



# CSR REPORT 2021

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**DOMAINES  
BARONS  
DE ROTHSCHILD  
LAFITE**



DOMAINES BARONS DE ROTHSCHILD  
LAFITE

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À chaque millésime, une nouvelle  
leçon reçue par le terroir et le ciel.  
Ce sont nos meilleurs professeurs.



# WINEGROWERS OF TOMORROW

FOR 150 YEARS AND TODAY IN ALL OUR ESTATES

Leading our family of vineyards along the path of Sustainable Development is a duty we have to individuals, society and our land. It is also a duty to those who have passed on this natural heritage to us and have been able to protect it for over a century. Legend has it that it was Baroness Betty de Rothschild in 1870 who planted the large avenue of oaks that separate the Lafite vineyards from its marshland. These trees, now majestic, bear witness to the strength of long-term thinking when planning for the generations to come.

The global events that have been hitting our planet head on for two years now – whether they affect the climate, health or society as a whole – require us to be even more demanding today, ensuring that environmental and social issues are taken into account in each of our decisions. It is as a team, and with the strength of collective grass-roots wisdom, that we constantly re-examine and adapt our winegrowing practices to produce exemplary wines, with the primary goal of ensuring the well-being of our employees, our soils and our consumers.

This year, with our application for official certification, we have confirmed the move to organic farming for all our French properties. More than a mere label, this is a path that we continue to follow, training all the teams and adapting to this new mode of viticulture, which requires us to be even more responsive and resilient, disciples of nature which can teach us so much.

Through the creation of an Endowment Fund, intended to support local associations, we have shown our wish to go further in the development of a strong link with the regions around us, to help the local people prosper in an environment where greater equality of opportunity and solidarity go hand in hand with preserved natural ecosystems.

Today, through the commitment of each of our employees and partners around the world, we can continue to ask ourselves the right questions and seek to answer them. So let us remain inquisitive, open and in constant dialogue, to learn together how to protect what we hold most dear. There is still a long way to go.

Saskia de Rothschild



# OUR CSR APPROACH

PART 1



# KEY FIGURES

## DBR LAFITE BORDEAUX

59 EMPLOYEES

+ 5 WORKING ABROAD

(HONG-KONG, SHANGHAI, SANTIAGO)

////////////////

## DBR LAFITE DISTRIBUTION

BORDEAUX

5 EMPLOYEES

## TONNELLERIE DES DOMAINES

PAUILLAC

4 EMPLOYEES

////////////////

## CHÂTEAU LAFITE ROTHSCHILD

PAUILLAC

91 EMPLOYEES

## CHÂTEAU DUHART-MILON

PAUILLAC

38 EMPLOYEES

## CHÂTEAU L'ÉVANGILE

POMEROL

10 EMPLOYEES

## CHÂTEAU RIEUSSEC

SAUTERNES

24 EMPLOYEES

## CHÂTEAU PARADIS CASSEUIL

BORDEAUX

5 EMPLOYEES

## DOMAINE D'AUSSIÈRES

CORBIÈRES

24 EMPLOYEES (GE D'AUSSIÈRES)

## VIÑA LOS VASCOS

COLCHAGUA, CHILE

259 EMPLOYEES

## BODEGAS CARO

MENDOZA, ARGENTINA

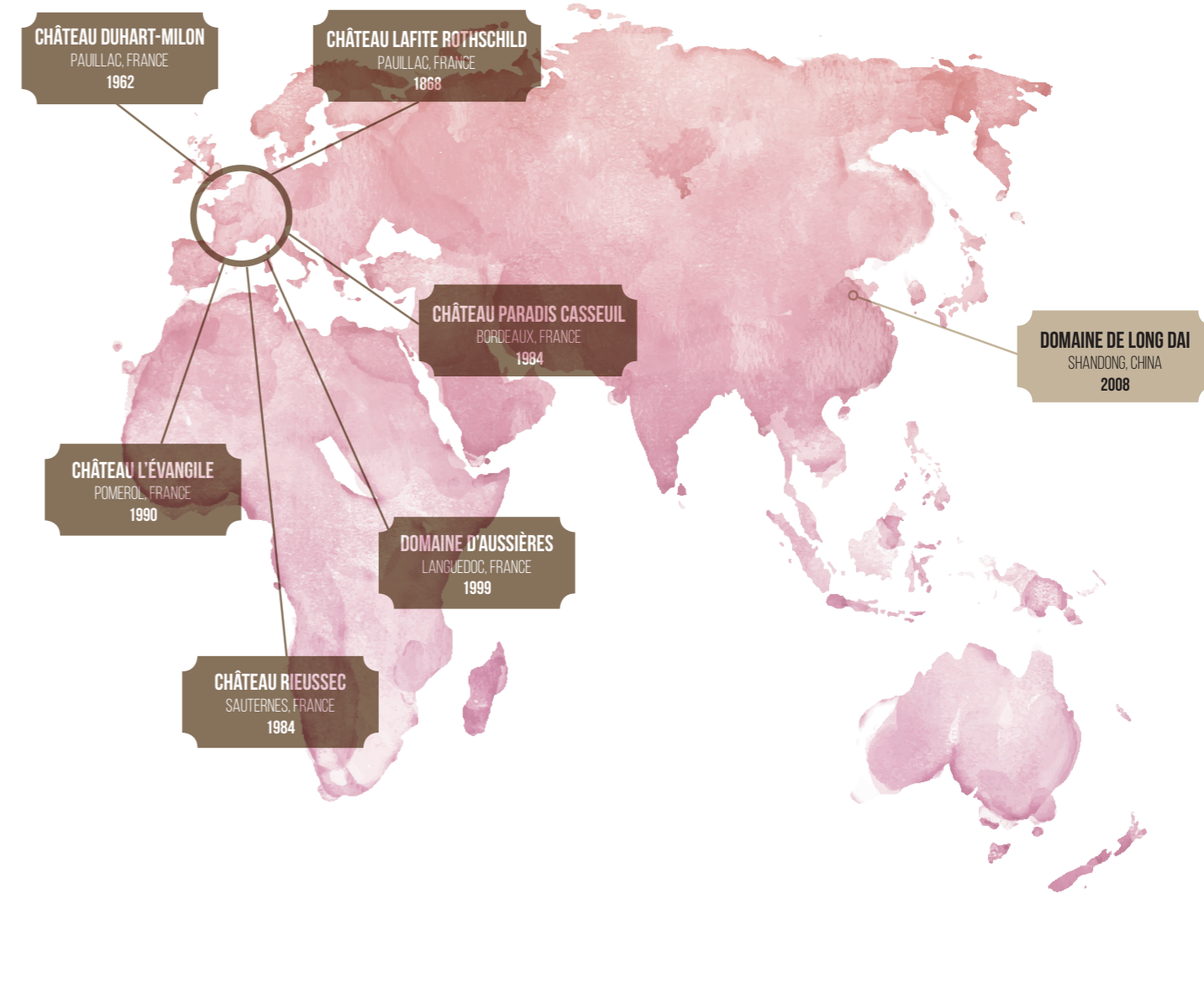
23 EMPLOYEES

## DOMAINE DE LONG DAI

SHANDONG, CHINA

33 EMPLOYEES

(Permanent staff as of 31/12/2020)



LANDS OF NEARLY  
**5 000 HA**

**1 200 HA**  
OF OWNED VINEYARDS

**€ 200 M**  
AVERAGE TURNOVER  
OVER 3 YEARS

**> 80**  
DISTRIBUTORS WORLDWIDE

**580**  
EMPLOYEES

260 IN FRANCE  
259 IN CHILE  
23 IN ARGENTINA  
33 IN CHINA  
5 SALES REPS ABROAD

# A SUSTAINABLE COMMITMENT

## # 2010

DBR Lafite undertakes to include concern for Sustainable Development in all company projects. This defines the framework for building a new business strategy.

Before embarking on “making it known”, the first steps focused on “knowing how to do it”, by analysing all our practices based on the 7 pillars of ISO 26000 and the GRI Standards (Global Reporting Initiative).\*

\*Details of our indicators in the annex.

Over the years, this collaborative work has made it possible to identify an exhaustive list of issues and have them assessed by management, but also by our key stakeholders\* (employees, customers, distributors, local communities).

\*Details of stakeholders in the annex.

## # 2018-2019

New internal thinking after signing up to the United Nations Global Compact. DBR Lafite aligns its actions with the principles of the Global Compact\* and explains how it contributes to the United Nations Sustainable Development Goals (SDG).

\*Respect for human rights, international labour standards, environmental protection and combating corruption.

## 2020-2021

The CSR strategy is finalised around the most strategic issues for DBR Lafite by defining road maps adapted to each estate. The defined goals are based on all the knowledge and expertise available, including the results of carbon reviews, energy assessments and agroecological research.

It is important to incorporate each issue individually, but it was crucial to identify a trajectory to give clarity to our strategy:

- Passing on a viable business to future generations by protecting our land (the bedrock of our activities and success).
- Limiting our impact on the planet by controlling and reducing our water and energy consumption.
- Being even more responsible in our procurement.
- Guaranteeing the best possible experience for the end consumer when tasting our wines.
- Putting people at the heart of all these issues.



## LEXICON

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### # SUSTAINABLE DEVELOPMENT

“Development that meets the needs of the present without compromising the ability of future generations to meet theirs.”

### # CSR (CORPORATE SOCIAL/SOCIETAL RESPONSIBILITY)

Being socially responsible means not only fully meeting applicable legal obligations, but also going beyond that, and investing “more” in human capital, the environment and stakeholder relations.

### # ORGANIC - AB (AGRICULTURE BIOLOGIQUE)

An agricultural production system that respects the living environment and only authorises inputs of natural origin. Conversion before certification takes 3 years.

### # HVE (HIGH ENVIRONMENTAL VALUE)

By measuring performance indicators, this French certification assesses the progress made in vineyard management and actions to preserve natural spaces that favour biodiversity.

### # ISO 14001

This international standard for environmental management systems certifies that the property deploys a continuous improvement strategy in favour of environmental protection.

### # LEED (LEADERSHIP IN ENERGY AND ENVIRONMENTAL DESIGN)

Created by the US Green Building Council in 1998, LEED is an environmental performance rating system for buildings, from design through construction to operation.

## THE KEY STAGES OF OUR CSR APPROACH

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### 2010

Drafting the DBR Lafite Sustainable Development Charter.

### 2011

First Sustainable Development Books: best practice and areas for improvement.

### 2012

Membership of the Bordeaux Wine EMS.

### 2013

First ISO 14001 certification.

### 2014

First Sustainable Development report.  
First HVE certification.

### 2018

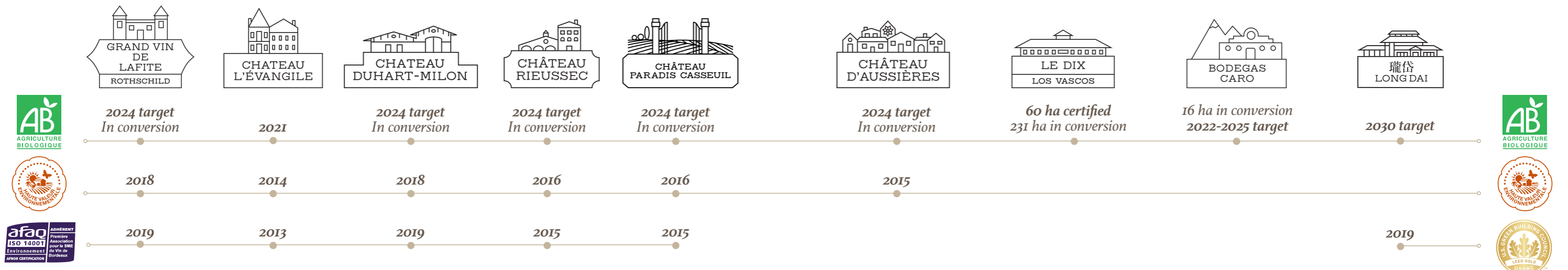
Signing up to the United Nations Global Compact.

### 2020

Carbon review for DBR Lafite France and Chile.

### 2021

First property certified Organic.



# STRATEGY AND GOALS



## WINEGROWERS OF TOMORROW

OBJECTIVES & PURPOSES

	DBR LAFITE GOALS	ASSOCIATED SDGS	RISKS IDENTIFIED	
 FOR A SUSTAINABLE VITICULTURE	Promote viticulture that prioritises health and respects the environment	3 GOOD HEALTH AND WELL-BEING	Presence of crop-protection spray residues in wines on the market	 PURPOSE: PRESERVE THE ECOSYSTEM
	Ensure effective environmental management to control risks	6 CLEAN WATER AND SANITATION	Any incident related to our viticultural activity	
	Make our vineyards part of a rich ecosystem that encourages biodiversity Protect the soil with the most suitable plant cover	15 LIFE ON LAND	Deterioration of terroirs and biodiversity	
 SAVING NATURAL RESOURCES	Adapt to climate change by anticipating the impact on our properties	13 CLIMATE ACTION	Dieback of the vineyard and the impact of increasingly destructive climatic hazards	 PURPOSE: ENERGY AUTONOMY
	Reduce our carbon impact to contribute to the challenge of limiting global warming	13 CLIMATE ACTION 7 AFFORDABLE AND CLEAN ENERGY	Legal and regulatory compliance Ethics and reputation	
	Limit all waste, especially of water	6 CLEAN WATER AND SANITATION	Consumption inconsistent with our commitments	
 RESPONSIBLE SOURCING	Encourage the circular economy and responsible synergies in our choice of partners	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Increase in the cost of locally supplied materials	 PURPOSE: COMMUNITY INVOLVEMENT
	Prefer techniques and materials that have the least impact on health and the environment	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Availability of local eco-design still limited	
	Reduce the glass weight of our bottles to limit the carbon footprint		Marketing appeal compared with the competition	
 THE CONSUMER AT THE CENTRE OF OUR ATTENTION	Provide consumers with healthy, high-quality and secure products	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Communication to be paid for by the wine sector No control of counterfeit product	 PURPOSE: AN IRREPROACHABLE WINE
	Incorporate our CSR objectives into the company's strategic plan and make them widely known		Ethics and reputation	
	Support our stakeholders in getting to know our wines and our approaches to responsibility	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Absence of damaging communication	
 SOLIDARITY WITH ALL	Guarantee transparent and fair management of human capital, allowing everyone to flourish	3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY	Demotivation of employees	 PURPOSE: HUMAN VALUES
	Ensure skill-building through appropriate training	4 QUALITY EDUCATION	Lack of efficiency in managing human resources	
	Support and get involved in responsible projects by local associations	1 NO POVERTY	Failure to contribute to local development could prove detrimental	



# OUR STRATEGIC ISSUES

PART 2

## STAKE 1

# FOR A SUSTAINABLE VITICULTURE



To address this issue, DBR Lafite has set itself 5 goals that contribute to the SDGs on the right.



Given the position of Château Lafite Rothschild among the fine wines of Bordeaux and the continuous presence of the Rothschild family at its head for more than 150 years, our main goal is durable viticulture using present-day knowledge, resources and tools.

This is reflected in a duty to ensure a viticulture that is respectful of people and nature, and efficient environmental management. Added to this is continuous improvement in the management of our vineyards and estates to promote soil life and biodiversity. Finally, to pass on a protected heritage to future generations, anticipating the impacts of climate change is a permanent quest.

## 1 | PROMOTE VITICULTURE THAT PRIORITISES HEALTH AND RESPECTS THE ENVIRONMENT

■ After more than 5 years of experimentation with organic farming, DBR Lafite has started the certification process for all its vineyards in France (see p. 10-11).

These changes in our practices are carried out with great care taken over the quantity of copper applied in the vineyard. Besides complying with the prescribed quantities, we use plant defence stimulators to try to reduce the impact of copper in the soil. More than 200 analyses are carried out each year, with a medium-term plan to map the copper content in our plots using geophysical measurements.

■ For 5 years, we have been experimenting with biodynamic farming on our Bordeaux estates and raising awareness of this approach among the vineyard teams. Some of its precepts are already widely applied.

### TO GO FURTHER TOMORROW

- All our properties in France certified as Organic.
- All our estates abroad comply with Organic requirements and are certified where possible.

### PROGRESS INDICATORS

- Monitoring the TFI (Treatment Frequency Index) and quantity of copper.
- Organic certifications and area under organic farming.
- Area under biodynamic farming.



## 2 | ENSURE EFFECTIVE ENVIRONMENTAL MANAGEMENT TO CONTROL RISKS

■ All our Bordeaux properties are members of the first Bordeaux Wine EMS (Environmental Management System) Association, certified ISO 14001, and are HVE certified (High Environmental Value).

■ For Les Légendes R, our wine supplier partners are essentially cooperatives, resolutely committed to Quality and Environment initiatives through the AgriConfiance label which guarantees traceability and grape quality and since 2001 has included an environmental component. Almost 70% of cooperative members have already obtained HVE certification, a percentage that increases each year.

### TO GO FURTHER TOMORROW

Continue to follow environmental procedures and monitor the compliance of our sites and practices.

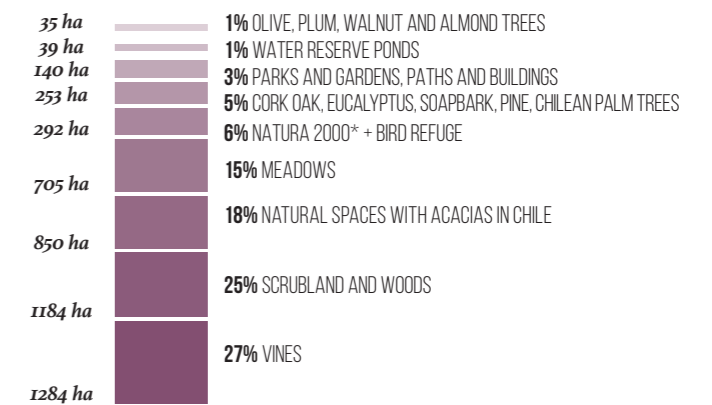
### PROGRESS INDICATORS

- Environmental certifications.
- Monitoring on-site incidents.

## 3 | MAKE OUR VINEYARDS PART OF A RICH ECOSYSTEM THAT ENCOURAGES BIODIVERSITY

Of the 5000 ha we own, nearly 70% of the land is naturally favourable to biodiversity with the presence of Natura 2000 protected areas, woods and meadows. These areas make it possible to identify and list a great wealth of fauna and flora that it is up to us to preserve and protect.

### BREAKDOWN OF OUR LAND USAGE



\*Médoc = meadows, woods, marshes / Corbières = scrubland and woods

To promote biodiversity in our vineyards, we are gradually reorganising them with the introduction of hedges and trees, to create and maintain biodiversity corridors.

### HEDGE PLANTING



MORE THAN 10 KM OF HEDGES PLANTED IN FRANCE  
TARGET OF 25 KM BY 2026

At Long Dai, the buildings are partly underground, with grassed roofs, and the vineyard is terraced, integrated into a farmland reserve, all of which encourages biodiversity.

### TO GO FURTHER TOMORROW

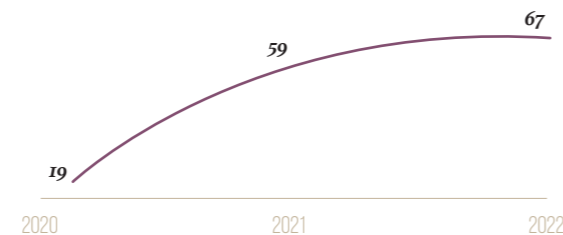
- For our Bordeaux estates, the AEES project:
  - Systemic agro-eco-environmental support (redevelopment of our vineyards with the introduction of hedges and trees).
  - 2026 target: addition of around 15 km of hedges and 150 more trees in the heart of our vineyards.
- For the other estates, developing initiatives to promote biodiversity...

### PROGRESS INDICATORS

- Progress with the AEES project.
- Inventory of agroecological infrastructure: length of hedges, number of isolated trees, etc.
- Inventory of biodiversity initiatives.



GROWTH IN THE NUMBER OF SOIL-LIFE CHECK POINTS ON OUR PROPERTIES (COTTON BRIEF TEST)



PROGRESS WITH PLANT COVER AS A % OF THE VINEYARD



## 4 | PROTECT THE SOIL WITH THE MOST SUITABLE PLANT COVER

In our vineyards, various types of plant cover and mulching (to limit evaporation) have been trialled and planted to combat erosion, limit tillage, and improve the structure and water holding capacity of the soil.

In Bordeaux, L'Évangile, Rieussec and Paradis Casseuil are pioneers in this area, with 100% grass cover in the vineyard since 2020.

At Rieussec and Paradis Casseuil, the plant cover is maintained by layering the grass, allowing soil mulching and better management of water deficit.

### TO GO FURTHER TOMORROW

Optimise the plant cover according to the indigenous flora and the characteristics of each terroir.

### PROGRESS INDICATORS

- % area with plant cover.
- Surveys of the flora.
- Soil life measurements:
  - Mineralisation rate (cotton brief tests)
  - Structure of our soils: spade test
  - Biomass: ATP test

## 5 | ADAPT TO CLIMATE CHANGE BY ANTICIPATING THE IMPACT ON OUR PROPERTIES

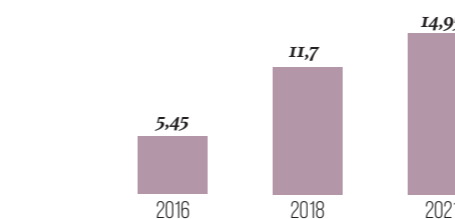
■ At Lafite, we have developed a conservatory plot from the mass selection carried out over the past 5 years on nearly 400,000 vines, and are experimenting with new grape varieties of potential interest in preparing for climate change.

■ At L'Évangile, beyond the plant cover, trials are continuing to reduce the canopy area using trellising systems that are more suited to summer heat, to withstand with the effects of global warming.

■ At CARO, to cope with the effects of global warming on our vineyards and in particular the risk of hail, our vineyards are covered with netting to reduce evapotranspiration.

■ At Long Dai, the effects of climate change can be seen already in the lack of rainfall in 2019, so a pond has been created to collect rainwater and allow irrigation of the vineyard according to its needs.

R&D: WORKFORCE\* INCREASED 3-FOLD IN 5 YEARS



\* Workforce in FTE (full-time equivalents, including permanent staff, temps and trainees)

### TO GO FURTHER TOMORROW

- Structuring the conservatory plot and experimentation with new grape varieties.
- Intensified R&D programmes to define the best development strategies in the vineyard and in the cellar.

### PROGRESS INDICATORS

- Identification of the best plans and the most suitable vineyard management method.
- R&D programmes and number of trials transformed into long-term practices.



## STAKE 2

# SAVING NATURAL RESOURCES



To address this issue, DBR Lafite has set itself 2 goals that contribute to the SDGs on the right.



The IPCC (Intergovernmental Panel on Climate Change) estimates that to have a chance of keeping warming below +1.5°C, global greenhouse gas (GHG) emissions must be halved by 2030 and reduced to zero before 2050.

Our contribution must measure up to these challenges. Our goals are to quickly reduce our carbon impact, eliminate all waste, especially of water, consume as few resources as possible, as cleanly as possible.

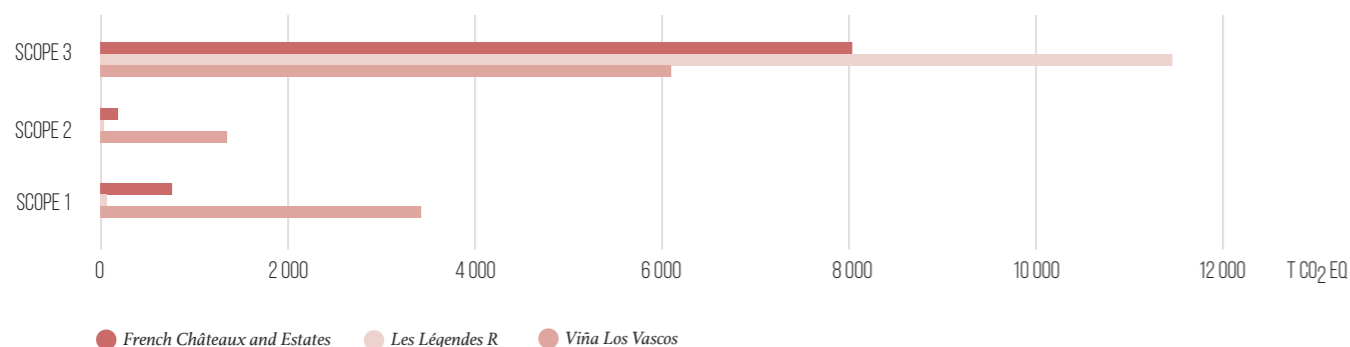
Through our membership of the United Nations Global Compact, various working groups and experience sharing with other members have enabled us to better define these goals and to programme action plans.

## 1 | REDUCE OUR CARBON IMPACT TO CONTRIBUTE TO THE CHALLENGE OF LIMITING GLOBAL WARMING

Following the first carbon review of the Bordeaux Wines sector in 2008, the players rallied together to suggest levers for action in favour of reducing the carbon footprint, particularly in relation to glass. A 2020 Climate plan offers action sheets to help companies make progress.

In 2020, to take stock of the precise impact of our activity, we decided to conduct a joint carbon review in France and Chile. Detailed analysis by site, with a precise breakdown of our emissions, has allowed us to define a 5-year action plan with the **overall goal of reducing our carbon footprint by 30%, i.e. a pathway that is consistent with the IPCC goals.**

2020 CARBON BALANCE



SCOPE 1: direct emissions resulting from the combustion of fossil fuels, such as gas, oil, petrol and diesel, as well as emissions from chemical fertilisers.

To reduce the significant scope 1 carbon footprint at Los Vascos, one of the levers of action will be the exclusive use of organic fertilisers (with less impact), which is already the case for the organically farmed areas.

SCOPE 2: indirect emissions linked to electricity consumption.

All sites in France have been on a “green” electricity contract since 2015. New green contracts have now been signed in Chile, which augurs well for a significant reduction in the future.

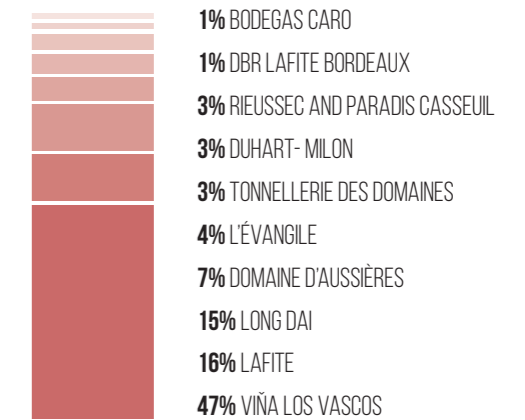
In addition, on each site, controlling electricity consumption is a definite priority, with energy audits, low-consumption lighting, and the installation of sub-meters to allow actions to be prioritised by activity and by type of equipment. This management at grass-roots level allows the development of renewable energy to be considered on a case-by-case basis, as at Lafite and Los Vascos.

SCOPE 3: indirect emissions linked to materials and services purchased by the company, emissions linked to employee transport, business travel, transport of all inputs and shipments of wine to the countries of distribution. This often represents the largest share of a company’s emissions.

In the French carbon balance, the Les Légendes R business has a significant carbon impact linked to the purchase of wines. This is explained by the carbon emission factor associated with wine (in the reference database) which is a standard average value; in-depth work with our partners is planned to reduce actual emissions and identify the levers for action.

NEARLY 10% OF LAFITE'S ELECTRICAL CONSUMPTION IS PRODUCED BY SOLAR PANELS

900 MWH OF ELECTRICITY CONSUMED IN 2020



414 PHOTOVOLTAIC PANELS AT LOS VASCOS TO POWER IRRIGATION OF PART OF THE VINEYARD

### TO GO FURTHER TOMORROW

- Global target of reducing our carbon emissions by 30% by 2025 (including a 30% reduction in travel): 100% green energy, development of electrical equipment, building insulation, local inputs, reduction in travel, reduction in transport by truck, CO<sub>2</sub> capture, etc.
- Investments and projects incorporating the goal of energy autonomy.

### PROGRESS INDICATORS

- Monitoring consumption, traceability of purchases and audits, travel records, test of alternative transport.
- Energy review for all new projects and buildings.

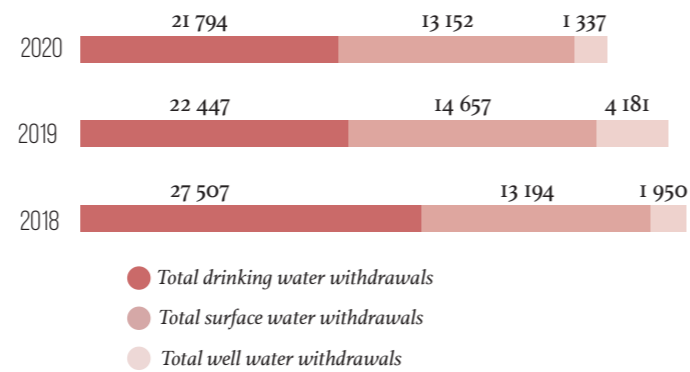


## 2 | LIMIT ALL WASTE, ESPECIALLY OF WATER

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■ On our estates, many sub-meters have been installed over the years to better control water use and reduce consumption for watering green spaces. At Lafite, for example, watering of the park is now mainly carried out using surface water from a pond. In addition, the location of various leaks on the intertwined networks of the château, outbuildings and cellars has made it possible to reduce the use of drinking water drawn from a deep borehole.

CHANGE IN WATER CONSUMPTION IN FRANCE IN M³

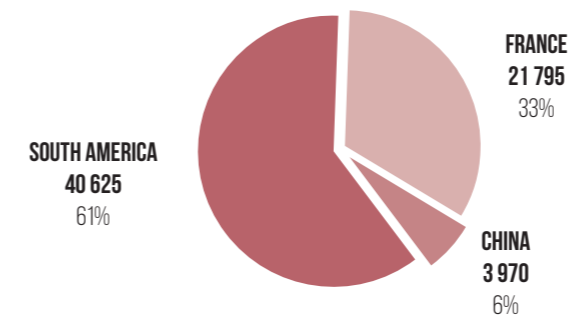


20% REDUCTION IN CONSUMPTION OF DRINKING WATER IN FRANCE OVER 3 YEARS



■ Although water-saving drip irrigation has been used for several years, our vineyards in Chile and Argentina do need water to produce. To minimise waste, mulching trials are being carried out to limit evaporation and hence the water requirement. At Los Vascos, winemaking effluent is now treated using a natural process, which allows recovery of the treated water for irrigation.

2020 BREAKDOWN OF DBR GROUP DRINKING WATER CONSUMPTION IN M³



■ At Long Dai, to limit water requirements, the cellar and office roofs have plant cover for better insulation, and surface water from a retention pond is used for drip irrigation.

To limit waste, efforts are under way at our various sites to eliminate plastic bottles, measure the quantities of paper eliminated, and optimise the utilisation of all our waste.

### TO GO FURTHER TOMORROW

- Continue to reduce our water consumption (including a 50% reduction target for watering).
- Project to redevelop our green spaces, in particular at l'Évangile and Duhart-Milon.
- Prioritise watering using surface water or shallow wells.
- Limit, sort and utilise our waste as much as possible on all sites (target of 100%\* of waste sorted).

\* including masks collected internally for use in making functional t-shirts

### PROGRESS INDICATORS

- Monitoring of consumption by workstation and, if necessary, by process / activity.
- Monitoring of waste sorting and utilisation by site.



STAKE 3

# RESPONSIBLE SOURCING



To address this issue, DBR Lafite has set itself 3 goals that contribute to the SDGs on the right.



The need to reduce our carbon footprint and the risk of dependency, illustrated by the difficulties in sourcing certain packaging materials during the health crisis, have reminded us of the need for vigilance in our procurement and the associated goals.

The selection of our supplier partners must be consistent with our wish to favour local businesses, the circular economy and responsible synergies.

Our choices of techniques and materials must take account of their impact on health and the environment, paying particular attention to the weight of our glass bottles, with their very high carbon footprint (production and transport).

## 1 | ENCOURAGE THE CIRCULAR ECONOMY AND RESPONSIBLE SYNERGIES IN OUR CHOICE OF PARTNERS

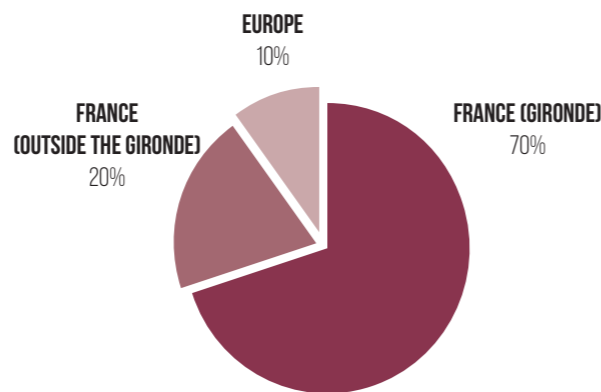
For all our procurement, local suppliers and service providers are preferred as far as possible (see graph opposite and summaries by estate).

To deepen lasting and ongoing relationships with our main supplier partners, we have drawn up a Responsible Procurement Charter, which sets out our CSR commitments as well as those expected from our suppliers.

70% LOCAL PROCUREMENT\*

\*Calculation on dry goods purchases for DBR France in 2020.

BREAKDOWN OF DRY GOODS PROCUREMENT FOR DBR FRANCE



The Responsible Procurement Charter is shared at dedicated meetings with around a hundred suppliers of “strategic” goods and services, in order to advance our partnerships.

Type of supplier	Number of strategic suppliers
Dry goods	20
Information technology (IT)	10
General, legal, financial services	12
Human resources	10
Viticulture	18
Cellar	15
Works and maintenance	15

### TO GO FURTHER TOMORROW

- 100% of strategic suppliers made aware of responsible procurement by sharing the charter.
- Strive for 100% of key suppliers to be based locally.

### PROGRESS INDICATORS

- Number of charters shared.
- Number of partners with whom a dialogue on CSR has been initiated.
- Location of suppliers.

## TONNELLERIE DES DOMAINES

Founded in the 1950s, Tonnellerie de Lafite, now Tonnellerie des Domaines, has grown to produce around 2500 barrels a year, mainly for Lafite and Duhart-Milon, but also for our other estates.

The maintenance of this barrel production activity despite the concentration of players in the sector bears witness to our wish to preserve know-how closely associated with our core business.

Some illustrations of this responsible know-how:

- All the oak is selected for its best use (stave or head) in order to generate the minimum of losses, with any waste recovered as fuel for toasting the barrels.
- Each barrel bears the trademark of one of the 4 coopers who carried out every stage of assembly.

Thanks to this tradition of ageing wines in oak barrels, the purchase of oak with high added value helps finance sustainable forest management.

There are 200,000 ha of stave-grade oak forests in France (out of a total forested area of nearly 17 million ha). The national forestry office (ONF) is responsible for the management plan, which provides for annual felling of 1/200th of the area, to ensure good management over the next 100 years and to maintain the growth of century-old trees. A reserve of carbon sinks for future generations!

Some figures:

- On average, 20-30% of the felled timber can produce the fine-grained oak sold to stave mills.
- On average, 70-80% of the felled timber is used in carpentry.
- Branches larger than 7 cm in diameter end up as logs for firewood.
- Thin branches are left to decompose on the ground.

5 M<sup>3</sup> OF LOGS ARE NEEDED TO GIVE 1 M<sup>3</sup> OF STAVE OAK



## 2 | PREFER TECHNIQUES AND MATERIALS THAT HAVE THE LEAST IMPACT ON HEALTH AND THE ENVIRONMENT

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■ From the vineyard to the cellar, careful attention is paid to the composition of the products purchased, whether they are fertilisers, crop-protection products or winemaking products.

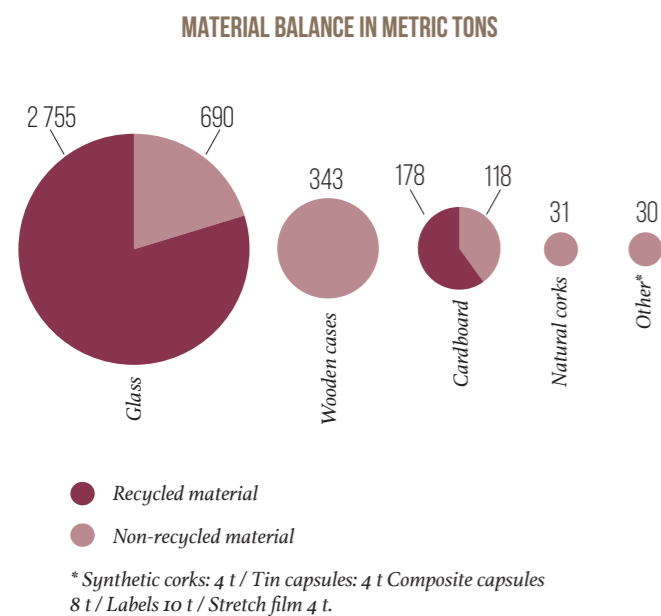
■ For our packaging, we have been using water-based inks on our tin capsules since 2009, and the transition is under way for composite capsules.

■ We have also worked on using non-glossy paper (requiring less energy to produce) for our cases and standardising processes to optimise the weight of the case.

The next step (which has started) is to move to cleaner designs that require less ink.

■ For each component used in the packaging of our wines, recyclability is an important factor, as is the use of recycled components.

99% OF DRY GOODS ARE RECYCLABLE



OVER 70% OF THE WEIGHT OF OUR PACKAGING COMES FROM RECYCLED MATERIALS

### TO GO FURTHER TOMORROW

- Choice of suppliers with good social and environmental practices.
- Promote eco-design for all our packaging and promotional items, to limit our impact on the planet.

### PROGRESS INDICATORS

- **IPSE: Social and Environmental Performance Index to be developed for the choice of suppliers.**
- **Eco-design rating in Product Development.**



95% RECYCLED GLASS IN THE NEW RIEUSSEC BOTTLE

## 3 | REDUCE THE GLASS WEIGHT OF OUR BOTTLES TO LIMIT THE CARBON FOOTPRINT

////////////////////

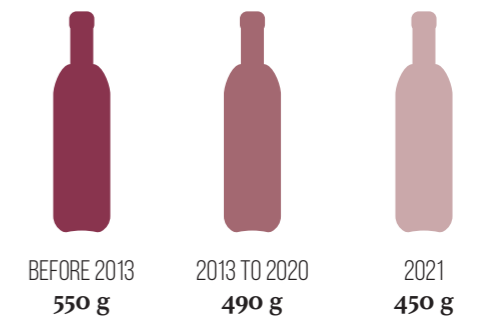
■ Following a “Packaging” diagnosis in 2013, we chose bottles from the “Eco” range, i.e. nearly 60 g less glass per bottle, for a wide range of our wines.

560 T OF GLASS SAVED PER YEAR OR  
300 T CO2 EMISSIONS ABATED

New breakthrough in 2021: glass-makers are making a commitment to offer bottles with 10% less weight, with no impact on bottle appearance or quality. The replacement process is under way.

■ For all our château wines, the teams have chosen to resist the marketing appeal of a heavy bottle in its competitive environment.

WEIGHT OF BOTTLES EXCLUDING FINE WINES



EXAMPLE: ONLY 540 G FOR THE LAFITE BOTTLE

### TO GO FURTHER TOMORROW

- Take opportunities to reduce the weight of our entry-level bottles (-5 to -10% in the short term).
- Limit our châteaux and Prestige ranges to a maximum of 650 g / bottle.

### PROGRESS INDICATORS

Monitor the glass weight of the bottles by range.



STAKE 4

# THE CONSUMER AT THE CENTRE OF OUR ATTENTION



To address this issue, DBR Lafite has set itself 3 goals that contribute to the SDGs on the right.



Ensuring the availability of healthy, high-quality and secure products is essential to retain the trust of our customers and our consumers.

This is complemented by incorporating CSR issues into our strategy, our initiatives and all our projects by regularly involving our stakeholders.

## 1 | PROVIDE CONSUMERS WITH HEALTHY, HIGH-QUALITY AND SECURE PRODUCTS

The quest for excellence in our wines is the primary task of the men, women, vineyard workers, cellar masters, oenologists and managers at DBR Lafite. Obtaining recognition or certifications is always a welcome reward for the work accomplished by the teams, but above all a challenge to go further and consider how to meet the challenges of the future.

■ In viticulture, the gradual move to organic farming of all our vineyards makes it possible to overcome the problem of residues in the wines.

For the trading activity, since 2013, all our wine purchases have been carried out after a taste selection by our oenologists, but also after studies of complete pesticide residue analyses. Our purchasing conditions are defined according to annually-reviewed specifications to support winegrowers in our expectations for progress.

■ In the cellars, the most significant changes can be observed in the tank room, which has increasingly been adapted to allow separate vinification of each plot, to bring out its identity and guarantee the best blends.

After the complete renovation of the cellar at Duhart-Milon, all eyes will soon be on Lafite, with plans for a new reception/vinification cellar under study and a call for tenders from architects to select the best technical options, both for the wine and for incorporating our CSR expectations.

■ In terms of packaging and security, we strive to provide consumers with healthy and secure products by mastering the production, bottling, packaging and storage processes.

	Number	Signed technical specifications	Certification and/or HACCP audit
Packaging lines on our own sites (Los Vascos, Aussières, Long Dai)	3	Internal quality procedures	Yes
Mobile service providers (Château bottling)	3	Yes	Yes
Fixed service providers Bottling and/or packaging	3	Yes	Yes

■ The protection of our wines circulating in the market is an absolute priority. Our capacity for traceability and authentication has increased with various visible and invisible markers, notably:

- the Proofitag system for our Lafite wines since 2012,
- the NFC chip (Near Field Communication, the technology used in passports) in the capsules of our Long Dai wines from the launch of the first vintage.

Actions to monitor and suppress fraud and counterfeiting in consumer markets have also been stepped up for all our wines.

### TO GO FURTHER TOMORROW

- Towards “zero residue” wines from our properties and in our wine selections under binding specifications.
- Continued improvements and experiments in the cellars, from grape reception through to ageing, to preserve maximum wine quality.
- Growing means of anti-counterfeiting protection and market surveillance.

### PROGRESS INDICATORS

- Systematic analysis of our wines and selection to increasingly high quality standards.
- Technical specifications and Hygiene certifications.
- Number of complaints to web market platforms, number of brands identified as detrimental to our image.
- Number of fraudulent products detected during local investigations or seizures, by country monitored.



## 2 | SUPPORT OUR STAKEHOLDERS IN GETTING TO KNOW OUR WINES AND OUR APPROACHES TO RESPONSIBILITY

////////////////////

■ In recent years, investments in communication have been increased to support the strategic development of DBR Lafite with the aim of reaching a wider population of consumers (young generations, new countries, etc.) through greater openness of our estates (wine knowledge, know-how and responsible approaches, wine tourism, etc.).

Communication with our customers and consumers has been developed by making many tools available to all players from distributors through to consumers.

### For distributors:

> 10,000 connections/month to our new, more intuitive and comprehensive Extranet

### For consumers:

40% increase in consultation of product data sheets in 1 year

FOR 1,202,000 CONSULTATIONS IN 2020

■ Beyond tours and tastings at our properties, the strategy of opening up our estates is reflected in several wine tourism projects, aimed at allowing discovery of our wines and our approach:

- From the design stage of the Long Dai site, visitor reception was incorporated into the project with the provision of large spaces. As a central point, the Boutique offers access to the discovery of our wines and our approach to responsibility. Other activities may be offered: tours of the vineyard, cellar tours, seminars, VIP stays, etc.
- At CARO, the team has been trained to welcome groups, present our wines and host festive and cultural events; it was the first cellar to offer virtual tours in 2021.
- At Aussières, our estate has started cellar-door sales and will soon be offering other wine tourism activities.

- At Duhart-Milon, a tour circuit at height allows visitors to understand the winemaking process without compromising safety or interrupting the work flow.

■ On the theme of promoting responsible consumption, DBR Lafite is active in national professional and inter-professional organisations, and assisting governments in consumer protection is among their objectives. We apply the various responsible communication codes laid down international professional associations and federations.

### TO GO FURTHER TOMORROW

- Prioritise our stakeholders with the target of 100% “key” stakeholders informed about our CSR commitments.
- Communicate in a responsible way, adapted to our stakeholders and to the situation (including responsible consumption).

### PROGRESS INDICATORS

Statement of communications: letters to local residents, internal communications, distributor information, consumer information.



## 3 | INCORPORATE OUR CSR OBJECTIVES INTO THE COMPANY'S STRATEGIC PLAN AND MAKE THEM WIDELY KNOWN

////////////////////

Sustainable Development issues are increasingly incorporated into our strategic thinking, major investment projects, R&D projects and everyday continuous improvement programmes.

The strategic CSR approach was formalised in 2020 through a CSR manifesto for wide distribution both internally and to our partners.

It is applied to our stakeholders through specific communications, in particular:

- prior notice to local residents before spraying operations,
- communications to our customers and consumers with presentations focusing on the different properties,
- communication to our wine and dry goods suppliers through specifications and the Responsible Procurement Charter.

### TO GO FURTHER TOMORROW

- Incorporate CSR issues into the strategy and assess them in all projects.
- Annual update of the COP and the CSR report...

### PROGRESS INDICATORS

- CSR performance of new projects.
- Updated CSR report.

////////////////////



## STAKE 5

# SOLIDARITY WITH ALL



To address this issue, DBR Lafite has set itself 3 goals that contribute to the SDGs on the right.



This issue places people at the heart of our concerns, both internally with our employees but also externally in a duty of solidarity.

## 1 | GUARANTEE TRANSPARENT AND FAIR MANAGEMENT OF HUMAN CAPITAL, ALLOWING EVERYONE TO FLOURISH

On our estates, the trades are diverse and varied but the winegrowers are the most exposed as they work outdoors all year round. Reducing the physical discomfort is a key issue, with the broader ambition of attracting recruits in all positions.

Depending on the site, this is reflected in:

- redevelopment of social areas and changing rooms equipped with showers,
- setting up supervised muscle warm-up sessions,
- electric pruning carts,
- the acquisition of handling exoskeletons in 2022, after trials in 2021.

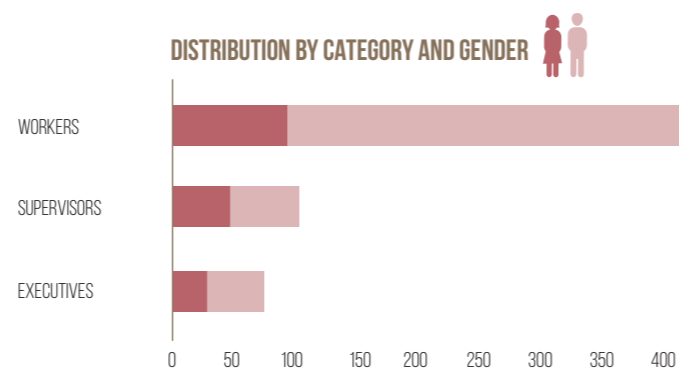
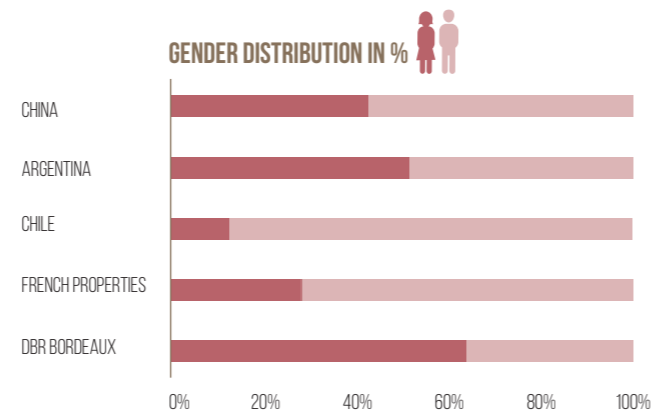
SEVERITY RATE OF WORKPLACE ACCIDENTS IN 2020: 50% BELOW THE MSA\* AVERAGE\*

\*Mutualité Sociale Agricole (farmworkers' healthcare fund).

As can be seen in the charts opposite, recruiting women on the properties can prove difficult, even though we recently trained a female tractor driver at Lafite.

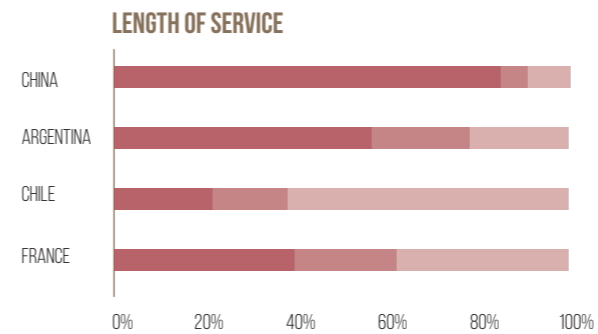
To make these positions a little more “attractive”, we are looking for work clothes suitable for women, which unfortunately is still proving to be a real challenge.

DBR LAFITE 2020:  
30% WOMEN / 70% MEN

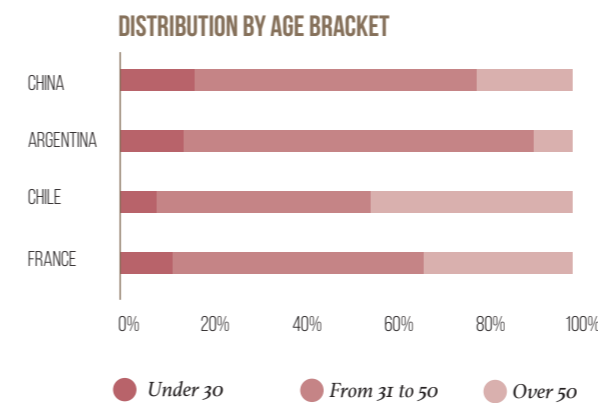


The management of human capital in the DBR Group is the subject of continual attention, monitored using various indicators to support the group's growth.

The key actions are detailed for each estate.

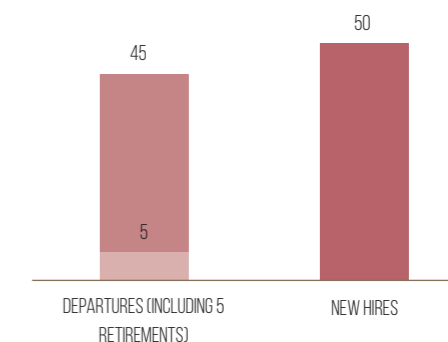


● Less than 5 years ● From 6 to 10 years ● More than 10 years



● Under 30 ● From 31 to 50 ● Over 50

### STAFF TURNOVER FRANCE 2020



BETWEEN 2017 AND 2020: 10% INCREASE IN PERMANENT WORKFORCE

### TO GO FURTHER TOMORROW

- Strengthen transparency and fairness of treatment through operating rules to be shared.
- Share best practice and initiatives within the DBR Group.

### PROGRESS INDICATORS

Continuous improvement of the usual ratios: professional gender equality index; F/M managers; staff turnover; absenteeism; frequency and severity of workplace accidents, etc.



DBR Lafite internal triathlon - June 2021

## 2 | ENSURE SKILL-BUILDING THROUGH APPROPRIATE TRAINING

////////////////////

■ Our team receive regular in-house training. Training needs are analysed each year with employees, managers and the Human Resources team to ensure safety and to meet everyone's expectations.

MORE THAN 10,000 HOURS  
OF TRAINING IN 2019\*

*\*Fewer training hours in 2020 given the organisational difficulties caused by Covid-19.*

■ DBR Lafite is committed to training young people, welcoming students of different backgrounds on all the sites.

20 INTERNS AND 17 WORK-STUDY CONTRACTS  
ON OUR ESTATES IN 2020



Waiting to observe cranes after the Nature project in the Cousseau reserve.

### TO GO FURTHER TOMORROW

- Optimise the reporting of social indicators for optimised analysis of resources, skills and internal career development.
- A target of 100% of employees trained each year with a constantly increasing number of training hours.

### PROGRESS INDICATORS

- % of employees receiving training.
- Number of training hours.

## 3 | SUPPORT AND GET INVOLVED IN RESPONSIBLE PROJECTS BY LOCAL ASSOCIATIONS

////////////////////

At the initiative of the Rothschild family, DBR Lafite has long been engaged in discreet philanthropy.

In recent years, Château Lafite Rothschild has notably contributed to projects such as support for Bordeaux University, assistance to schools in rural areas, financing solidarity associations for people in difficulty, and cultural and educational projects.

To contribute more actively to the changes under way in its businesses and regions, DBR Lafite structured its commitment in 2021 by creating the FIL - Fonds d'Initiatives Lafite -, an endowment fund (equivalent to a Foundation). The goal is to develop patronage by the DBR Group and its properties in the regions, building on the solidarity actions already in place.

The fund's objectives are based on four main themes, with strong regional roots:

- the rural world, its development and the improvement of the living conditions of its inhabitants,
- agriculture and its adaptation to climate change,
- preservation of the environment for ecological reasons,
- support for social and cultural initiatives, particularly aimed at the most vulnerable populations, to promote integration and equal opportunities.

Volunteer employees are involved in finding and choosing the associations to be supported and can make a concrete contribution to the programmes. Since 2019, they have been encouraged to do so through an annual solidarity day.

Despite Covid, nearly 80 employees have already taken part in various actions (see opposite). At the beginning of September 2021, within the framework of FIL, information provided by 6 Bordeaux solidarity associations made it possible to plan different types of actions: financial sponsorship, skills sponsorship, donations of goods, volunteering... which are firmly placed in the post-Covid world.

### Solidarity actions

Fight against invasive species in the Cousseau reserve

→ December 2019 - 20 participants

Planting young beech trees on the banks of the Ciron

→ February 2020 - 25 participants

Food collection and sorting for a food distribution charity

→ November 2020 - 5 participants

Tree planting along the Jalle du Breuil - Marais de Lafite

→ December 2020 - 8 participants

Beach cleaning - Carcans

→ May 2020 - 21 participants

Strong commitments are also made abroad and are presented in the summary for each estate.

### TO GO FURTHER TOMORROW

Develop support and participation of the teams in solidarity projects.

### PROGRESS INDICATORS

- Number and quality of projects supported.
- Number of participants in solidarity actions.



DBR Lafite internal triathlon - June 2021



# OUR APPROACH BY ESTATE




PART 3



# CHÂTEAU L'ÉVANGILE

A VINEYARD ON A HUMAN SCALE, A NATURAL LABORATORY FOR THE AGRICULTURE OF TOMORROW



Since 2021		Certified AB (Organic)
Since 2014		Certified HVE (High Environmental Value)
Since 2013		Member of the first Bordeaux Wine EMS Association, certified ISO 14001



## FOR A SUSTAINABLE VITICULTURE

- Vineyard certified Organic since February 2021. We have been experimenting with organic farming here for 10 years and biodynamics for 2 years.
- Gradual redevelopment of the vineyards with the introduction of more hedges and isolated trees to maintain and create biodiversity corridors. Nearly 2 km to date and a 2026 target of a further 250 m and 11 more trees.

NEARLY 100 M OF HEDGES/HA OF VINES

- Biodiversity census through monitoring of flora and insects to better manage the viticulture of tomorrow. Particular attention paid to bees: 8 beehives are present on the property.

2 FAUNA SURVEYS CARRIED OUT IN 2020 AND 6 FLORA SURVEYS PLANNED FOR 2022

- To anticipate the effects of global warming on our vines, L'Évangile is a pilot site for Research and Development. Our experiments with plant cover and reduced tillage have resulted in a vineyard with 100% grass cover and trials are continuing to reduce the canopy area using trellising systems that are more suited to summer heat.

12 SOIL-LIFE MEASUREMENT POINTS DISTRIBUTED AROUND THE VINEYARD

## SAVING NATURAL RESOURCES

- To reduce water consumption for watering, a redevelopment project is under way with a choice of plants that do not require much water.
- To reduce the carbon impact, 100% of our electricity is now under a “green” contract and work has been done to optimise energy efficiency (separation of heating systems). The priorities for action are oriented towards the choice of electrical equipment and the optimisation of mobility (there are already 3 electric mountain bikes on site).

## RESPONSIBLE SOURCING

- From viticulture to packaging, we prefer local suppliers. As a matter of fact, the cellar doors were made from barrel staves from Tonnellerie des Domaines.
- We limit our carbon impact linked to packaging: Only 580 g of glass weight for the Château L'Évangile bottle. More environmentally friendly water-based inks have been used for the tin capsules for more than 10 years.

## THE CONSUMER AT THE CENTRE OF OUR ATTENTION

- Providing consumers with healthy, high-quality and secure products: Château L'Évangile 2021 will be the first certified organic vintage!
- In the cellar, we are experimenting with Bioprotection (protecting the sensitive stages of vinification without adding SO<sub>2</sub>) and vinification in terracotta amphoras to compare modern and traditional techniques.
- To promote knowledge of our wines and our responsible approaches, our estate will increasingly be open for tours.

## SOLIDARITY WITH ALL

- For the comfort and safety of our employees, the chateau is equipped with electric pruning carts for the vineyard teams (prevention of the risk of back pain and protection against rain).



- We are also attentive to the reception accorded to our seasonal workers, which helps keep them loyal to the estate.

70% OF THE GRAPE PICKERS COME BACK EVERY YEAR

- With an amateur beekeeper in our vineyard team, bees have become a subject of collective and unifying interest. There are 8 beehives on site, and the whole team takes part in the harvest and packaging, guided by our resident beekeeper.



22.5 HA  
OWNED

22 HA  
VINEYARD

10  
EMPLOYEES



“Organic farming, experiments with biodynamics and the redevelopment of the vineyard to promote biodiversity positions L'Évangile as the natural leader of the Pomerol appellation.”





# CHÂTEAU LAFITE ROTHSCHILD

AN EXCEPTIONAL VINEYARD IN THE HEART  
OF A PROTECTED ECOSYSTEM



2024 target



In conversion since 2021

Since 2019



Member of the first Bordeaux Wine EMS  
Association, certified ISO 14001

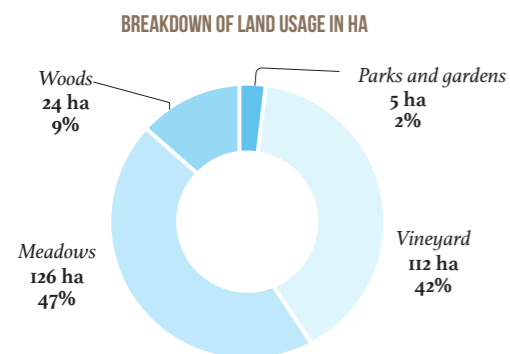
Since 2018



Certified HVE (High Environmental Value)

## FOR A SUSTAINABLE VITICULTURE

After 5 years of experimentation with organic farming on our vineyard, the application for Organic certification was submitted in 2021. Going beyond organic conversion, 13 hectares have been managed biodynamically in order to experiment with this approach while raising awareness among the vineyard teams.



A PROPERTY BENEFITING FROM A  
RICH AND PROTECTED ECOSYSTEM

■ The signature of the Natura 2000 charter governs our management of the 126 ha of marshes:

- participation in the marine cattle protection plan with a herd of 40 cows,
- inventories of fauna allowing the identification of a protected species: the Large Copper,
- arrangements to promote the reproduction of pike,
- presence of beehives.

■ In the vineyard, developments and changes in practice converge on the same goal: **promoting biodiversity.**

TARGET: 2026

60 TREES AND 6720 M MORE HEDGES PLANTED



The selection of plant cover with a positive effect on the structure and life of the soil makes it possible to progressively limit tillage (2021: 50% of the vineyard).

2022 TARGET: 14 COTTON BRIEF TESTS, 42 ATP TESTS,  
30 FLORA SURVEYS

■ To prepare for adaptations to climate change, Lafite is the group's main research and experimentation centre, with mass selection carried out over the past 5 years and a conservatory plot set up to study the behaviour of existing grape varieties and new varieties of potential interest.

## SAVING NATURAL RESOURCES

■ To reduce the use of drinking water drawn from a deep borehole, consumption is controlled through the installation and monitoring of around ten sub-meters, and the park is now watered using surface water from the pond.

■ Lafite has a "green" electricity contract and produces nearly 10% of its consumption since 2015.

■ Following the carbon review, an action plan is under way: insulation work, choice of electrical equipment, optimisation of travel and transport... already there are 4 electric mountain bikes for monitoring the vineyard.

100,000 KWH PRODUCED BY OUR PHOTOVOLTAIC  
PANELS

## RESPONSIBLE SOURCING

■ Promoting employment and economic development in the Médoc has always been a priority. All those involved in procurement have been made aware of the importance of analysing the origin of products.

■ For packaging, beyond the place of manufacture, the specifications have been defined to limit the environmental impact.

THE LAFITE BOTTLE WEIGHS ONLY 540 G

## THE CONSUMER AT THE CENTRE OF OUR ATTENTION

■ The protection of our wines circulating in the market is an absolute priority. Our capacity for monitoring, fraud prevention and authentication has increased with the use of the Prooftag system since 2012 along with various regularly changing invisible markers.

■ Plans for a new reception/vinification cellar are being studied with a call for tenders from architects to select the best technical options, both for the wine and for incorporating our CSR expectations.

## SOLIDARITY WITH ALL

■ To reduce discomfort and improve working conditions, initiatives in favour of human capital are being developed:

- new social areas since 2019;
- supervised daily warm-ups to avoid MSDs (musculoskeletal disorders);
- experimentation with exoskeletons for handling operations and research into PPE (Personal Protective Equipment) suitable for women;
- the deployment of a "mobility" solution to allow managers to enter work on tablets;
- a secured area equipped with essential amenities for accommodating grape pickers;
- continuous training programmes.

This contributes to making the work attractive to young people, a major issue in team renewal with significant recruitment over the past 5 years

32% OF EMPLOYEES WITH LESS THAN 5 YEARS' SERVICE

■ Support for local initiatives and projects by local associations has been structured through the creation of the FIL (Fonds d'Initiatives Lafite).

Volunteer employees are involved in finding and choosing the associations to be supported and can make a concrete contribution to the programmes through an annual solidarity day since 2019.

Work with the Action Emploi Réfugiés association resulted in refugees being hired during the harvest and seasons, and a first viticultural training programme for refugees.

267 HA  
OWNED

112 HA  
VINEYARD

91  
EMPLOYEES



*"Resolutely committed to adapting its viticultural practices (Organic agriculture, redevelopment of the vineyard, conservatory plot), Lafite is opening a new chapter in its long history!"*



# CHÂTEAU DUHART-MILON

A CELLAR IN THE HEART OF PAUILLAC, A VINEYARD IN DIALOGUE WITH THE WOODS AND MARSHES



2024 target



In conversion since 2021

Since 2019



Member of the first Bordeaux Wine EMS Association, certified ISO 14001

Since 2018



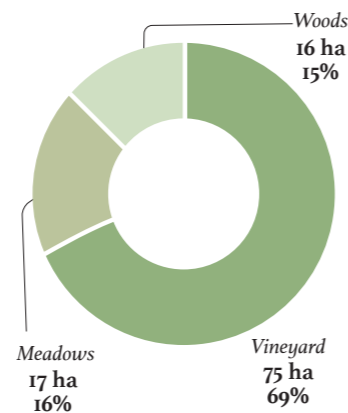
Certified HVE (High Environmental Value)

## FOR A SUSTAINABLE VITICULTURE

■ To follow up on the experiments carried out in recent years in favour of viticulture that is healthier for people and the environment, conversion to Organic agriculture was officially initiated in 2021.

For the past 5 years, biodynamics trials have been carried out to experiment with this approach on certain plots that pose vineyard management challenges.

■ In the vineyard, we are replanting hedges and isolated trees to maintain and create biodiversity corridors that will connect with the Lafite marsh, a wonderful nature reserve and Natura 2000 zone. The goal for 2026 is to add more than 4 km of hedges and 28 more trees to the heart of our vineyard



BREAKDOWN OF LAND USAGE IN HA

31% OF THE PROPERTY IS WOODS AND MEADOWS, NATURALLY FAVOURABLE TO BIODIVERSITY

## SAVING NATURAL RESOURCES

■ To reduce the carbon impact, 100% of our electricity is under a “green” contract and the renovation works in 2020/2021 were carried out with the aim of optimising energy use:

- the new storage building was designed to minimise the number of openings (facing away from the sun to limit the entry of heat), honeycomb brick walls, steel-frame doors with interior insulation and wood cladding for efficient insulation,
- renovation of the existing buildings (vat room and cellar) was carried out with reinforced insulation of the walls, ceilings and openings, and suitable LED lighting.

## RESPONSIBLE SOURCING

■ From the vineyard to the cellar, we are vigilant about the composition of the products we buy and always prefer local suppliers and service providers. This was the case for the construction and renovation works.

As another example, like at Lafite, we preserve ancestral know-how: attaching the vine to the trellis wire using willow reeds, which grow in the region.

Packaging with a limited environmental impact, with a 520 g bottle and water-based inks on the tin capsules.

## REDUCED BOTTLE WEIGHT



2021:  
7 T LESS GLASS USED  
FOR BOTTLING

## THE CONSUMER AT THE CENTRE OF OUR ATTENTION

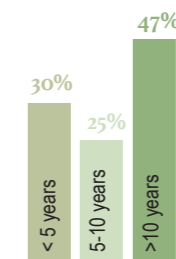
- The new vat room allows vinification by plot, with smaller tanks to guarantee the best blends and reveal the identity of each plot..
- A first White 2020 vintage in a few months, a new challenge that the technical team has been working on for several years.

■ Our estate will gradually open up to wine tourism. A tour circuit at height allows visitors to understand the winemaking process without compromising safety.

## SOLIDARITY WITH ALL

■ Careful management of human resources has resulted in significant recent actions: new social areas and more comfortable workspaces in the new cellar, a supervised daily warm-up programme to avoid MSDs (musculoskeletal disorders), and establishment of a new expanded Pauillac division of the employee representative body (CSE), including staff from Lafite, Duhart-Milon and Tonnellerie des Domaines, for better communication and team coordination.

LENGTH OF SERVICE



REGULAR RECRUITMENT  
ENSURES THAT KNOWLEDGE  
IS PASSED ON

■ On safety, the traffic plan around the Duhart-Milon cellar (in the heart of Pauillac) has been completely revised to facilitate access and limit the risk of accidents and disturbance for neighbours. 92% of employees on permanent contracts live in the Médoc, less than 30 km from Pauillac.

■ Attention to local life is illustrated by setting up the FIL, which allows employees to suggest projects with associations in the region, and through active solidarity actions: Nature project to limit the proliferation of invasive species in the Cousseau nature reserve and beach cleaning in Carcans.

111 HA  
OWNED

75 HA  
VINEYARD

38  
EMPLOYEES



"With a renovated cellar, which is more functional and uses less energy, and major agro-ecological development of the vineyard, Duhart-Milon is preparing for the future!"





# CHÂTEAU RIEUSSEC

## THE ART OF METAMORPHOSIS



2024 target



In conversion since 2021

Since 2016



Certified HVE  
(High Environmental Value)

Since 2015



Member of the first Bordeaux Wine EMS  
Association, certified ISO 14001

### FOR A SUSTAINABLE VITICULTURE

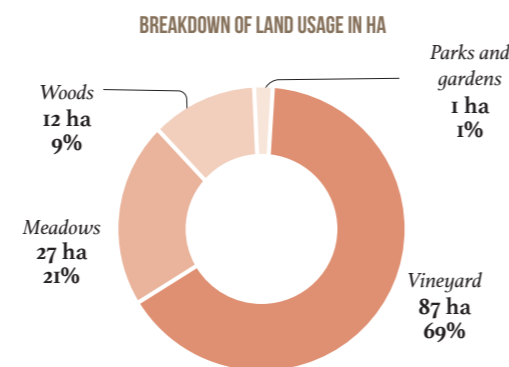
■ Our entire vineyard has been farmed organically since 2020 for fungal protection and fertilisation, and the commitment to Organic certification is now effective.

■ We use the on-board technology Greenseeker to limit inputs. This is a precision tool for limiting doses according to the biomass of the vineyard for protection and fertilisation.

### FERTILISATION HAS BEEN REDUCED BY 50% IN RECENT YEARS

■ 100% of the vineyard has been grassed over since 2020 to combat erosion, limit tillage, and improve underground life. The plant cover is maintained by layering the grass, allowing allowing soil mulching and management of water deficit.

■ The planting of hedges to favour the protection of nearby riverside areas and rivers continues, with the goal of creating biodiversity corridors. To date, 600 m of the nearby riverside and 950 m of local wicker planted by our teams along the river.



WOODS AND MEADOWS, SOURCES OF  
BIODIVERSITY AND CO2 CAPTURE

127 HA  
OWNED

87 HA  
VINEYARD

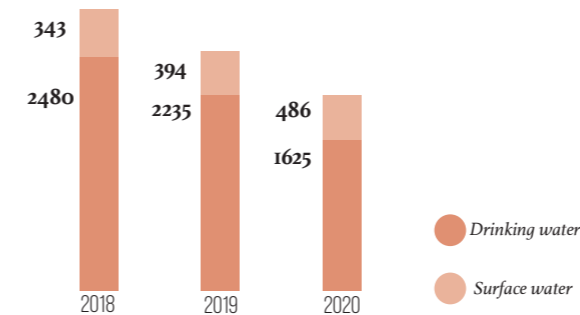
28  
EMPLOYEES



### SAVING NATURAL RESOURCES

■ To reduce water use, we have created a pond to collect water to allow watering of young plants without drawing on mains water.

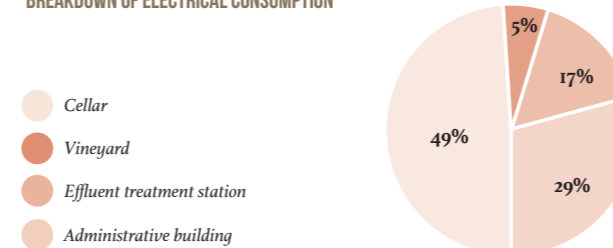
BREAKDOWN OF WATER CONSUMPTION (M³) BY ORIGIN



### 35% REDUCTION IN MAINS WATER CONSUMPTION IN 3 YEARS

■ In terms of management of electrical resources, adapted coordination of cellar activity has made it possible to **reduce the electricity consumption of the effluent treatment station by 30%.**

BREAKDOWN OF ELECTRICAL CONSUMPTION



■ Analysis of consumption data and the carbon review made it possible to orient the new action plan on building insulation work, the choice of electrical equipment, and the optimisation of travel and transport...

### RESPONSIBLE SOURCING

■ From the vineyard to the cellar, we are vigilant about the composition of the products we buy and always prefer local suppliers and service providers. The acacia stakes and manure thus come from suppliers located less than 5 km from the vineyard and the teams use the local nursery for any new planting.

### THE CONSUMER AT THE CENTRE OF OUR ATTENTION

■ The metamorphosis of Rieussec in 2021 is firmly in line with the group's CSR strategy, with the aim of making consumers want to rediscover Sauternes on any occasion.

It all results from teamwork and eco-design:

Tout un travail d'équipe et d'éco-conception :

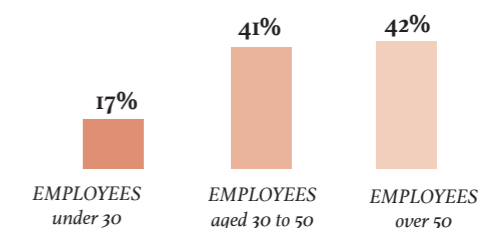
- A first in Sauternes, the use of a dark-coloured bottle, made from 95% recycled glass and in the form of a reusable carafe.
- The elimination of the wooden case in favour of cardboard packaging.
- The plus point of this metamorphosis: a replaceable stopper to preserve the bottle after opening and allow tasting at your own pace; the stopper is attached by a cord supplied by the last remaining french rope manufacturer in France.

### SOLIDARITY WITH ALL

■ Efforts are made to improve working conditions in the vineyard. As a recent example, the vineyard division has been modernised with more suitable offices and changing rooms, in particular to allow a shower after each day of spraying.

■ The whole team took part in a local solidarity action with the planting of 1000 beech trees on the banks of the Ciron river in 2020. This tree should adapt better to climate change, as it is able to withstand drought and heat.

DISTRIBUTION OF EMPLOYEES BY AGE BRACKET



### 42% OF EMPLOYEES ARE OVER 50, MAKING RENEWAL A PRIORITY

■ In addition, volunteers from Rieussec are involved in finding, selecting and monitoring associations that benefit from the FIL (Fonds d'Initiatives Lafite), the group's endowment fund.

*"Rieussec combines metamorphosis at all levels as it reinvents itself. From the vineyard to the consumer, precision, tradition, innovation and eco-design are in place!"*





# CHÂTEAU PARADIS CASSEUIL

IN THE HEART OF THE ENTRE-DEUX-MERS

2024 target



In conversion since 2021

Since 2016



Certified HVE  
(High Environmental Value)

Since 2015



Member of the first Bordeaux Wine EMS  
Association, certified ISO 14001



## FOR A SUSTAINABLE VITICULTURE

- The commitment to AB certification is now effective, after gradually converting the vineyard to Organic farming.
- As at Rieussec, 100% of the vineyard has been grassed over since 2020 to combat erosion, limit tillage, and improve underground life. The plant cover is maintained by layering the grass, allowing soil mulching and management of water deficit.
- To promote biodiversity, more than 1 km of hedges have been planted and as part of the restructuring of the vineyard, supported by soil mapping, the identification of a limestone area on the Casseuil plot has given us the idea of planting some truffle oak trees... for future generations.

- The Entre-Deux-Mers, a region with varied landscapes with alternating vineyards and meadows suitable for the installation of beehives:

2020: 2 HIVES / 2021: 4 HIVES

- In the interests of environmental performance, a new platform for the storage of vineyard machinery has made it possible to limit any risk of pollution since 2019

## SAVING NATURAL RESOURCES

- To reduce the carbon impact, 100% of our electricity is now under a "green" contract.
- We have carried out a carbon review to detect areas for improvement, and an action plan is in place, including a preference for electrical equipment and the optimisation of travel

## RESPONSIBLE SOURCING

- We are vigilant about the composition of the products we buy and always prefer local suppliers and service providers.

100% OF ACACIA STAKES COME FROM  
A PRODUCER WITHIN 10 KM

- We limit our carbon impact from the weight of glass with a light-weight bottle for Paradis Casseuil.

## THE CONSUMER AT THE CENTRE OF OUR ATTENTION

The 2020 vintage was already produced through organic farming, and the estate wines will be certified organic as from the 2024 vintage.

## SOLIDARITY WITH ALL

- To address safety issues, working conditions and internal and external training plans, the 4 men and 1 woman on the team often hold discussion with employees from Rieussec.
- The whole team, along with their colleagues from Rieussec, took part in a local solidarity action with the planting of 1000 beech trees on the banks of the Ciron river in 2020. This tree, the subject of a scientific conservation programme, should adapt better to climate change, as it is able to withstand drought and heat.
- As with the other sites, the employees are involved in finding, selecting and monitoring associations that benefit from the FIL (Fonds d'Initiatives Lafite), the group's endowment fund.



60 HA  
OWNED

58 HA  
VINEYARD

5  
EMPLOYEES



"With its beautiful hilly vineyards and its conversion to Organic agriculture, Paradis Casseuil is becoming a benchmark for commitment and responsibility in the Entre-Deux-Mers!"





# DOMAINE D'AUSSIÈRES

A VILLAGE IN THE CORBIÈRES AT THE HEART OF A WILD ECOSYSTEM

2022 target



In conversion since 2019

Since 2015



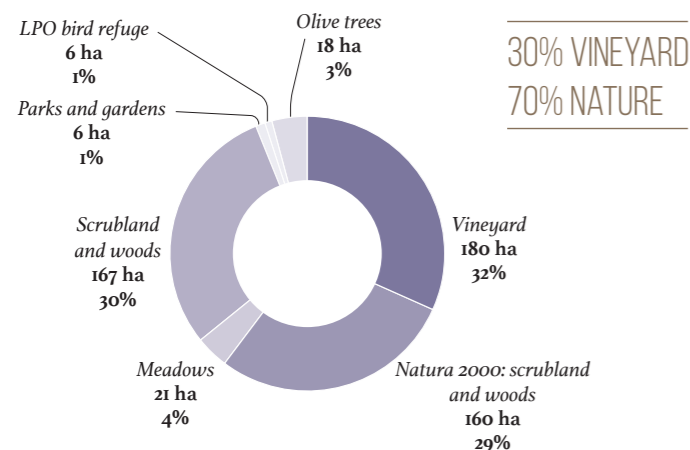
Certified HVE  
(High Environmental Value)



## FOR A SUSTAINABLE VITICULTURE

- Our vineyard is in organic conversion with the goal of AB certification for the 2022 vintage.
- The site and the involvement of the teams mean that it is quite feasible to make Aussières an emblematic site in terms of biodiversity.

BREAKDOWN OF LAND USAGE IN HA



- Around the vineyard, 160 hectares of scrubland on the foothills of the massif de Fontfroide are classified as a Natura 2000 zone.



- A partnership with the LPO (Bird Protection League) has been in place for many years. We have worked with them to create a 5.8 hectare refuge with nesting boxes to welcome birds.

We are also working on the identification and counting of bats nesting in the hamlet in order to promote their habitat and their presence.

To promote soil life and biodiversity in the plots, various types of plant cover have been trialled and planted to improve the structure, composition and water holding capacity of the soil.

## 50% OF THE VINEYARD GRASSED IN 2021

- Maintaining the grass on 140 ha of vineyard and 50 ha of scrubland is ensured by nearly 700 sheep, who live on the estate from January to March.

## SAVING NATURAL RESOURCES

- To reduce water consumption, watering of our young plants is limited and carried out using well water. A new “autonomous” treatment station for winery effluent through successive filtration on reed ponds, effective without outside intervention, allows recovery of the filtered water.

1.6 L OF WATER / LITRE OF WINE\*:  
TOP PERFORMANCE AT GROUP  
LEVEL



\* 2020 ratio on the volume of wine in the cellar on 31/12

- 100% of our electricity is under a “green” contract and the building renovation programme for the entire village is continuing with the target of reducing our carbon emissions by 30% by 2025.

## RESPONSIBLE SOURCING

- From viticulture to packaging, we prefer local suppliers.
- We have been using water-based inks on the capsules throughout our Aussières range since 2020 and the bottles are becoming lighter in weight. A new Kraft cardboard case completes the eco-design efforts.

150 T OF GLASS ESTIMATED FOR 2022  
18% REDUCTION IN GLASS WEIGHT ON AVERAGE

- All the fitting-out work for our cellar-door shop was carried out by local craftsmen.



## THE CONSUMER AT THE CENTRE OF OUR ATTENTION

- Our bottling and packaging line is audited each year by a third party (HACCP certificate).
- In 2022, the wines produced on the estate will be certified organic.
- Our estate is gradually opening up to wine tourism and direct cellar-door sales.

## SOLIDARITY WITH ALL

- The workforce has grown by 50% since 2016 to support the development of the estate.

96% OF EMPLOYEES LIVE NEAR TO AUSSIÈRES\*

\*4 houses occupied by our employees on the estate and accommodation for our trainees.

- The current training programme focuses on organic conversion and developing wine tourism.

100% OF EMPLOYEES TRAINED IN 2019  
WITH NEARLY 600 H OF TRAINING

- To promote involvement and team spirit, some examples of collective activities: tasting workshops, picking and packaging of the olive oil crop as a team, the estate is a partner of the Trail de Fontfroide running event, etc.

The use of local vocational centres for disabled workers (ESATs) is preferred for the upkeep of the property's surroundings and for the production of nesting boxes.

During the Covid crisis, we provided a local craftsman with the necessary equipment to make protective visors using his 3D printer.

A solidarity action programme with the Bird Protection League and other local associations is under way, with employee participation.

559 HA  
OWNED

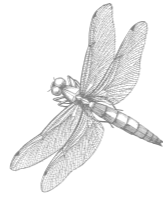
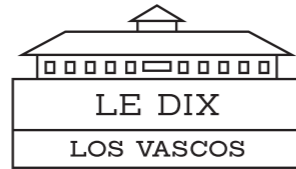
180 HA  
VINEYARD

24  
EMPLOYEES



"Aussières, an ecosystem combining village, vineyard and natural spaces in complete harmony, extended by the commitment to organic farming and the spirit of openness with the development of wine tourism."





# VIÑA LOS VASCOS

## CULTIVATING INDEPENDENCE

Since 2011



58 ha certified

2022 target and beyond

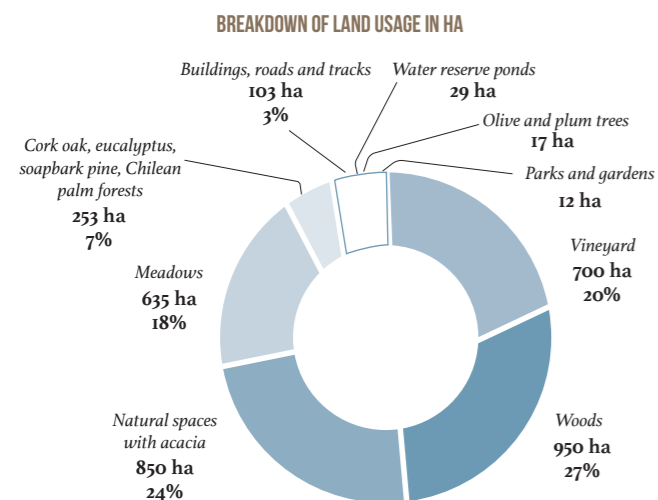


21 ha in conversion since 2019: 2022 certification  
39 ha in conversion since 2021: 2024 certification  
170 ha to enter conversion for 2025 certification  
and increasing areas each year to reach 100% of the vineyard



### FOR A SUSTAINABLE VITICULTURE

■ As indicated by the programme for increasing the area under organic farming, the certification system in South America allows certification in several stages, unlike in Europe. The goal is the same everywhere: 100% of the vineyard certified organic in the long term.



■ In terms of biodiversity, being on a site with 58% natural spaces and 19% agroecological structures, great diversity of flora and fauna can easily be observed, in particular near the 29 ha of water reserve ponds where herons, egrets and black-headed swans are part of the landscape.

■ To preserve this wealth, the Los Vascos technical teams are taking action at several levels:

- composting and vermiculture stations produce “home-made” compost and humus to fertilise our vines and introduce microorganisms beneficial to the soils,
- a herd of 400 ewes managed by the estate ensures upkeep of the plant cover,
- a nursery allows the replanting of species such as soapbark, olive trees and cork oaks,
- finally, there are beehives for pollination of the trees and flowers in our natural spaces.

**3550 HA**  
OWNED

**700 HA**  
VINEYARD

**259**  
EMPLOYEES



*“A vast estate incorporating remarkable wealth in terms of biodiversity, and teams committed to management of the vineyard in harmony with this ecosystem, Los Vascos cultivates its uniqueness ever further.”*



■ To cope with the effects of global warming on our vines, different grape varieties and rootstocks are being tested in the new plantations (Mourvèdre, Tempranillo, Albariño, Petite Sirah, Viognier, etc.). Work is also planned to optimise 100% recovery of green waste, pomace and stems for the fertilisation of the vineyard.

### SAVING NATURAL RESOURCES

■ Water management is the major subject of study to ensure the durability of the vineyard in Chile. The vineyard is 100% drip irrigated and R&D programmes are being stepped up with plant cover and mulching trials to limit evapotranspiration.

Since 2021, winemaking effluent has been injected into the irrigation networks after treatment using a natural process. Similarly, setting up meters to record the water used for watering parks and gardens helps to define priorities for action.

■ Since 2006, the site has already piloted 2 houses equipped with solar panels for hot water production. More recently, the installation of 5 photovoltaic panels in the cellar allows heating of the water for yeast rehydration.

Since 2018, the installation of 414 photovoltaic panels to power the pumps of the drip irrigation system on a first part of the vineyard (Santa Lucia station) is part of an innovative project on a large scale, with the goal of deploying it throughout the property.

### 30 HA IRRIGATED USING THE ELECTRICITY GENERATED

■ Los Vascos has carried out a carbon review to identify avenues for progress to limit greenhouse gas emissions and meet global reduction targets to limit global warming. Actions are already under way, with the supply of “green” energy since 2020.

### RESPONSIBLE SOURCING

■ Our bottle and carton suppliers are based around Santiago, which is considered local on the scale of the country.

■ In the vineyard, the local pine stakes, which are crushed after each replacement campaign, are reused for upkeep of the paths.

### THE CONSUMER AT THE CENTRE OF OUR ATTENTION

■ A new bottling line was inaugurated in 2017 and approved through external Health and Safety audits and during Customer audits.

■ To allow discovery of this magnificent estate, the launch of Cromas and a new image around Viña Los Vascos is part of our CSR strategy. The Guest House at the heart of the estate is a privileged place for the observation of nature and the landscaped secret garden allows visitors to become aware of the number of local species to be preserved.

### SOLIDARITY WITH ALL

■ The in-house efforts on safety are bearing fruit:

WORKPLACE ACCIDENTS: -50% IN 2 YEARS  
SEVERITY RATE: -45% IN 2 YEARS

■ In addition, safety in the face of fire risk is at the heart of training plans.

For the cellar, 9 people are trained each year and equipped with protective clothing similar to that used by fire-fighters.

To protect the 950 ha of woods, a forest brigade of 18 employees is trained in fire-fighting each year by the Corporacion Nacional Forestal (CONAF), and is equipped to act in complete safety.

■ Also, in the interest of convenience and comfort, nearly 200 employees on the property can eat on site in the canteen.

■ To keep young people in the region, the Ruta del Vino programme allows 17-year-olds educated in Peralillo to discover all the stages of winemaking and especially the services and trades associated with it in the region. Los Vascos is keen to continue its involvement in this programme by assessing the satisfaction of the young people involved.



# BODEGAS CARO

IN THE HEART OF MENDOZA AND THE FOOTHILLS OF THE ANDES



2025 target



8 ha in conversion from 2022

2022 target



8 ha in Altamira in conversion since 2019

## FOR A SUSTAINABLE VITICULTURE

■ As with all our sites, the medium-term goal is for 100% organic farming of the vineyard. Beyond the current 16 ha, extension of the vineyard is planned with the planting of 5 ha / year on the recently acquired San Pablo vineyard (first tranche of 20 ha, potential for 40 ha). Organic conversion of the new plantings will be scheduled after planting.

■ In terms of biodiversity, the Argentinian vineyard has many trees historically preserved in the plots and at the end of the rows. The intention is to maintain and incorporate further agroecological infrastructure in the future development of the site.

■ To cope with the effects of global warming on our vineyards and in particular the risk of hail, our vineyards are covered with black netting to reduce evapotranspiration.

## SAVING NATURAL RESOURCES

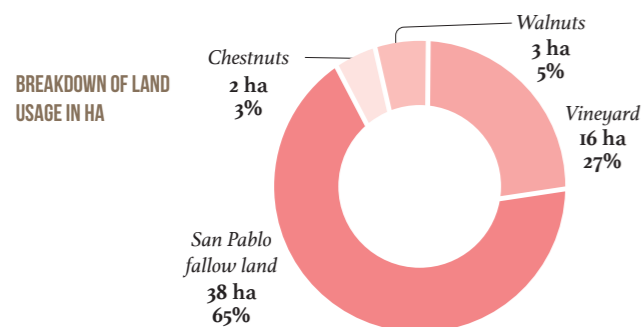
■ To reduce water consumption, the vineyard is 100% drip irrigated. This will also be the case as and when new vineyards are planted.

■ In the Bodega, all light bulbs have been replaced by LEDs in an effort to reduce energy consumption.

## RESPONSIBLE PROCUREMENT

■ Grape purchases are made according to our own specifications, defined to be consistent across the group, for better quality.

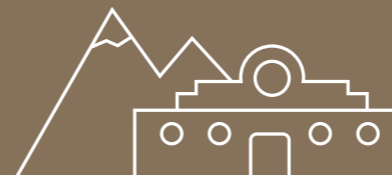
■ Local suppliers of dry goods are preferred, and all bottles are now locally sourced.



62 HA  
OWNED

16 HA  
VINEYARD

23  
EMPLOYEES



"The sustainable commitment illustrated by the renovation of a historic winery in Mendoza now extends to investment in high-altitude vineyards, to be managed with respect for natural spaces."



■ The renovation of the Bodegas CARO site, a historic cellar integrated into an urban setting, was carried out with a view to preserving heritage and promoting culture. These efforts were recognised with the Gold Award in the "Architecture & Landscape" category from the Great Wine Capitals Travel Network in 2018.



Best Of Wine Tourism

GREAT WINE CAPITALS | THE AWARDS OF EXCELLENCE

■ Many events are organised in the "Nave" of the cellar to strengthen community involvement, with the hosting of exhibitions by local and South American artists, tango shows and rental of the room for various events.

## THE CONSUMER AT THE CENTRE OF OUR ATTENTION

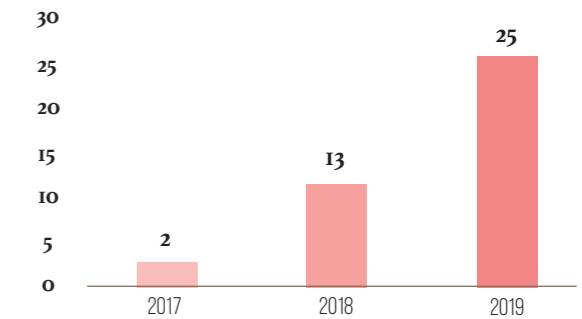
■ After the exterior renovations, investments were made in the cellar, with new concrete tanks of smaller volume, to allow 1000 vinification of micro-terroirs and more precise blending.

■ Investments in vineyard land ensure a sustainable supply of grapes from the best Mendoza terroirs.

■ The team is trained in wine tourism to welcome numerous groups and introduce them to our wines and our know-how.

■ In 2021, Bodegas CARO became the first winery in the world to offer virtual tours.

NUMBER OF EVENTS ORGANISED AT BODEGAS CARO



## SOLIDARITY WITH ALL

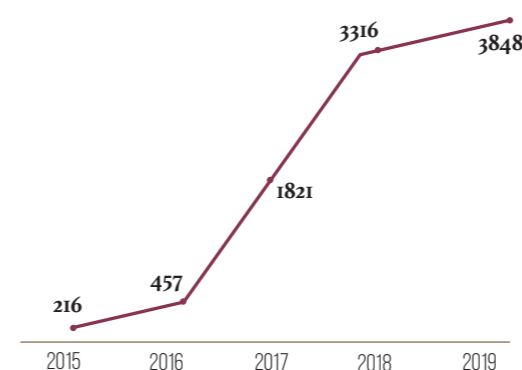
■ To support employees in their professional development, emphasis is placed on the structuring of training plans.

## 1000 HOURS OF TRAINING IN 2020 DESPITE COVID

■ As public social security cover is not sufficient, Bodegas CARO has voluntarily paid additional social security contributions since 2020, allowing all its employees to benefit from private health cover.

■ In the face of rampant inflation, salaries are reviewed twice a year, to better maintain the purchasing power of our employees. The employees' midday meal is provided by the company, with a daily choice from more than 10 different menus.

GROWTH IN VISITOR NUMBERS AT BODEGAS CARO





## LONG DAI

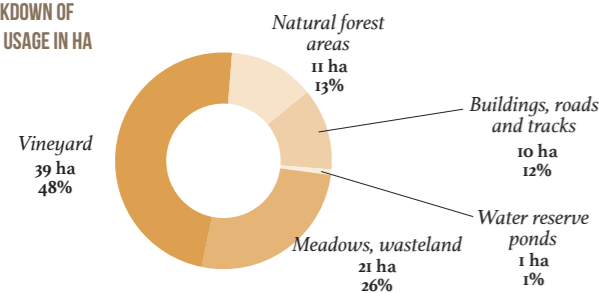
### BUILDING AN AMBITIOUS WINE PROJECT IN DIALOGUE WITH THE LOCAL VILLAGE



#### FOR A SUSTAINABLE VITICULTURE

- The “creation” of the vineyard from scratch required a lot of Research & Development work over 10 years to characterise the specificities of the terroir and the local climate. The objectives were to choose grape varieties suitable for very high quality production and a vineyard resistant to the vagaries of the climate.
- Given its terraced structure, the vineyard is rich in agroecological infrastructure with nearly 9 km of low walls favourable to biodiversity. The estate is located in 400 ha of land reserved exclusively for agricultural purposes and therefore protected from any industrial development, and includes several water reserve ponds, beneficial for people and wildlife.
- From the first plantings in 2010, inter-row management was carried out by working the soil and putting grassed strips in place, without any use of herbicides.

BREAKDOWN OF  
LAND USAGE IN HA



THE VINEYARD OCCUPIES 50% OF THE 82 HA PROPERTY, AT THE HEART OF A LAND RESERVE OF 400 HA

#### SAVING NATURAL RESOURCES

- Right from the design stage, the project has taken account of the principles of LEED (Leadership in Energy and Environmental Design), and LeedGold Certification was obtained in 2019, recognising the High Environmental Quality of the buildings.
- To limit water requirements, mulch tests are under way to limit evaporation on several terraces, and the cellar and office roofs have plant cover for better insulation.
- A 50,000 m<sup>3</sup> retention pond for collecting rainwater and runoff was built in 2021. This will make it possible to manage drip irrigation according to the needs of the vineyard without drawing on underground resources.



#### RESPONSIBLE SOURCING

- For each need, vigilance is required to find the right balance between local supplies and imports needed to ensure the safety of the finished product.
- Natural materials are preferred in the vineyard: 40,000 tonnes of local stone for more than 300 terraces, acacia stakes, pine markers, etc.

- Some materials are managed with a view to reuse. In particular, the metal fasteners (staples) for raising the trellis wires are recovered at the end of the season and reused each year.

#### THE CONSUMER AT THE CENTRE OF OUR ATTENTION

- To guarantee the quality of the wine and secure the launch of the first vintage (2017), particular vigilance has been applied at all stages of production. To protect the end consumer from counterfeiting, we have incorporated an NFC chip (Near-Field Communication, the technology used in passports) in each capsule.
- Our estate is gradually opening up to wine tourism. The reception area in the boutique already offers access to discovery of our wines, our know-how and our responsible approaches.

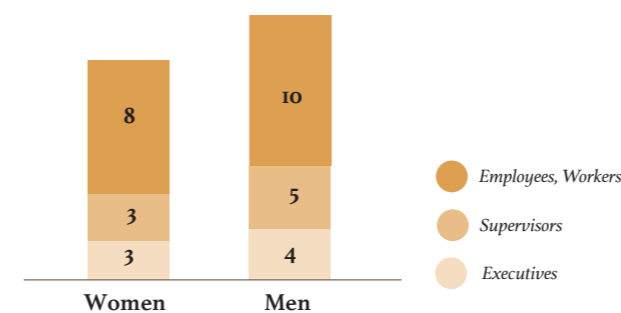
MORE THAN 4500 VISITORS IN 2020.\*  
GROWING STRONGLY IN 2021.

*\*In the context of the pandemic*

#### SOLIDARITY WITH ALL

- The growth of Long Dai is reflected in a workforce that has doubled in 3 years.
- The 42% of women present in different positions and at different levels make Long Dai the group's wine property that comes closest to gender equality.

DISTRIBUTION OF THE WORKFORCE



- To train the local teams, we have made use of the group's in-house skills:
  - pruning training by the vineyard manager from Château Duhart-Milon (2014-2017),
  - training in pruning and maintenance of vineyard machinery by the vineyard manager of Domaine d'Aussières (2018);
  - internal training with photos for more effective learning of good winemaking practices (2018).
- This technical training is accompanied by training operators in best practice when handling crop protection products: wearing coveralls, gloves and masks when handling products, washing hands, special clothing for spraying, etc.
- The objective is to continue these programmes to increase autonomy and guarantee the safety of operators while ensuring the protection of the environment
- Finally, to promote the cohesion of the entire team, internal tastings are organised for all employees during working hours, followed by a team lunch.
- It should be noted that more than 90% of the vineyard workers live in the village of Mu Lan Gou, not far from the vineyard, and get around on electric scooters.



82 HA  
OWNED

39 HA  
VINEYARD

33  
EMPLOYEES



“At Long Dai, from the terraced vineyards to the semi-underground buildings and the training of vineyard workers, every step reflects a wish to integrate the estate into the landscape and the local ecosystem.”





## LES LÉGENDES R

BORDEAUX IN OUR ROOTS  
FOR 6 GENERATIONS

### FOR A SUSTAINABLE VITICULTURE

■ The cooperative model is an approach combining solidarity and responsibility. Our wine suppliers are essentially cooperative structures with the Agriconfiance label. This label reconciles traceability and transparency, respect for the environment and the link between people and their regions.



■ Among our main partners, the Caves de Rauzan cooperative is particularly committed to CSR and has obtained exemplary level in the AFAQ 26000 CSR model.



■ Nearly 70% of cooperative members have already obtained HVE (High Environmental Value) certification and therefore preserve biodiversity by monitoring and enhancing groecological infrastructure such as hedges, the edges of woods, etc. This percentage is constantly increasing.



### SAVING NATURAL RESOURCES

■ In a search for economic and environmental performance, our cooperative cellar partners measure their water and electricity consumption.

■ Our main bottling service provider is a member of the first Bordeaux Wine EMS Association, certified ISO 14001. Just like our wine properties, this bottling company is committed to carrying out improvements to limit its consumption each year.

### RESPONSIBLE SOURCING

■ The cooperative system favours community involvement and the maintenance of unspoiled agricultural landscapes. Our regular wine purchases ensure the maintenance of wine-growing activity over a large area: nearly 1000 ha of vineyard in the Gironde.

■ Since 2013, the choice of “Eco” bottles on Les Légendes R is measured in the tonnes of glass saved.

166 TONNES OF GLASS SAVED, OR  
90 T CO<sub>2</sub>E EMISSIONS ABATED\*

\* On 2020 accounting for manufacturing + end-of-life footprint without including reduction of the impact on upstream and downstream transport.

### CHANGE IN BOTTLE WEIGHT



■ Always with concern for the environment and operators, the capsules for Les Légendes R have been developed using acrylic (water-based) inks without solvents.

### SINCE SEPTEMBER 2020: ACRYLIC INKS FOR 100% OF CAPSULES

■ In the development of our new cases, our suppliers are supporting us with CO<sub>2</sub> calculators according to the paper used, the process and the design... without loss of quality. The Marketing department will thus be able to work on reducing the CO<sub>2</sub> footprint.

■ To minimise the carbon footprint of transport, we prioritise full-truck orders of dry goods (bottles, cases, etc.).



### THE CONSUMER AT THE CENTRE OF OUR ATTENTION

■ Our oenologist preselects all batches of wine by tasting before systematic analysis for pesticide residues. Our expectations are expressed through specifications that are regularly updated and shared with our suppliers each year. Real progress has been made over the past 5 years, with a reduction of almost half in the quantity of residues detected in the batches offered to us.

100% OF THE PRESELECTED WINES ARE ANALYSED,  
AROUND 30% ARE REJECTED BECAUSE THEY DO NOT  
MEET OUR REQUIREMENTS\*

\*Downward trend due to the increasing analytical quality of the wines offered.

■ In addition, we are taking part in the revision of the Bordeaux Wine Trade Environmental Charter “Practical recommendations for wine procurement, with regard to crop-protection products” which encourages winegrowers to eliminate the use of products classified as CMR (carcinogenic, mutagenic, or toxic for reproduction), herbicides and other substances dangerous for health.

### SOLIDARITY WITH ALL

■ During the Covid crisis, our Operations teams approached our suppliers to jointly identify business continuity solutions.

■ As part of the CSR strategy, and despite the special context in 2020, our employees have taken part in solidarity actions with various local associations: collection and sorting in their warehouses for Restos du cœur (meals for the homeless); grubbing up young plants to limit the proliferation of invasive species in the Cousseau nature reserve.

Other actions will be launched soon as a result of information provided by 6 Bordeaux solidarity associations at a breakfast event organised in our offices. These associations are particularly involved in helping young people on housing estates, those who have dropped out of school, sick children and women in distress.

1000 HA  
OF VINES CULTIVATED

5 APPELLATIONS  
BORDEAUX, MÉDOC, PAUILLAC,  
SAINT-ÉMILION, GRAVES



LES  
LÉGENDES  
R

“The result of strict selection and a permanent dialogue between our oenologists, the winegrowers and their cooperatives, Les Légendes R is at the forefront of the approach to responsibility and solidarity shared by the entire Bordeaux wine sector!”





# ANNEXES

## PART 4





SOCIAL AND SOCIETAL INDICATORS

////////////////////

Data for France

Data for France + South  
America + China

GRI Indicator no.	GRI (Global Reporting Initiative) and internal DBR Lafite indicators	Unit	2015	2017	2020	Trend of year N vs (5-year average)	2017	2020
SOCIAL								
Jobs - Diversity - Equal opportunities								
405-1	Executive workforce Women	Number	9	14	19	↗	18	25
	Executive workforce Men	Number	26	28	30	↗	45	49
	Supervisor workforce Women	Number	6	22	32	↗	26	43
	Supervisor workforce Men	Number	19	21	30	↗	43	55
	Employees/workers workforce Women	Number	71	51	46	↘	87	89
	Employees/workers workforce Men	Number	98	97	103	↗	301	319
	Total permanent workforce	Number	229	233	260	↗	520	580
	Percentage of permanent/fixed-term contracts	%	96%	93%	93%	↘	> 90%	> 90%
	Temporary workforce in full-time equivalents	ETP	28	33	25	↘	102	Not calculated
	Change in subcontracting costs	€K	2 700	3 071	2 436	↘	Not calculated	Not calculated
401-1	Departures	Number	12	19	16	↗	40	45
	New hires - permanent contract	Number	10	19	25	↗	44	50
	Employees living less than 30 km from their place of work	%	81%	89%	88%	↗	Los Vascos : 98%	Los Vascos : 98%
	Average age of women	Age	43,5	42,6	43,3	➡	41,4	42,2
	Average age of men	Age	44,7	43,2	44,4	➡	44,5	45,8
	Length of service < 5 years	%	23%	27%	40%	↗	25%	35%
	Length of service > 10 years	%	57%	56%	38%	↘	51%	65%
405-1	Employees aged under 30	%	10%	9%	11%	↗	11%	10%
	Employees aged 31 to 50	%	61%	59%	55%	↘	55%	53%
	Employees aged over 50	%	29%	32%	33%	↗	33%	37%
406 à 412	Monitoring of indicators: non-discrimination, prohibition of child labour, abolition of forced labour, rights of indigenous populations...	Number of complaints or incidents	0	0	0	To be maintained	0	0
Training and Education								
	Number of training hours per year	Hours	1 888	4 263	2 346	↗ Before Covid	8 358	10 268 (2019 data)
401-1	Average number of training hours per employee	Hours	8	18,3	9,0	↗ Before Covid	16,1	18
	% of employees having received training	%	48%	74%	51%	↗ Before Covid	Not calculated	Not calculated
404-3	% of employees having had an annual assessment	%	100%	100%	100%	➡	Not calculated	Not calculated
	Number of trainees	Number	8	10	12	↗	41	21
	Number of young people on work-study contracts	Number	4	4	13	↗	4	17
Health and safety at work								
403-2	Accident frequency rate Number of accidents with stop-pages * 1,000,000 / (No. of employee hours worked)	Rate	61,8	92,4	53	↘	45,1	25
	Accident severity rate Number of accident days * 1000 / (No. of employee hours worked)	Rate	5,3	4,33	4,41	↘	2	1,79
PRODUCT RESPONSIBILITY								
Consumer health and safety								
416-1	Number of HACCP studies updated on the sites during the year	%	100%	100%	100%	To be maintained	100%	100%
Respect for regulations								
419-1	Amount of significant fines incurred for non-compliance with laws and regulations	€	0 €	0 €	0 €	To be maintained	0 €	0 €



ENVIRONMENTAL INDICATORS

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Data for France

Data for France  
+ South America  
+ China

GRI indicator no.	GRI (Global Reporting Initiative) and internal DBR Lafite indicators	Unit	2015	2017	2020	Trend of year N vs (5-year average)	2020
MATERIALS							
301-2	Rate of recycled material in the main packaging (glass, case, labels, capsules)	%	65%	65%	72%	↗	Not calculated
ENVIRONMENTAL INITIATIVES							
301-2	Environmental analyses	%	100%	100%	100%	➡	NA
	Collective ISO 14001 certifications with the Bordeaux wine sector EMS	Number of sites within the scope of certification	3	3	5	↗	NA
	HVE certification		3	4	6	↗	NA
WATER							
303-1	Volume of drinking water withdrawn at source	m³	23 670	27 230	21 795	↘	68 667
303-2	Volume of water drawn from shallow wells or surface water for watering parks and irrigation in viticulture	m³	25 416	16 302	14 490	↘	2 699 621
ENERGY							
302-1	Annual electricity consumption	MWh	2 453	2 884	3 042	↗	9 336
	Annual consumption of gas and fuel oil converted into kwh	MWh	612	763	849	↗	1 138
	Total for all energies in MWh	MWh	3 065	3 647	3 891	↗	10 474
	Fuel consumption for agricultural machinery	l	167 290	168 940	191 099	↗	352 577
	Fuel consumption for company vehicles	l	36 132	34 978	27 982	↘	157 526
EMISSIONS, EFFLUENT AND WASTE							
306-3	Vigilance in our practice: total number of significant accidental spills.	Number	0	0	0	To be maintained	0
306-2	Management of Special Industrial Waste in accordance with the regulations	%	100%	100%	100%	To be maintained	NA

> EXPECTATIONS	> COMMUNICATIONS MEDIA AND MEANS DEPLOYED
<b>EMPLOYEES</b> Improvement of working conditions, Recognition of the quality of their work Fair and progressive remuneration Having a voice, Access to information	Intranet, SD Blog, CSR report Internal DBR Lafite Gazette Procedure and welcome booklet, CSE, Oral presentations to employees
<b>SEASONAL OR TEMPORARY EMPLOYEES</b> Adapted hourly wage, Safety Equal treatment with respect to permanent employees Conditions for renewing their contract	Procedure and welcome booklet Displays on site
<b>DIRECTORS AND SHAREHOLDERS</b> Priority expectation of an excellent product profile Profitability, Sustainability	Supervisory board reports, Management reports, CSR report
<b>BUSINESS PARTNERS (E.G. CA AUSSIÈRES, SANTA RITA LOS VASCOS)</b> Trust in relationships; expectation of feedback on the operation and performance of the company	Executive Committees, Annual management report, CSR Report

EXTERNAL STAKEHOLDERS  
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> EXPECTATIONS	> COMMUNICATIONS MEDIA AND MEANS DEPLOYED
<b>CLIENTS: MERCHANTS, DISTRIBUTORS, CONSUMERS</b> Information on the wines, “human” elements Marketing support Information on vineyard management DBR approach to climate change, certifications	Extranet, QR Code Primeurs presentations, Roadshow and/or field visits, trade shows Brand platforms, POS CSR Report and CSR Manifesto Online Communication of Progress on the global compact
<b>VISITORS</b> Exemplary practices in a fascinating setting	Guided tours by trained people, places changing to favour the reception of visitors Large capacity for visitors at Long Dai estate Opening of a boutique on the Aussières estate
<b>MEDIA</b> Information on differentiation, innovation, responsible practices	Press releases, meetings with journalists
<b>LOCAL COMMUNITIES: TOWN HALLS, ASSOCIATIONS, SCHOOLS, NEIGHBOURS</b> The least possible disturbance (traffic, noise, pollution, etc.) linked to our activity  Involvement in local life	Letters to local residents Regular meetings with the communities Subsidies Establishment of a patronage fund Solidarity days with employees' skills made available to local associations
<b>GOVERNMENTAL STRUCTURES: WATER AGENCY, WATER POLICE, LABOUR INSPECTORATE</b> Regulatory compliance	Regulatory watch on each site to meet all requirements
<b>INTERPROFESSIONAL AND RESEARCH STRUCTURES: ODG, CIVB, ISVV, INRAE...</b> Participation in current debates, participation in certain studies	Presence, representation
<b>PROFESSIONAL TRAINING STRUCTURES: FROM FAMILY COMPANIES TO ENGINEERING SCHOOLS</b> Know our needs, help to integrate young people	Reception on site, travel to institutions
<b>INSURANCE, BANK</b> Regulatory compliance, good control of hazards, well thought-out contracts, development projects	Meetings and discussions on site
<b>SUPPLIERS OF GOODS AND SERVICES</b> Clear and precise work instructions concerning our expectations in terms of products and services SD	Specifications, written specifications Responsible Procurement Charter and meetings



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**DOMAINES BARONS DE ROTHSCHILD LAFITE**

40-50 cours du Médoc 33 300 Bordeaux (France)

Tel. +33 (0)5 57 57 79 79  
dbr@lafite.com

[www.lafite.com](http://www.lafite.com)

@thedomaines