



Treasury Wine Estates Limited

2021 United Nations Global Compact communication on progress



| Principles | Summary of actions | Comment/Sustainability Report 2021 page ref. |
|---|--|---|
| Human rights | | |
| Principle 1 Protection of human rights | Maintained a policy framework designed to protect human rights, including Code of Conduct, Whistleblower, New Market Entry, and Workplace Health, Safety and Wellbeing Policies. | 10-11 |
| | Launched our Human Rights Charter. | 13 |
| | Published an annual Statement covering our approach to modern slavery. | https://www.tweglobal.com/sustainability#Modern-Slavery-Statement |
| Principle 2 No complicity in human rights abuse | Conducted a modern slavery risk assessment across TWE operations. | 14 |
| | Maintained reporting to the Board via the Audit and Risk Committee on matters that have been raised through the Whistleblower process. | 11 |
| | Maintained Human Resources assistance channels across operating regions with matters being investigated and resolved through TWE's People and Capability function. | 26 |
| | Continued to commit suppliers to uphold human rights through the Responsible Procurement Code (RPC). | 32 |
| | Implemented a supplier onboarding and risk assessment system that facilitates that ability for TWE to assess risk associated with suppliers. | 32 |
| Labour | | |
| Principle 3 Freedom of association and right to collective bargaining | Upheld the right to freedom of association of TWE people. | TWE respects employees' freedom of association in the workplace by recognising the right of employees to negotiate either individually or collectively. Where they represent employees to negotiate employment agreements, TWE engages with trade unions. |
| | Recognised the right to collective bargaining. | |
| | Committed suppliers to uphold freedom of association and collective bargaining rights through the RPC. | 32 |

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2021 UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS

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| Labour | | |
| Principle 4 Elimination of forced and compulsory labour | Adhered to local laws and regulations. Maintained a policy framework designed to prevent and protect against the use of forced and child labour within TWE operations and our supply chain, including the RPC and Global Payroll, Employing and Engaging Minors, and Whistleblower Policies. | 10 |
| Principle 5 Abolition of child labour | Implemented supplier onboarding and risk assessment system that facilitates that ability for TWE to assess risk associated with suppliers. | 32 |
| Principle 6 Elimination of discrimination | Maintained a policy framework that encourages diversity and inclusion among TWE people, which is designed to prevent and protect against discrimination, harassment and bullying. | 25-6 |
| | The Executive Leadership Team, including the Chief Executive Officer, continued to support the achievement of diversity and inclusion measures and targets as part of their annual key performance objectives. | 25-6 |
| Environment | | |
| Principle 7 Precautionary approach to environmental challenges | Updated the Environment Policy to reflect our enhanced commitment to sustainability and recognise the direct link between effective management of our environmental impacts and business success. | 31 |
| | Established a series of ambitious targets to reduce organisational impacts. | 7 |
| | Maintained a record of zero incidents, fines or penalties related to breaches of environmental regulations. | 16 |
| Principle 8 Environmental responsibility | Retained sustainability certification of company-owned or leased vineyards and wineries. | 31 |
| | Transparent articulation of environmental impacts. | 16, 18-22, 31-33 |
| | Closing the loop through partnering with suppliers. | 33 |
| | Continued to align disclosures with the Taskforce for Climate Related Financial Disclosures (TCFD). | 18 |
| Principle 9 Environmentally friendly technologies | Invested in water, energy and waste efficient technology and processes for vineyards, wineries and packaging centres. | 18-22, 31-33 |
| | Achieved carbon neutrality for our Lindeman's brand in Europe. | 21 |
| | Continued to install pulse cooling infrastructure across winery and packaging networks to conserve water and/or energy. | 19 |
| Anti-corruption | | |
| Principle 10 Work against corruption | Complied with the ASX Corporate Governance Principles and Recommendations. | 10-11 |
| | Maintained a policy framework that supports TWE's commitment to a zero-tolerance approach to bribery and corruption. | 10-11 |
| | Maintained reporting to the Board via the Audit and Risk Committee on matters that have been raised through the Whistleblower process. | 11 |