

EQUALITY-DIVERSITY CHARTER

OUR FIVE COMMITMENTS

1. Develop a corporate culture that is open to differences, in which diversity is considered a genuine asset.

Thanks to its international presence, the Oeneo Group serves winemakers all over the world and today wishes to enhance its corporate culture, based particularly on diversity and equality. To this end, we are committed to:

- Establishing our Equality and Diversity Policy in a collaborative manner and especially through our network of Equality & Diversity referents, while taking account of the reality of our employees' situations;
- Training all managers and staff representatives on the principles of diversity and equality to ensure they are incorporated into practices and disseminated among the teams;
- Communicating the commitments defined in this charter to all our employees and partners;
- Raising awareness among all our staff using a common toolbox shared by the whole Group;
- Putting in place relevant indicators to measure progress and defining our targets and action in an approach based on continuous improvement.

2. Ensure equal access to employment and diversify profiles in our companies.

To guarantee equal access to employment, the recruitment process must encourage applications from a diverse range of candidates and use clear and transparent criteria. To this end, we are committed to:

- Training those involved in the recruitment process, such as Human Resources Departments and managers, in non-discrimination when hiring staff;
- Promoting the use of a variety of recruitment channels and building partnerships with employment and integration organisations in order to attract a diverse range of profiles;
- Placing skills at the heart of our recruitment processes in order to hire talent fairly.

3. Guarantee equal treatment for all our employees at every stage of their career.

Career management must be based on the evaluation of skills and results and take account of the context and particular situations of our

employees. To this end, we are committed to:

- Implementing an annual review of salaries in each company to identify and deal with any unexplained differences;
- Being attentive to our employees' ambitions for career development and removing obstacles to training and advancement;
- Implementing an end-of-career-management policy to help keep employees in the most strenuous positions in employment.

4. Reconcile work and personal life.

Supporting our employees during the most important events in their lives is a key part of our social commitment. To this end, we are committed to:

- Guaranteeing the right to disconnect and putting in place an alert system available to all our employees;
- Informing our employees of their rights as current or future parents or caregivers and strictly ensuring that they are applied in our companies;
- Taking account of the desires and ambitions of our employees at different stages of their lives in order to adapt their working conditions as far as possible.

5. Ensure zero tolerance of discrimination and harassment.

Discrimination and harassment are unacceptable in our Group. Beyond our legal obligations, such behaviour goes against our values and will not be tolerated. To this end, we are committed to:

- Informing all employees of the legal provisions with regard to discrimination and harassment;
- Training managers to enable them to identify and prevent cases of discrimination or harassment and giving them the tools to take action;
- Putting in place a procedure for whistle-blowing and dealing with situations, and sending it out to all our employees.



 Individual diversity is the richness of all