electrical energy consumed at the French sites being "green energy".

The total energy consumption is 36,235 MWh, an increase of 7% in relation to the past year, due to the distilling operations of the Barbados site (GRI indicator: G4-EN3).

TOTAL ENERGY CONSUMPTION (GRI INDICATOR: G4-EN3)

(in MWh)

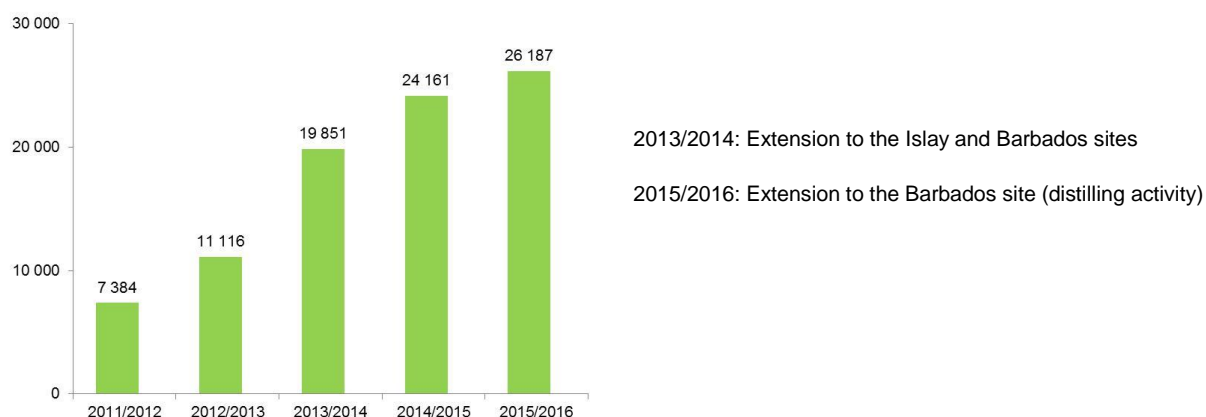


The total energy consumption is 6.9 kWh per standard case, excluding Domaines Rémy Martin. For the latter, the total energy consumption represents 66.4 kWh per hectolitre of wine produced, down by 5% compared to the preceding year.

Regarding direct energies (gas, fuel, diesel), the total consumption was 26,187 MWh, an increase of 8% in comparison to the preceding financial year, primarily due to the distilling operations of the Barbados site (GRI indicator: G4-EN3).

DIRECT ENERGY CONSUMPTION (GAS, FUEL, DIESEL) (GRI INDICATOR: G4-EN3)

(in MWh)



The total direct energy consumption is 4.8 kWh per standard case (GRI indicator: EN4), excluding Domaines Rémy Martin. For the latter, the total direct energy consumption represents 58.7 kWh per hectolitre of wine produced, down by 2% compared to the preceding year.

The direct energy consumption for the Cognac site decreased substantially, going from 2,034 MWh to 1,711 MWh, or a reduction in consumption of 16%. This is principally due to a sharp drop in the consumption of gas for the heating of the premises because of a mild winter.

The Angers site recorded a drop of 9%, going from 6,609 MWh to 6,036 MWh, mainly due to milder winter temperatures.

The direct energy consumption for Domaines Rémy Martin went from 3,595 to 3,913 MWh, an increase of 9% due to the distillation of a more significant volume of wines (+11%).

The consumption of direct energy for the Islay site is down by 4%, from 11,762 to 11,305 MWh.

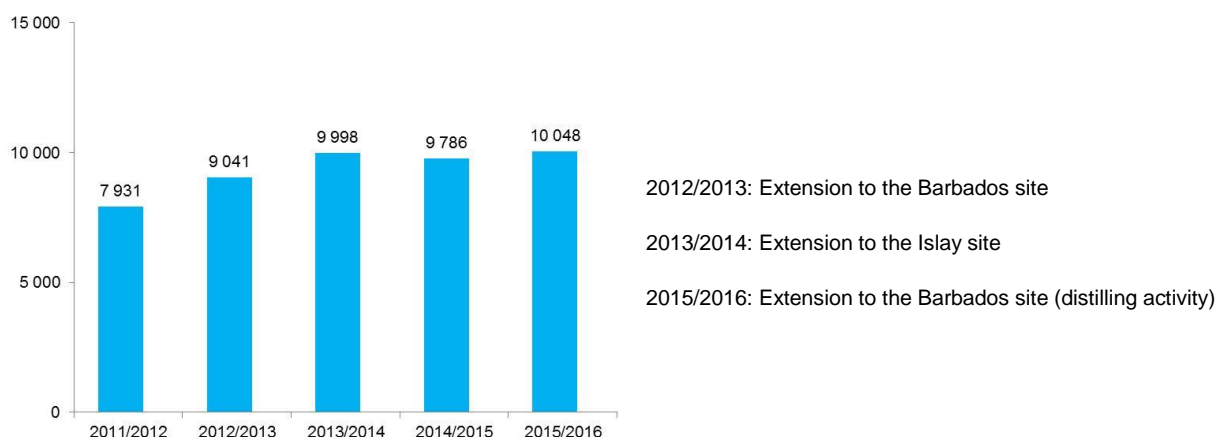
With respect to the Barbados site, the direct energy consumption rose sharply, increasing from 161 to 3,221 MWh, because of new distilling operations.

With respect to indirect energy, consumption of electricity went from 9,786 MWh to 10,048 MWh, or an increase of 3% (GRI indicator: G4-EN3). This is essentially due to the distilling operations of the Barbados site.

The total indirect energy consumption came to 2.1 kWh per standard case, excluding Domaines Rémy Martin. For the latter, the total indirect energy consumption represents 7.7 kWh per hectolitre of wine produced, down by 19% compared to the preceding year.

INDIRECT ENERGY CONSUMPTION (ELECTRICITY) (GRI INDICATOR: G4-EN3)

(in MWh)



At the Angers site, the electricity consumption decreased by 10%, going from 2,478 to 2,238 MWh, following actions to reduce energy consumption and a milder winter. At the Cognac site, it is stable, going from 5,549 to 5,572 MWh. This is a result of the effectiveness of the actions taken to increase employee awareness of energy savings.

The electricity consumption for Domaines Rémy Martin went from 563 to 510 MWh, or a decrease of 9%, mainly due to the replacement of older equipment with less energy-consuming equipment ("Cold" group of the distillery).

At the Islay site, because of the decrease in production, the electricity consumption decreased by 20% (326 MWh instead of 410 MWh in 2014/2015).

The electricity consumption of the Barbados site increased substantially by 78% going from 787 MWh to 1,401 MWh, because of new distilling operations.

Water consumption

Up by 10%, total water consumption was 123,729 m³ (GRI indicator: G4-EN8).

At the Angers site, water consumption was down by 5%, going from 29,442 to 28,081 m³ of water.

At the Cognac site, consumption was up sharply by 43%, going from 24,806 to 35,581 m³ of water. This is principally due to an increase of the activity at the site and to an equipment malfunction which caused an overconsumption of water.

At the two sites, a procedure for immediate repair of the leaks is now in place and pipework has been redone. This refurbishment is being accompanied by a progressive replacement of the sites' water taps with automatic-detection water taps. Moreover, the employees have been made aware of these aspects through a specific information "flash".

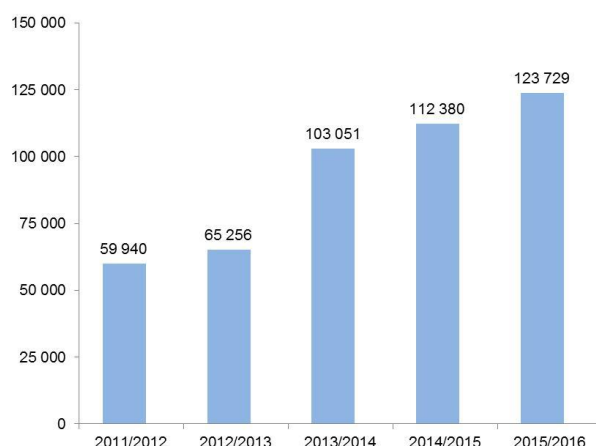
At the Bruichladdich site, consumption at the Islay site was stable, going from 32,100 to 32,335 m³ of water. A closed circuit of cooling water has been put into place for the distilling.

At the Barbados site, consumption decreased by 3%, going from 20,403 to 19,693 m³ of water.

The consumption by Domaines Rémy Martin was up sharply by 43% (8,039 m³ of water instead of 5,629 in 2014/2015). This is due to the increase in distilling operations and to the extension of the vineyard.

WATER CONSUMPTION (GRI INDICATOR: G4-EN8)

(in m3)



2013/2014: Extension to the Islay and Barbados sites

2015/2016: Extension to the Barbados site (distilling activity)

The water consumption amounted to 25.1 litres per standard case, excluding Domaines Rémy Martin. Total water consumption for Domaines Rémy Martin came to 120.6 litres per hectolitre of wine, up 28% from 2014/2015. This was mainly due to a rise in distillation activities and the expansion of the vineyard.

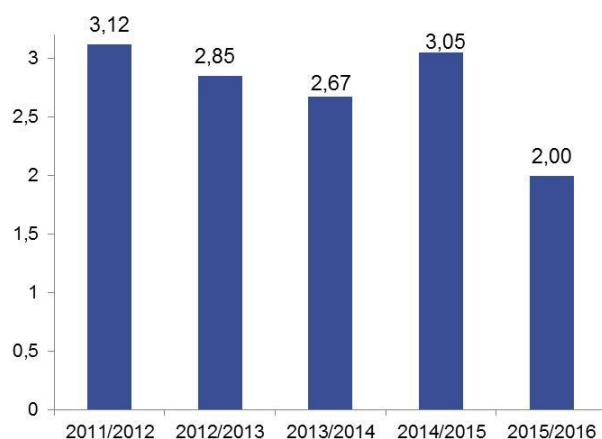
Office paper consumption

Paper consumption was down this year by 34% from 3.04 to 2.00 million sheets (GRI indicator: G4-EN1), mainly as a result of the dematerialization of documents at the Cognac site.

The paper consumption amounted to 10.4 tonnes, i.e. 14 sheets of paper used per person per day.

PAPER CONSUMPTION (GRI INDICATOR: G4-EN1)

(in millions of sheets)



NOISE POLLUTION

The studies carried out on the sites relating to noise levels at the property boundary (day and night) confirmed that the values measured were below regulatory limits. The sites do not therefore cause noise pollution for the surrounding area. Internally, noise levels are also measured from the perspective of employee protection. Again, the values obtained were below regulatory limits.

A working group was set up at the Cognac site to reduce noise pollution. This led to an automation engineer being called in to adjust the bottle conveyors to prevent bottles from colliding on the bottling line. This means less noise pollution for employees. Measurements carried out in work areas and at individual workstations this year also led to an increase in the areas where personal protection equipment must be worn. Acoustic panels were also installed in the new extension of the packaging workshop.

At the Angers site, a personal dosimetry campaign is being finalized at the packaging and operating stations. Investments have already been made to install silencers on some equipment and to purchase new equipment with noise reduction features. At the same time, acoustic panels were installed in the noisiest part of the packaging workshop. In addition, an inventory was carried out of all blowers during the year, following which a decision was made to choose a standard blower: 13 blowers have been changed in total, with an average gain of 4.8 dB(A). In parallel, the effectiveness of the acoustic tiles was measured: this proved conclusive on two parameters that measure the acoustics of a room (reverberation time and spatial decay). Acoustic tiles will therefore continue to be installed in the bottling hall, resulting in an average gain of 5.6 dB(A).

SOLID WASTE

Rémy Cointreau is continuing to reduce the amount of solid waste on its sites with a policy of educating staff about waste sorting and recycling. Paris led the way this year with the introduction of waste paper sorting in offices.

Generally, the solid waste from the group's production sites is sent for energy and materials recycling. It is mainly composed of packaging waste (glass and cardboard).

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

In a similar vein, in 2012 Rémy Cointreau formed 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 the Domaines Rémy Martin vineyards, waste from dirty containers is not included in the volumes of hazardous waste, since it is fully recovered and reprocessed by the national ADIVALOR network.

The total waste tonnage (GRI indicator: G4-EN23) increased by 22% over the year, from 2,404 tonnes to 2,935 tonnes. This is mainly due to additional cleaning of the premises at the Cognac site and the inclusion of waste from the Barbados site.

At the Cognac site, the waste tonnage increased by 44% (1,426 tonnes, versus 990 tonnes in 2014/2015).

For Domaines Rémy Martin, the cleaning operations produced 28 tonnes of waste this year.

At the Angers site, the waste tonnage decreased by 6%, from 1,308 tonnes in 2014/2015 to 1,233 tonnes this year.

The waste tonnage at the Islay site increased by 6% (112 tonnes, from 105 tonnes in 2014/2015) due to increased site activity. At the Barbados site, the waste tonnage amounted to 136 tonnes.

The sorting and recycling rates were 89% and 90% respectively, compared with 94% and 95% in 2014/2015. The decline in the sorting and recycling rates is mainly due to the inclusion of non-sorted and non-recycled waste from the Barbados site.

The waste sorting and recycling rates were 96% and 100% respectively for Angers (unchanged from 2014/2015).

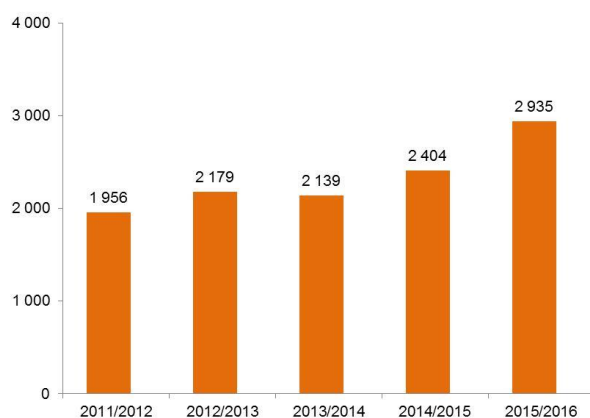
The figures were 92% for Cognac (91% in 2014/2015) and 72% for Islay, down from 83% in 2014/2015, due to waste from building renovations.

At the Barbados site, all waste is sent to a local waste collection facility.

The waste per standard case was up from 0.56 to 0.63 kg.

QUANTITY OF SOLID WASTE (GRI INDICATOR: G4-EN23)

(in tonnes)

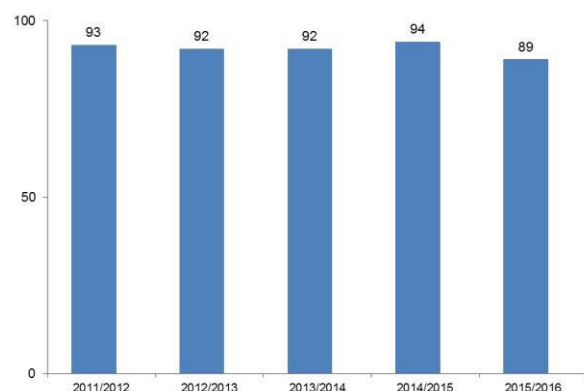


2013/2014: Extension to the Islay site

2015/2016: Extension to the Barbados site

WASTE SORTING RATE

(in %)

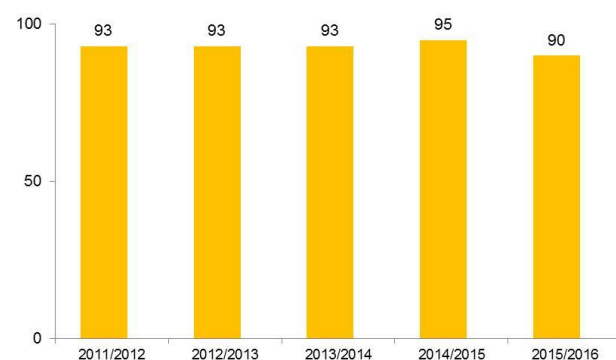


2013/2014: Extension to the Islay site

2015/2016: Extension to the Barbados site

WASTE RECYCLING RATE

(in %)



2013/2014: Extension to the Islay site

2015/2016: Extension to the Barbados site

LIQUID WASTE

Largely due to the inclusion this year of liquid waste from the Barbados and Islay sites, the liquid waste discharges have risen sharply, from 24,962 m³ to 69,410 m³ (GRI indicator: G4-EN22).

It has increased by 60% at the Cognac site, from 7,917 m³ to 12,683 m³, due to growth in operations and a rise in industrial tank cleaning.

It is virtually unchanged at the Angers site (from 11,045 to 11,064 m³).

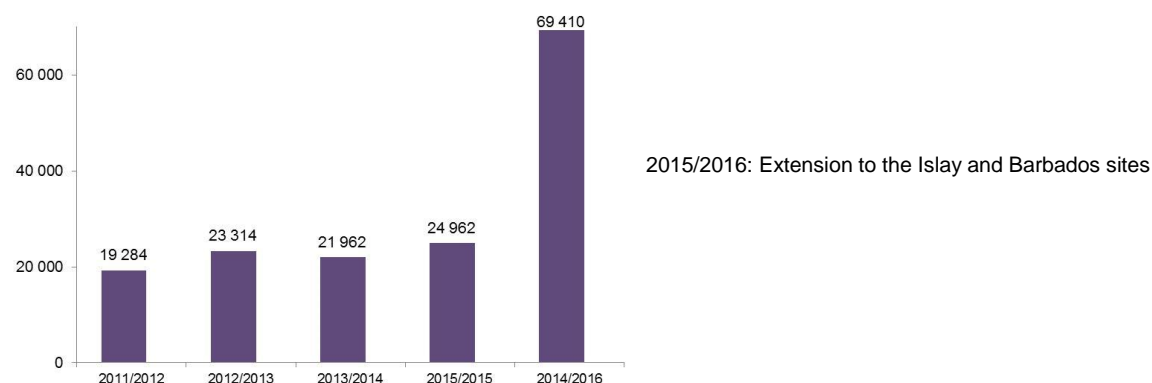
The liquid waste discharges rose sharply for Domaines Rémy Martin, from 6,000 m³ to 9,598 m³, due to the growth in distillation activities.

The volumes of liquid waste from the Barbados and Islay sites are included this year, with volumes of 19,590 m³ and 16,475 m³ respectively.

The quantity of liquid waste per standard case rose from 4.5 to 13.0 litres. For Domaines Rémy Martin, the quantity of liquid waste was up by 43% to 144 litres per hectolitre of wine produced. This was due to the growth in distillation activities.

VOLUME OF LIQUID WASTE (GRI INDICATOR: G4-EN22)

(in m3)



For the Angers and Cognac sites, the pollution caused by liquid waste discharges (before treatment) was down overall to 18.6 tonnes of BOD (a decrease of 9% from 20.4 tonnes in 2014/2015) and 33.8 tonnes of COD (from 33.3 tonnes in 2014/2015). After the waste was treated by external treatment plants and returned to the natural environment, pollution was unchanged overall from the previous year, from 0.7 to 0.8 tonnes of BOD and from 2.2 to 2.4 tonnes of COD (an average reduction rate of 97% for BOD and 95% for COD). The liquid waste pollution from Domaines Rémy Martin was higher than the previous year, with 0.73 tonnes of BOD and 2.98 tonnes of COD after treatment and release back into the environment. This was due to the growth in distillation activities.

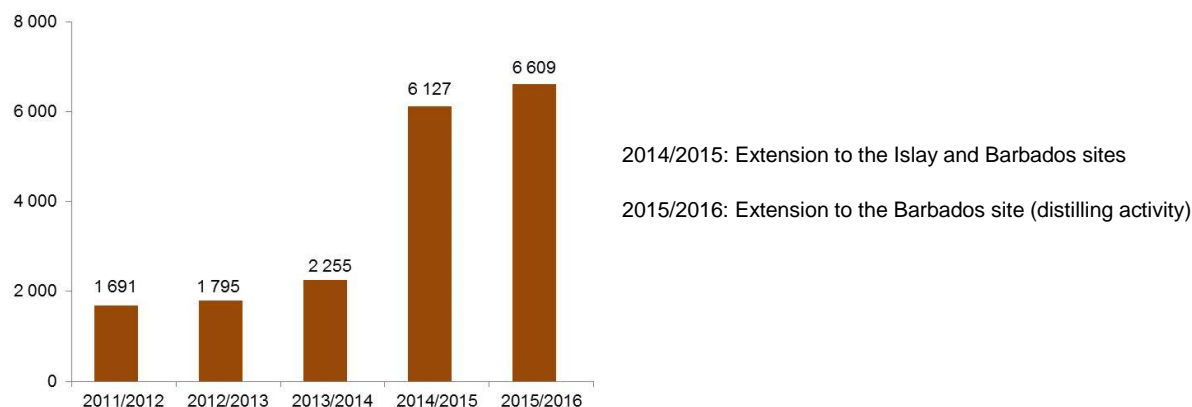
The liquid waste pollution from the Barbados and Islay sites was included this year. For the Barbados site, this equated to 215 tonnes of BOD and 1,272 tonnes of COD. For the Bruichladdich site, it totalled 219 tonnes of BOD and 515 tonnes of COD.

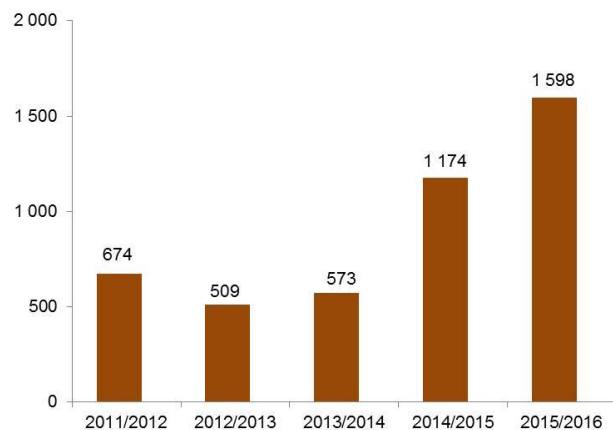
GREENHOUSE GAS EMISSIONS

Various measures have been put in place to limit the greenhouse gas (GHG) emissions. Over the last few years, the increasingly systematic use of videoconferencing, the introduction of electric vehicles at the Angers and Cognac sites and eco-design of products have all helped to reduce the CO₂ emissions.

Due to the distillation activities at the Barbados site, the CO₂ emissions have risen to 8,207 tCO₂eq (Scope 1: 6,609 tCO₂eq/Scope 2: 1,598 tCO₂eq.).

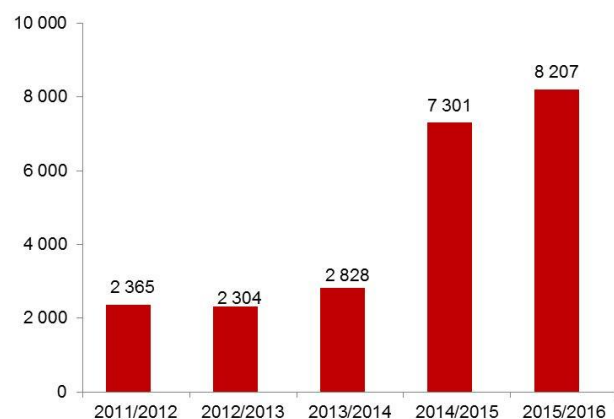
Per standard case, these emissions amounted to 1.54 kgCO₂eq. For Domaines Rémy Martin, the figure was 16.7 kgCO₂eq per hectolitre of wine produced.

GREENHOUSE GAS EMISSIONS/SCOPE 1 (GRI INDICATOR: G4-EN15)(in tCO₂eq)

GREENHOUSE GAS EMISSIONS/SCOPE 2 (GRI INDICATOR: G4-EN16)**(in tCO₂eq)**

2014/2015: Extension to the Islay and Barbados sites

2015/2016: Extension to the Barbados site (distilling activity)

GREENHOUSE GAS EMISSIONS/SCOPES 1 & 2**(in tCO₂eq)**

2014/2015: Extension to the Islay and Barbados sites

2015/2016: Extension to the Barbados site (distilling activity)

The GHG emissions decreased by 12% at the Angers site with 1,348 tCO₂eq, reducing the scope 1 values from 1,427 to 1,261 tCO₂eq (mainly as a result of lower gas consumption) and reducing the scope 2 values from 97 to 87 tCO₂eq (GRI indicators: G4-EN15 and G4-EN16). The GHG emissions also decreased by 12% at the Cognac site to 655 tCO₂eq in 2015/2016. At this site, the scope 1 values fell from 530 to 438 tCO₂eq (mainly due to lower gas consumption), while the scope 2 values climbed from 216 to 217 tCO₂eq.

For Domaines Rémy Martin, the GHG emissions rose slightly to 1,115 tCO₂eq, due to the increase in distillation activities. The scope 1 values rose from 1,038 to 1,095 tCO₂eq, while the scope 2 values decreased from 22 to 20 tCO₂eq.

The GHG emissions at the Islay site decreased to 3,148 tCO₂eq. The scope 1 values decreased from 3,090 to 2,970 tCO₂eq and the scope 2 values from 224 to 178 tCO₂eq.

In Barbados, the CO₂ emissions rose sharply after distillation commenced at the site. They stood at 1,941 tCO₂eq, with a scope 1 of 845 tCO₂eq and scope 2 of 1,096 tCO₂eq.

Rémy Cointreau continued its efforts to reduce the indirect GHG emissions. This resulted in emissions savings of 1,218 tCO₂eq (GRI indicator: G4-EN19).

The main initiatives this year were:

- eco-design initiatives to improve packaging. This led to a reduction in the GHG emissions of 42 tCO₂eq (based on 2015/2016 sales);
- use of videoconferencing: 1,134 tCO₂eq was saved this year, up from 985 in 2014/2015;
- management of business travel: 31 tCO₂eq;

- reduction in travel linked to the use of the internal vehicle fleet: 11 tCO₂eq;
The implementation of an action plan to reduce the CO₂ emissions from the company fleet. Currently, the average emissions from the entire fleet amount to 139 g CO₂/km. Under the 2020 CSR Plan, the aim is for 80% of the fleet to be composed of rechargeable hybrid or electric vehicles.
The first step was taken in 2015/2016, when six vehicles were replaced and four vehicles purchased (including three rechargeable hybrids). The average emissions from new vehicles stands at 124 gCO₂/km, as against 156 previously, representing a 20% reduction in emissions.

The Angers site has also set up a car-sharing database for commuting, as well as an electric charging point for employees' own vehicles.

The group is also continuing to reduce the carbon emissions generated by sending post (at the Cognac and Angers sites): 92% of post is now sent via the environmentally friendly "*lettre verte*" option (vs 87% in 2014/2015).

Similarly, an electric train now allows visitors to explore and tour the site while limiting carbon emissions.

ECO-DESIGN

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

This year, the Passoa bottle was redesigned following a consultation phase. The weight of the bottle has been reduced by 2%, saving 14 tonnes of glass (based on 2015/2016 sales).

In addition, the type of glass used to manufacture the Passoa bottle has changed and now includes a higher proportion of recycled glass.

Together these actions helped to reduce the GHG emissions by 42 tCO₂eq.

As part of the 2015 CSR Plan, Rémy Cointreau rolled out software that can estimate the quantities of materials used in the manufacture of products on the Angers and Cognac sites and sold worldwide (GRI indicator: G4-EN1). The total tonnage was 33,983 tonnes (34,608 tonnes in 2014/2015), mainly comprising glass (29,395 tonnes), cardboard (3,924 tonnes), plastics (260 tonnes), metals (205 tonnes), paper (55 tonnes) and miscellaneous materials (143 tonnes). This represents an average packaging weight of 984 grams per litre of product (2015/2016 sales data), down slightly from 2014/2015 (992 grams per litre of product).

This year, the associated carbon emissions have also been calculated. These correspond to 38,224 tCO₂eq, or 1.1 kgCO₂eq per litre of product.

As part of its "Glass Project", the group also introduced a bottle library of all the glass containers it produces. This was updated again this year. For each bottle, the glass weight and associated CO₂ emissions are given with a view to reducing emissions.

CLIMATE CHANGE AND BIODIVERSITY

The erosion of biodiversity is now a scientific reality. Mindful of its role regarding this key issue, and conscious moreover of how its production depends on natural resources, for several years Rémy Cointreau has undertaken various actions to incorporate the protection of biodiversity into all of its activities. The 2020 CSR Plan renews its commitment in this area.

COGNAC SITE

In terms of adapting to climate change, for the last two years the group has actively participated in initiatives led by inter-professional bodies. In Cognac, Domaines Rémy Martin joined a research programme run by regional research centres in France on adapting the vine varieties to climate change.

One of the most striking examples of the degradation of natural habitats is the decline in forest cover. For this reason, the group has worked for several years to protect forests.

This year, a third corporate philanthropy initiative was set up in partnership with the Office National des Forêts (ONF), France's national forestry commission. After the reforestation of the Senonches Forest in Eure-et-Loir, in which more than 115,000 oak saplings were planted, and the planting of over 300 trees in the François 1 park in Cognac (accompanied by information boards to raise awareness of the importance of biodiversity), which had been almost entirely destroyed in the storm of 1999, Rémy Martin has also financed improvements in the state-owned forest of La Braconnie Bois-Blanc.

Located east of Angoulême, this forest is the largest forested area in the Charente region. It was also hit by the storm of 1999. In addition, its visitor facilities were in need of updating. To raise public awareness of forest protection by providing first-class visitor facilities, enabling visitors to experience the forest in a fun and innovative way, the ONF has developed a multimedia trail and harnessed new information and communication technologies to communicate its message. A smartphone app has also been launched, adding to the sense of adventure and setting various challenges for visitors.

At Domaines Rémy Martin, a hedge was also planted and maintained this year as part of the “2015 Regional Tree and Hedge Week”.

The barrels manufactured for the Cognac site are all made from PEFC-certified oak sourced from sustainably managed forests.

In the same vein, the group has renewed the commitments undertaken in previous years concerning the experimental plantation of alluvial forests and the protection of bees – whose importance in preserving biodiversity is well-known – through the provision of land set aside for bees.

As regards bee preservation, 10 hives were installed in the Charente region, in partnership with the bee protection association “Un toit pour les abeilles”. The hives are located in the heart of the Charente, in a truffle oak-growing area surrounded by 40 hectares of flowers. This allows pesticide-free honey to be produced, with both the nectar and pollen being uncontaminated. The honey is then distributed to all employees in France (860 pots accompanied by an educational leaflet on the protection of bees and its importance), so as to raise awareness of the issue among group employees.

A new project has also been launched involving the installation of 10 new hives with bee colonies at Domaines Rémy Martin. The site is a working example of the action taken to maintain the bee population.

Rémy Cointreau has embarked on an innovative scheme with the Charente Chamber of Agriculture. Along the same lines as the initiatives undertaken to set aside land for bees, the group, through Domaines Rémy Martin, is now a stakeholder in a three-year agronomic research programme on the most profitable crops for fallow soil. The aim is to reduce the use of fertilisers during future vine planting.

In 2015/2016 the programme’s expected outcomes were confirmed, with improvements in soil texture and biodiversity. The vines planted in 2014 are doing well on set-aside land sown with alfalfa and clover. No fertilisers have been used at the plantation.

ISLE OF ISLAY (SCOTLAND)

Bruichladdich, true to its motto “*We believe terroir matters*”, launched a plan to replant traditional barley on the Isle of Islay. The trial has been ongoing for 12 years (1st harvest in 2004), using different varieties of barley to preserve the terroir. The preservation of Bere Barley notably won the “Scotland Food and Drink Excellence Award for Innovation”. Equally noteworthy is the organic barley grown on Mid Coul Farm, on the shores of the Moray Firth in northeast Scotland, which involves a five-year crop rotation plan to preserve soil fertility. This organic farming has been proven to have a positive effect on local biodiversity.

A Bruichladdich Academy has also been set up to let people experience the local area in all its intensity. It welcomes visitors so that they may gain an insight not only into the island, but also its culture and the philosophy of the distillery. Several hundred people from all over the world have already made the trip, from all walks of life.

The Botanist has also launched a Foundation, whose mission is to work with Islay’s inhabitants to improve knowledge and conservation of the island’s botanical diversity. The aim is to ensure that the island’s crops are harvested sustainably and responsibly to guarantee the long-term preservation of local species. Without this diversity, the future of The Botanist would also be in jeopardy.

BARBADOS

In Barbados, the group has decided to return to the original Mount Gay site for sugar cane production, and has already acquired 134 hectares of land for this purpose. It wants to get back to basics by growing the raw material and cultivating an environmental policy, much as Rémy Cointreau does at other sites (such as Domaines Rémy Martin). Not only is it a way of regaining control over the entire production chain, but it also allows the group to share its know-how and practices with local growers.

4 Social information

4.1 Citizenship: stakeholder relations

As a global company, Rémy Cointreau is acutely aware of social problems and its local impact. By supporting the sustainable economic development of local regions and backing initiatives promoting solidarity, it helps ensure collective progress: this idea of “giving back to the community” is one of the core social aspects of the 2020 CSR Plan.

STAKEHOLDER DIALOGUE AND INVESTOR RELATIONS

A key player 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 involved in sustainable development.

In France, Rémy Cointreau attended the awards ceremony of the 4th Sustainable Development in Cognac Awards, which recognize sustainable development initiatives implemented in the region by local authorities, NGOs, companies, educational establishments or individuals.

The group also supports associations that encourage discussion of CSR issues. Whether hosting a workshop on CSR governance organized by the Altère en Poitou-Charentes business association, attending an evening on biodiversity and climate change sponsored by the Dirigeants Responsables de l'Ouest (a CSR network for local business leaders), or taking part in the CSR discussion forum Club Carbon'At des Pays de la Loire, the group takes advantage of these opportunities to raise the profile of its social initiatives.

As a member of the network of sustainable development officers of the Colbert Committee, which promotes French luxury values, the group also shares best practices in terms of CSR, for example by distributing material on the subject. The group is also a member of the Sustainable Development Project Group of the BNIC (Bureau National Interprofessionnel du Cognac).

Keen to foster a positive culture of corporate responsibility in training courses, the group is involved, for example, in initiatives for students at universities and colleges in France. Rémy Cointreau has lectured students on its responsible business approach, covering such varied topics as Responsible Leadership (Ecole Audencia Nantes) and the development of CSR in industrial areas (IAE de Poitiers).

Other events have also been organized, such as the debate with PhD students at La Rochelle Business School on the theme of "CSR as an opportunity for innovation". This led to the publication of a book in 2016 with a group case study: "Towards structured and reliable CSR reporting as an extension of financial reporting".

In terms of socially responsible investment (SRI) and extra-financial rating, Rémy Cointreau completed the extra-financial Gaia Index 2015 (EthiFinance), which is the leading Sustainable Development Index for listed and unlisted medium-sized companies. The Gaia Index assesses the level of transparency on environmental, social and governance criteria of the CSR practices of 400 European companies. The group answered questions about its carbon emissions and their reduction. It was ranked third among companies with revenue of over €500 million (going straight into the top five), and came first in the industrial sector.

CHARITY WORK AND CULTURAL PHILANTHROPY

Rémy Cointreau is involved in charity work through awards, auctions and charitable donations. In Indonesia, Rémy Cointreau has invested in the installation of solar panels on the island of Pulau Blanding, where the group had already been involved in setting up the supply of drinking water.

Rémy Cointreau continues to actively support local NGOs committed to social progress. Working alongside the *Fondation de la Deuxième Chance* (Second Chance Foundation) for the last 11 years, the group has helped disadvantaged people formulate a viable career plan.

The Rémy Cointreau group is thus keen to support new business ventures – no matter how modest – launched by people who, having experienced major professional, social and personal challenges, view their career plan as a way of turning their life around. In addition to financial support, people in the Poitou-Charentes region receive mentoring to help them develop and implement their business proposition (38 people mentored/150 project meetings). This year, the group participated in the *Handi-rencontres* (Angoulême) forum, where it helped to promote the Fondation de la Deuxième Chance to the associations and organizations present. With Rémy Cointreau's backing, and since opening a branch in Cognac in 2005, the Fondation de la Deuxième Chance has been able to support 160 projects by awarding nearly €580,000 in funding.

Rémy Cointreau is also a patron of the arts: in China the group supports the New Century Art Foundation, and in the United States "The Film Foundation", which restores old films.

4.2 Suppliers: sharing responsibility requirements

Keen to further the involvement of its stakeholders, Rémy Cointreau is turning to its suppliers in a bid to get them to embrace its CSR ambitions. In the 2020 CSR Plan, this has resulted in a simpler and more efficient responsible purchasing policy, with shared and mutually beneficial tools.

This year Rémy Cointreau joined Sedex (Supplier Ethical Data Exchange), an international organization that seeks to foster ethical and responsible business practices in global supply chains. It serves as a collaborative platform for the exchange of ethical data. It is also an innovative and effective solution for responsible supply chain management, while minimizing the risks.

As a result, the group's responsible purchasing policy has evolved significantly, moving away from an integrated functional approach towards one in which assessments are shared. Previously, the group asked its suppliers to complete questionnaires and subsequently, based on their answers, it decided whether to audit them or not. At present, Sedex shares audits already carried out on suppliers by other customers. This saves considerable time both for the group – which knows in advance whether a supplier is trustworthy (if it has already been audited at the request of another customer) – and for the supplier itself, which does not have to repeat the same process and answer the same questions time and again.

This collaborative approach between companies (and between competitors) not only saves time, but improves the ethical performance of their supply chain. Information on labour standards, health and safety, the environment and business ethics is held online. Eventually carbon emissions data will also be available, as Sedex has an agreement with the Carbon Disclosure Project (of which Rémy Cointreau is a member). Over the next few years, the group plans to develop actions with suppliers on carbon emissions; this will be key to its 2020 CSR Plan.

At present, Rémy Cointreau specifically asks its suppliers to join Sedex. Currently, 54% of the suppliers identified as strategic are Sedex members. The aim is to reach 70% by 2016/2017.

4.3 Fair practices

Rémy Cointreau works on building and maintaining trust with its suppliers and consumers. The group's strict ethical rules, which apply to both employees and partners, also guarantee lasting commercial success. Rémy Cointreau's continual quest for excellence is reflected in its ethical commitment, with its emphasis on full disclosure epitomized by its membership of various ethical charters.

A TRANSPARENCY POLICY GUIDED BY A SET OF REFERENCE MATERIALS

The group's ethical environmental, social and commercial practices are fundamental for stakeholder confidence. 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 materials:

- *Global Compact Charter*: already a member of the *Global Compact* for several years, Rémy Cointreau intends to maintain this commitment for the long term, as a token of its corporate social responsibility and the compliance of its policy with international ethical standards;
- corporate Social Responsibility Charter: aligned with the ISO 26000 standard, this forms the basis of the group's CSR policy. The charter is widely available in French and English. Committed to its day-to-day implementation, and in the belief that responsibility concerns everyone, Rémy Cointreau supports the distribution of the charter by arranging awareness-raising initiatives for all staff;
- code of Business Ethics: the group's unique reference framework. Regularly updated, this code 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. All new employees are made aware of the code on their arrival. 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 company's reputation, confidentiality and insider trading, company assets and resources, information and communication systems, intellectual property, cash transactions, business and financial data, illegal activities,
 - alert procedure and key principles.

To tackle corruption, the group has sent a *no gift letter* to all suppliers. Compliance with the code of ethics is verified by the group's Audit Department;

- Responsible Communication Charters of Rémy Cointreau and the Union Des Annonceurs: these charters ensure the self-assessment of advertising campaigns and compliance with principles promoting moderate alcohol consumption.

An annual report lists the initiatives implemented by Rémy Cointreau in various areas (Responsible Advertising Code, internal process for the validation of advertising campaigns, incorporation of environmental and social criteria in the selection of advertising media, etc.);

- guide to responsible consumption in the professional environment: this has been issued to all French employees, translated into several languages, and distributed to the teams in Asia.
- EU Transparency Register.

Because lobbying by Rémy Cointreau is part of a transparent decision-making process within the EU, the group undertakes to register its interests and the associated budgets. The group thus demonstrates its firm commitment to transparency with EU institutions and the citizens they represent. By being bound by a code of conduct, it also sends a strong signal to its partners and competitors.

4.4 Consumers

Rémy Cointreau strives to give its customers the best of what nature has to offer. For the group's brands to remain true to this promise, the group must take complete responsibility throughout the entire value chain, from raw materials through to processing and marketing. This last step requires the group to promote responsible consumption.

PROMOTING RESPONSIBLE CONSUMPTION

For Rémy Cointreau, promoting responsible consumption is a particularly important aspect of CSR. For ethical and performance-related reasons, the upmarket positioning of the group's products brings with it a major commitment to responsible consumption and the protection of discerning customers.

This responsibility is embodied in two priorities:

- promoting responsible consumption;
- promoting responsible advertising.

KEY ROLE OF REPRESENTATIVE ORGANIZATIONS

By actively participating in the Alcohol and Society or Alcohol and Health working groups of professional organizations, Rémy Cointreau is involved in implementing a responsible strategy developed by the spirits industry.

The main organizations are:

- in France: the FFS (*Fédération française des spiritueux*, French federation of spirits producers), the FEVS (*Fédération des exportateurs de vins et spiritueux*, French federation of wine and spirits exporters), *Entreprise et Prévention* (Enterprise and Prevention), and the *Fondation pour la Recherche en alcoologie* (Alcohol Research Foundation), chaired by Rémy Cointreau since its creation in November 2015;
- in Europe: Spirits Europe (the European industry federation);
- in the United States: DISCUS;
- in China: FSPA.

The common goal of all these groups is to develop alcohol action plans to help governments protect consumers, through their members' ethical commitments and advertising self-regulation.

By their very nature, it is impossible to measure quantifiable results for these major long-term operations. Nonetheless, the outcomes of these programmes mean that international bodies (WHO, OECD) consider that:

- the chief objective of these actions is to combat excess alcohol consumption;
- the voice of the spirits industry is important in establishing consumer protection programmes and, as a result, representative organizations must be present during discussions addressing the issue of responsible consumption by consumers;
- the principle of ethical self-regulation of the promotion and advertising of spirits guarantees safety for the consumer;
- beverage companies are continuing to improve the information provided to consumers (packaging, online information) by developing websites dedicated to disseminating knowledge about the health risks of alcohol.

INITIATIVES TO PROMOTE RESPONSIBLE CONSUMPTION

A raft of initiatives reflect Rémy Cointreau's commitment to promoting responsible consumption of its products:

- the group is gradually rolling out voluntary decisions in Europe and Asia to include logos on packaging designed to inform pregnant women (GRI indicator: G4-ENPR3);
- in Europe, a commitment to include the website address responsibledrinking.eu on packaging. This is the EU portal for consumers of 28 European countries providing comprehensive information on the risks of alcohol misuse;
- in China, voluntary inclusion of wording urging moderation and "Don't Drink and Drive" warnings on all Rémy Cointreau brand advertising;
- development of a responsible consumption page on the Rémy Cointreau intranet;
- responsible consumption awareness campaign at the French production sites;
- responsible consumption training programme for all new recruits;
- responsible consumption and advertising awareness campaign for the marketing teams;

- launch of an iPhone app: RC AlcooFlash (road safety awareness);
- posting of information on three French websites on “How to plan for reasonable consumption of our products when hosting and entertaining guests”;
- updating of the Responsible Communication Charter;
- production of a responsible consumption video with Rémy Cointreau employees and the group’s brand ambassadors. With segments in different languages, the video reflects Rémy Cointreau’s international dimension and its commitment towards responsible consumption worldwide;
- distribution of responsible consumption materials to the sales force: responsible communications charter, responsible consumption guide, booklet on “How to plan for reasonable consumption of Rémy Cointreau products when hosting and entertaining guests”, a “Responsible consumption card”;
- launch of a series of conferences at the Paris site, with the first conference in March on alcohol and socialising, chaired by Véronique Nahoum Grappe, anthropologist and researcher at EHESS, a school for advanced studies in social sciences.

ADVERTISING CONTROL FOR RÉMY COINTREAU BRANDS

Compliance with the Rémy Cointreau code of ethics concerns the following points:

- responsible consumption;
- specific virtues attributed to alcohol;
- minors and other vulnerable groups;
- alcohol content;
- activities involving risk;
- responsible advertising.

This is ensured by the Responsible Communication Committee (RCC), which is made up of eight members representing the Public Relations and CSR, Legal, Marketing, Communications and Sales departments.

The RCC participates in quarterly meetings where new advertising initiatives for the brands are presented to the group’s Executive Committee, in particular new products and their corresponding advertising campaigns.

The RCC is tasked with carefully analysing all new advertising campaigns involving amounts in excess of €100,000 (including creation and the media plan) on the basis of Rémy Cointreau’s ethical undertakings.

The Public Relations teams heading up the RCC this year checked with the Rémy Cointreau brand directors that all new advertising had indeed been sent to the committee.

This year, the RCC approved nine new campaigns:

- Louis XIII and Rolls Royce;
- Rémy V TV campaign in the United States;
- Cointreau Fizz France visual campaign;
- Metaxa Honey Shot PR Digital Campaign;
- Validation of Louis XIII Facebook posts;
- New Remy Martin Online Program;
- Cointreau Creative Crew;
- One Life/Live Them Remy Martin;
- Passoa visual campaign.

The other ads used over the past year had been created in previous years. In all, there were a total of 34 advertising campaigns, nine of which were approved by the RCC this year, and 25 approved in previous years.

In 2013/2014, the RCC introduced an audit tool to analyse the cost of the advertising campaigns (by country, brand and type of expenditure) to ensure that the RCC’s audit process is properly followed and systematically applied.

The tool, used each year, once more provided proof that all new advertising creations and initiatives are sent to the RCC for approval.

MAINTAINING HIGH-QUALITY RELATIONSHIPS WITH ITS CUSTOMERS

Rémy Cointreau keeps a close eye on consumer demand, responding to any changes as quickly and comprehensively as possible through constant monitoring, especially on social media. The Marketing Intelligence department constantly works to develop a policy that dovetails with consumer expectations. Principles governing data privacy have likewise been adopted.

Furthermore, to meet consumer expectations in terms of environmental information about its products, Rémy Cointreau is involved in discussions on this subject within inter-professional working groups. Internal tools to assess the environmental impact of its products have already been developed to meet the needs both of distribution networks and consumers.

The group has also responded this year to requests concerning its environmental best practices in the United States and Sweden, the reduction of carbon emissions in the United Kingdom and Belgium, and responsible consumption in the United Kingdom.

The group has introduced an internal rating system to assess the level of satisfaction of all its retail customers. This year it scored 17.9/20, slightly higher than the previous year (17.7/20 in 2014/2015 – GRI indicator: G4-PR5). This assessment is carried out twice a year and any areas flagged for improvement are routinely examined and shared with the customers.

The site visits organized by the group also reflect its quest for excellence. Tailor-made programmes and a warm welcome: Rémy Martin's wine tourism offering in Cognac focuses on building a special bond with visitors, while offering tours showcasing its know-how of spirits, their heritage and their history.

Internally, the Cognac and Angers sites have published a Quality Charter for receiving visitors which includes information on responsible consumption.

After winning the national wine tourism awards in 2012/2013 in the "development of a cellar or viticulture site" category, this year the Cognac site received a TripAdvisor certificate of excellence for the third consecutive year.

The Angers site's "Quality Tourism" certification was renewed in 2015.

At Cognac and Angers, visitor guides have been trained in the CSR policy so that they can explain and promote the group's best practices to visitors.

The group holds the French government's *Entreprise du Patrimoine Vivant* (Living Heritage Company) label, awarded to businesses that promote craftsmanship and the French tradition of excellence.

Appendices:

1. *Table of environmental indicators by site*

2. *2015/2016 objectives and achievements and 2016/2017 objectives*

3. *Compliance with the principles of the Global Compact/Cross-reference table*

Appendix 1: Table of environmental indicators by site

	2013 / 2014	value / Std case	value / Hectolitre of wine	2014 / 2015	value / Std case	value / Hectolitre of wine	2015 / 2016	value / Std case	value / Hectolitre of wine
Total energy consumption, in MWh, and in kWh for values per standard case or hectolitre of wine (GRI indicator: G4-EN3)									
TOTAL	29,849	5.95	75.60	33,947	6.35	69.54	36,235	6.91	66.35
o/w Cointreau	8,277	3.45		9,087	3.81		8,274	3.68	
o/w E. Rémy Martin & Cie	8,032	4.58		7,582	4.13		7,284	3.89	
o/w Domaines Rémy Martin	2,246		75.60	4,158		69.54	4,423		66.35
o/w Mount Gay	893	2.17		948	2.44		4,622	12.00	
o/w Bruichladdich	10,400	138.78		12,172	141.29		11,632	119.68	
Direct energy consumption, in MWh, and in kWh for values per standard case or hectolitre of wine (GRI indicator: G4-EN3)									
TOTAL	19,851	3.89	61.38	24,161	4.38	60.13	26,187	4.84	58.70
o/w Cointreau	5,778	2.41		6,609	2.77		6,036	2.68	
o/w E. Rémy Martin & Cie	2,110	1.2		2,034	1.11		1,711	0.91	
o/w Domaines Rémy Martin	1,824		61.38	3,595		60.13	3,913		58.70
o/w Mount Gay	153	0.37		161	0.42		3,221	8.36	
o/w Bruichladdich	9,986	133.25		11,762	136.6		11,305	116.32	
Indirect energy consumption, in MWh, and in kWh for values per standard case or hectolitre of wine (GRI indicator: G4-EN3)									
TOTAL	9,998	2.06	14.22	9,786	1.97	9.41	10,048	2.07	7.65
o/w Cointreau	2,499	1.04		2,478	1.04		2,238	0.99	
o/w E. Rémy Martin & Cie	5,922	3.38		5,549	3.02		5,572	2.98	
o/w Domaines Rémy Martin	422		14.22	563		9.41	510		7.65
o/w Mount Gay	741	1.8		787	2.03		1,401	3.64	
o/w Bruichladdich	414	5.53		410	4.76		326	3.36	
Water consumption, in m3, and in litres for values per standard case or hectolitre of wine (GRI indicator: G4-EN8)									
TOTAL	103,051	21.12	171.65	112,380	22.75	94.15	123,729	25.12	120.60
o/w Cointreau	32,064	13.37		29,442	12.35		28,081	12.48	
o/w E. Rémy Martin & Cie	26,526	15.13		24,806	13.52		35,581	19.00	
o/w Domaines Rémy Martin	5,100		171.65	5,629		94.15	8,039		120.60
o/w Mount Gay	14,638	35.53		20,403	52.60		19,693	51.12	
o/w Bruichladdich	24,723	329.89		32,100	372.62		32,335	332.70	
Paper consumption, in millions of sheets (GRI indicator: G4-EN1)									
TOTAL	2.67			3.04			2.00		
o/w Cointreau	0.72			0.77			0.61		
o/w E. Rémy Martin & Cie	1.20			1.69			0.72		
o/w Paris site	0.74			0.58			0.66		

	2013 / 2014	value / Std case	value / Hectolitre of wine	2014 / 2015	value / Std case	value / Hectolitre of wine	2015 / 2016	value / Std case	value / Hectolitre of wine
Quantity of waste, in tonnes, and in kg for values per standard case or hectolitre of wine (GRI indicator: G4-EN23)									
TOTAL	2,139	0.46	0.67	2,404	0.56	0.00	2,935	0.63	
o/w Cointreau	1,299	0.54		1,308	0.55		1,233	0.55	
o/w E. Rémy Martin & Cie	737	0.42		990	0.54		1,426	0.76	
o/w Domaines Rémy Martin	20		0.67	0		0.00	28		0.42
o/w Mount Gay	nm			nm			136	0.35	
o/w Bruichladdich	83	1.11		105	1.22		112	1.15	
Waste sorting rate, in %									
TOTAL	91			94			89		
o/w Cointreau	97			96			96		
o/w E. Rémy Martin & Cie	85			91			92		
o/w Domaines Rémy Martin	nm			-			100		
o/w Mount Gay	nm			nm			0		
o/w Bruichladdich	81			83			72		
Waste recycling rate, in %									
TOTAL	93			95			90		
o/w Cointreau	100			100			100		
o/w E. Rémy Martin & Cie	85			91			92		
o/w Domaines Rémy Martin	nm			-			100		
o/w Mount Gay	nm			nm			0		
o/w Bruichladdich	81			83			72		
Volume of liquid waste, in m3, and in litres for values per standard case or hectolitre of wine (GRI indicator: G4-EN22)									
TOTAL	21,962	4.36	130.42	24,962	4.49	100.35	69,410	12.99	143.99
o/w Cointreau	10,675	4.45		11,045	4.63		11,064	4.92	
o/w E. Rémy Martin & Cie	7,412	4.23		7,917	4.31		12,683	6.77	
o/w Domaines Rémy Martin	3,875		130.42	6,000		100.35	9,598		143.99
o/w Mount Gay	nm			nm			19,590	50.85	
o/w Bruichladdich	nm			nm			16,475	169.52	
Liquid waste: BOD, after treatment, in tonnes, and in grams for values per standard case or hectolitre of wine									
TOTAL	0.94	0.23		1.17	0.17	7.73	1.52	0.19	10.95
o/w Cointreau	0.91	0.38		0.70	0.29		0.78	0.35	
o/w E. Rémy Martin & Cie	0.03	0.02		0.01	0.01		0.01	0.01	
o/w Domaines Rémy Martin	nm			0.46		7.73	0.73		10.95
Liquid waste: BOD, discharged from the site, in tonnes, and in grams for values per standard case									
TOTAL							434.11	899.8	
o/w Mount Gay	nm			nm			215.49	559.34	
o/w Bruichladdich	nm			nm			218.62	2,249.4	

	2013 / 2014	value / Std case	value / Hectolit re of wine	2014 / 2015	value / Std case	value / Hectolit re of wine	2015 / 2016	value / Std case	value / Hectolit re of wine
Liquid waste: COD, after treatment, in tonnes, and in grams for values per standard case									
TOTAL	2.65	0.64		3.99	0.52	29.91	5.43	0.59	44.71
o/w Cointreau	2.49	1.04		2.12	0.89		2.36	1.05	
o/w E. Rémy Martin & Cie	0.16	0.09		0.08	0.05		0.09	0.05	
o/w Domaines Rémy Martin	nm			1.79		29.91	2.98		44.71
Liquid waste: COD, discharged from the site, in tonnes, and in grams for values per standard case									
TOTAL							1,788.06	3,706.2	
o/w Mount Gay	nm			nm			1,272.72	3,303.5	
o/w Bruichladdich	nm			nm			515.34	5,302.4	
GHG emissions (Scope 1), in tCO₂eq, and in kgCO₂eq for values per standard case or hectolitre of wine (GRI indicator: G4-EN15)									
TOTAL	2,255	0.40	20.21	6,127	1.08	17.36	6,609	1.20	16.43
o/w Cointreau	1,176	0.49		1,427	0.60		1,261	0.56	
o/w E. Rémy Martin & Cie	478	0.27		530	0.29		438	0.23	
o/w Domaines Rémy Martin	601		20.23	1,038		17.36	1,095		16.43
o/w Mount Gay				42	0.11		845	2.19	
o/w Bruichladdich				3,090	35.87		2,970	30.56	
GHG emissions (Scope 2), in tCO₂eq, and in kgCO₂eq for values per standard case or hectolitre of wine (GRI indicator: G4-EN16)									
TOTAL	573	0.12	0.91	1,174	0.25	0.37	1,598	0.34	0.30
o/w Cointreau	162	0.07		97	0.04		87	0.04	
o/w E. Rémy Martin & Cie	384	0.22		216	0.12		217	0.12	
o/w Domaines Rémy Martin	27		0.91	22		0.37	20		0.30
o/w Mount Gay				615	1.59		1,096	2.84	
o/w Bruichladdich				224	2.60		178	1.83	
GHG emissions (Scopes 1 and 2), in tCO₂eq, and in kgCO₂eq for values per standard case or hectolitre of wine									
TOTAL	2,828	0.47	21.14	7,301	1.33	17.73	8,207	1.54	16.73
o/w Cointreau	1,338	0.56		1,524	0.64		1,348	0.60	
o/w E. Rémy Martin & Cie	862	0.49		746	0.41		746	0.35	
o/w Domaines Rémy Martin	628		21.14	1,060		17.73	1,115		16.73
o/w Mount Gay				657	1.69		1,941	5.04	
o/w Bruichladdich				3,314	38.47		3,148	32.39	

Appendix 2: 2015/2016 objectives and achievements and 2016/2017 objectives

TOPICS	2015/2016 OBJECTIVES	2015/2016 ACHIEVEMENTS	2016/2017 OBJECTIVES
CSR GOVERNANCE	<ul style="list-style-type: none"> CSR reporting (objective: international extension) 	<ul style="list-style-type: none"> International extension of CSR reporting scope (full integration of the Bruichladdich and Mount Gay sites) 	<ul style="list-style-type: none"> Establish an international network of CSR officers Set up a Board-level CSR Committee
WORKING CONDITIONS	<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 discrimination) Monitoring of absenteeism (objective: absenteeism rate < 4%) "Safety in the workplace" action plans (objective: reduce workplace accidents and work-related illness) Give special attention to the inclusion of disabled people in the workforce (objective: comply with regulations) Design, develop and implement training programmes (objective: professional career development) Organizational study on targeted positions 	<ul style="list-style-type: none"> Compliance with, and monitoring of, procedures aimed at guaranteeing non-discrimination between men and women in similar positions, with similar skills and levels of experience in all group entities The target absenteeism rate (3.55%) was achieved within the scope monitored Compliance with the action plans to reduce the accident frequency and severity rate within the scope monitored Implementation of specific measures for the inclusion of disabled people in the workforce (measures introduced in France to promote indirect employment of people with disabilities – sheltered employment sector) Monitoring of "Training" action plans Specific measures to improve the ergonomics of certain work stations 	<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 discrimination) Monitoring of absenteeism (objective: absenteeism rate < 4%) "Workplace safety" action plans (objective: reduction in workplace accidents and work-related illness) Give special attention to the inclusion of disabled people in the workforce (objective: specific arrangements) Design, develop and implement training programmes (objective: professional career development)

TOPICS	2015/2016 OBJECTIVES	2015/2016 ACHIEVEMENTS	2016/2017 OBJECTIVES
WINEMAKING	<ul style="list-style-type: none"> Reduce the use of pesticides (objective: 16%) Raise environmental awareness among winemakers (objective: AHVE certified winemakers) 	<ul style="list-style-type: none"> Reduce the use of pesticides (objective: 16%) Raise environmental awareness among winemakers (51 winemakers trained to AHVE 1 level) 	<ul style="list-style-type: none"> Reduce the use of pesticides (based on the treatment frequency index) Raise environmental awareness among winemakers (objective: AHVE certified winemakers)
ENVIRONMENT	<ul style="list-style-type: none"> Energy, water and paper (objective: optimize consumption) Renewable energy (21%) CO2 emissions (objective: Carbon Footprint Scopes 1 & 2) Solid waste (objective: sorting and recycling rate >90%) Liquid waste (extension of measures at the Barbados site) Biodiversity (objective: "Bees/Forests" conservation measures) 	<ul style="list-style-type: none"> Energy, water and paper (continuation of measures to optimize consumption) Renewable energy (21% of energy consumption at French sites) CO2 emissions (extension of Carbon Footprint Scopes 1 & 2 at the Barbados and Islay sites) Solid waste (sorting rate: 89%/recycling rate: 91%) Liquid waste for the Islay and Barbados sites (BOD: 434 tonnes/COD: 1,788 tonnes) Biodiversity (continuation of the "Bees/Forests" conservation measures) 	<ul style="list-style-type: none"> Energy, water and paper (objective: optimize consumption) Renewable energy (>21%) CO2 emissions (objective: Carbon Footprint Scopes 1, 2 & 3 of French sites) Solid waste (objective: sorting and recycling rate >90%) Liquid waste (objective: reduce liquid waste pollution/BOD and COD below 2015/2016 values) Biodiversity (objective: "Bees/Forests" conservation measures)
FAIR PRACTICES	<ul style="list-style-type: none"> CSR Charter, Communication and Responsible Consumption Charters, internal code of ethics (objective: comply with the charters and codes/transparent practices) 	<ul style="list-style-type: none"> CSR Charter, Communication and Responsible Consumption Charters, internal code of ethics (comply with the charters and codes/transparent practices) 	<ul style="list-style-type: none"> CSR Charter, Communication and Responsible Consumption Charters, internal code of business ethics (objective: comply with the charters and codes/transparent practices)
CITIZENSHIP	<ul style="list-style-type: none"> Exchange best CSR practices in the fields of education and business (objective: be a player in sustainable regional development/international expansion) 	<ul style="list-style-type: none"> Be a player in sustainable regional development: share best CSR practices in the fields of education and business 	<ul style="list-style-type: none"> Exchange best CSR practices in the fields of education and business (objective: be a player in sustainable regional development /international expansion)

TOPICS	2015/2016 OBJECTIVES	2015/2016 ACHIEVEMENTS	2016/2017 OBJECTIVES
SUPPLIERS	<ul style="list-style-type: none"> Sustainable and responsible purchasing (objective: CSR assessment of suppliers conducted by an independent third party) 	<ul style="list-style-type: none"> Sustainable and responsible purchasing: CSR assessment of suppliers based on Sedex information/Rémy Cointreau's membership of Sedex/Percentage of assessed suppliers: 54% 	<ul style="list-style-type: none"> Sustainable and responsible purchasing (objective: CSR assessment of suppliers by Sedex/Percentage of assessed suppliers >70%)
CONSUMERS	<ul style="list-style-type: none"> Monitor and validate campaigns (objective: compliance with the internal charter/campaign verification rate >95%) 	<ul style="list-style-type: none"> Monitor and validate campaigns (compliance with the internal charter/campaign verification and validation rate: 100%) 	<ul style="list-style-type: none"> Monitor and validate campaigns (objective: compliance with the internal charter/campaign verification rate >95%)

Appendix 3:

Compliance with the principles of the Global Compact/Cross-reference table

CSR cross-reference table based on the compliance with 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 25 32 to 34
	2. Not be complicit in human rights abuses	
Labour standards	3. Uphold the freedom of association and the right to collective bargaining collective	
	4. Elimination of all forms of forced and compulsory labour	
	5. Effective abolition of child labour	
	6. Elimination of discrimination in respect of employment	
Environment	7. Support a precautionary approach to environmental challenges	Pages: 12 to 23 29 to 34
	8. Promote greater environmental responsibility	
	9. Develop and share environmentally friendly technologies	
Anti-corruption	10. Work against corruption in all its forms	Pages: 24 to 25 32 to 34