



Pernod Ricard Winemakers

*Creators of Conviviality*

# Modern Slavery Statement

AUSTRALIA

1 JULY 2023 - 30 JUNE 2024

# A message from our CEO

At Pernod Ricard Winemakers, we are committed to ethical and responsible business practices. We recognise the global challenges posed by modern slavery and are vigilant in mitigating and reducing the risks of modern slavery in our operations and our supply chain. People are at the heart of everything we do and at Pernod Ricard Winemakers, we believe in the dignity of all individuals, respecting all those we work with and fostering a diverse and inclusive environment.

Our commitment to eliminating modern slavery risks are embedded in our Sustainability and Responsibility 2030 Roadmap – Good Times from a Good Place. With our four pillars of Nurturing Terroir, Circular Making, Responsible Hosting and Valuing People, we take a holistic approach to sustainability and address every aspect of our business from grape to glass.

Our Valuing People pillar ensures we uphold fundamental human rights, and we are vigilant in mitigating and reducing the risks of modern slavery in our operations and our supply chain. This commitment is evident in all our procurement and business processes including risk management, sourcing, supplier performance management and costing.

To address the complexity of modern slavery, we are working closely with our partners, sharing knowledge and creating shared values in our supply chain, helping to ensure our activities are safe, respectful, and responsible.



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Pernod Ricard Winemakers' FY24 Modern Slavery Statement demonstrates our actions to continuously improve and work towards eliminating modern slavery in our operations and supply chain.

The Modern Slavery Committee membership is under constant review to ensure we include representatives of the various business functions where modern slavery risks may be present.

This year, we continued efforts to raise awareness of our independent, anonymous whistleblower tool to report any suspected breach or concern against Pernod Ricard's Code of Conduct (including incidents of modern slavery) for our internal teams and external business partners, such as suppliers.

In particular, we focused on our grape growers and, as in previous years, we included in our pre- and post-vintage conferences an educational session on modern slavery.

Following our ongoing internal reviews, we can confirm that no specific instances of modern slavery have been identified for the financial year 2023-2024. However, we remain committed to continuously improving our ability to identify and remedy risks.

This Modern Slavery Statement was approved by the Board of Directors of each of Pernod Ricard Pacific Holding Pty Ltd and Pernod Ricard Winemakers Pty Ltd on 6 December 2024 in their capacity as principal governing bodies of each reporting entity and is signed by Bryan Fry as CEO of Pernod Ricard Winemakers Pty Ltd and as director of Pernod Ricard Pacific Holding Pty Ltd.



**Bryan Fry**  
**CEO**  
**Pernod Ricard Winemakers**

A handwritten signature in white ink, appearing to read 'Bryan Fry', is written over the bottom right portion of the page. The signature is fluid and cursive.

# 01 GLOBAL COMPANY STRUCTURE

## About Pernod Ricard

Pernod Ricard, a convivial, responsible, and successful global spirits, Champagne, and wine business. Pernod Ricard Group is the second largest company in our sector with one of the most comprehensive portfolios consisting of 240 premium brands available in over 160 countries.

Pernod Ricard S.A. (France) defines and coordinates the overall company strategy, ensuring affiliates comply with corporate policies. Responsibilities include governance (strategy, mergers and acquisitions, sustainability and responsibility etc.) dissemination of best practices and cross-functional initiatives with high added value (digital marketing, luxury, innovation etc.) and support functions (supply chain, IT, etc.)

Pernod Ricard Winemakers Pty Ltd is the Australian subsidiary of its holding company Pernod Ricard Pacific Holding Pty Ltd, which is a subsidiary of Pernod Ricard S.A (France) and part of the Pernod Ricard Group. Referred to as “Pernod Ricard Winemakers” throughout this statement, it divides its functions across two distinct management arms: brand company and market company.



### Brand Companies

The brand company is responsible for:

- developing overall strategy for its wine brands;
- production and management of products and industrial facilities of its wine brands; and
- distributing its wine brands in its markets and planning activations that can be implemented at the local level by the market company.

### Market Companies

The market company implements the Group’s global strategy and policies in the region or market.

### **About Pernod Ricard Winemakers**

In FY23-24, Pernod Ricard Winemakers grew and sourced grapes across four unique terroirs to create our world-renowned wine portfolio: Australia, New Zealand, Spain and the USA. Pernod Ricard Winemakers directly manages +5,000 hectares across these regions. We are the largest landholder in the Pernod Ricard Group, and understand our business fundamentally relies on nature and the people in our communities.

This statement also includes the operations of the market company division of Pernod Ricard Winemakers, which is known as Pernod Ricard Australia. This market company imports, markets, and sells Champagne, wine, and spirits from the brand companies within the Pernod Ricard Group for the Australian domestic market.

Under the authority of Pernod Ricard, Pernod Ricard Winemakers directs business activities and ensures that global policies are applied. Our strategy towards modern slavery applies to all persons working for Pernod Ricard Winemakers (including brand company and market company) or in any way related to its operations or acting on its behalf in any capacity, including employees, directors, contractors, external consultants and business partners.



## Pernod Ricard Winemakers in Australia

Business direction and decisions are made by the Pernod Ricard Winemakers management committee (MCM), which is comprised of the Chairman & CEO and directors of business departments. The MCM defines Pernod Ricard Winemakers' strategy and direct businesses activities to ensure collaboration among the four origins and alignment with Pernod Ricard's global policies, values, and culture.

There are country-specific Operational Leadership Teams, who oversee day-to-day operations and decisions in consultation with the Pernod Ricard Winemakers Chief Operations Officer (COO). The Australian Operations Leadership Team (AOLT) includes leaders across our main operational business functions: e.g. procurement, supply chain, manufacturing, sustainability and winemaking.

In previous reporting periods, the MCM has been responsible for all brand company and market company strategy and decisions. While the brand company and market company are still the one legal entity – Pernod Ricard Winemakers Pty Ltd - in this reporting period, we have implemented a separate management team for the market company. This is managed by the Managing Director Pernod Ricard Pacific and management team.

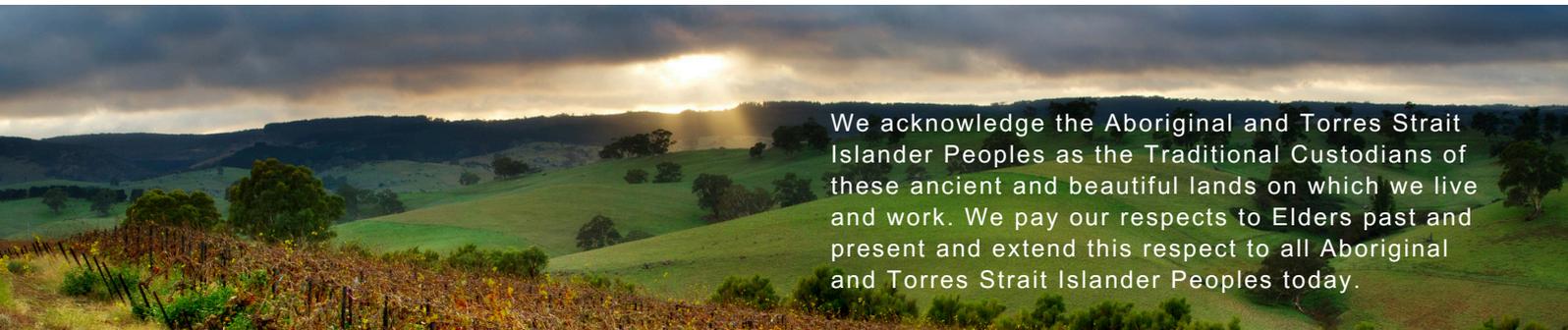
Pernod Ricard Winemakers' head office is in Barangaroo, Sydney, Australia with another major office in Adelaide. Pernod Ricard Australia also has sales offices in three states. The main manufacturing, winemaking and production facilities are based in the Barossa Valley, South Australia.

Pernod Ricard Winemakers and the Pernod Ricard Australia/New Zealand domestic business employs approximately 1,700 people worldwide. In Australia, there are approximately 800 permanent full time, part time, casual and contracted employees.

### Major Australian Sites

**Head Office:** Gadigal Country, Barangaroo, New South Wales  
Level 43, Tower One, 100 Barangaroo Ave, Barangaroo NSW 2000, Australia

**Key Offices & Production Sites:** Kurna Country, Adelaide, South Australia  
22 King William Road, Adelaide, Australia  
Ngadjuri Country, Rowland Flat, South Australia  
1914 Barossa Valley Way, Rowland Flat SA 5352, Australia



We acknowledge the Aboriginal and Torres Strait Islander Peoples as the Traditional Custodians of these ancient and beautiful lands on which we live and work. We pay our respects to Elders past and present and extend this respect to all Aboriginal and Torres Strait Islander Peoples today.

## 02 OPERATIONS STRUCTURE

### Operations Overview

#### Supply Chain and Logistics

Our supply chain activities incorporate all processes to plan, produce and distribute our finished goods both locally and globally, and to distribute imported products from other affiliates within the Pernod Ricard Group to customers locally within Australia and New Zealand. To uphold our excellence in customer service, it is vital all our supply chain partners and activities are aligned in terms of planning and execution.

#### Grape Growing and Sourcing



Within the Pernod Ricard Group, Pernod Ricard Winemakers is the largest landholder, directly owning and managing vineyards, wineries and packaging facilities across Australia, New Zealand, Spain and the US. In Australia, we source our grapes from a combination of company owned and leased vineyards, grower vineyards and the bulk wine market. In FY24, we harvested approximately 8,330 tonnes of grapes from owned vineyards and 21,358 tonnes from grower vineyards.

#### Wine Production and Packaging



Pernod Ricard Winemakers owns wine production and packaging facilities based in the Barossa Valley over two main sites (which are currently being consolidated to one site at Rowland Flat). We produce and package award winning wines under our wholly owned and operated brands, including Jacob's Creek, St Hugo and Orlando in Australia; Brancott Estate, Stoneleigh, Mumm Marlborough and Church Road in New Zealand; Mumm Napa and Kenwood in the USA and Campo Viejo and Ysios in Spain, as well as providing third party packaging services to external beverage organisations.

#### Marketing, Sales & Distribution



We market, sell and distribute our products and brands globally, exporting to more than 70 countries. In the Australian domestic market, Pernod Ricard Australia distributes and markets Pernod Ricard's portfolio of Champagne, spirits and wine brands.

#### Procurement



We procure both direct and indirect goods from our suppliers. Direct goods represent the inputs of our production including dry goods (cartons, corks etc.) and wet goods (ingredients, grapes etc.). In addition, we procure supplies of indirect goods and services including marketing, IT, logistics, corporate and consulting.

## 03 SUPPLY CHAIN OVERVIEW & IDENTIFYING RISKS

### Grape Supply



We source our Australian grapes from 61 main grape suppliers, from wine regions across South Australia, Victoria and Tasmania. Our grape supply department is responsible for all grape grower contracts, with grower liaison officers inspecting and vetting growers prior to contract agreement. All grape suppliers, no matter the spend, are required to enter into an agreement and sign our supplier standards, which outlines our commitment to environmental and social responsibility. In-line with our global policy, all grape suppliers are required to be certified 'sustainable' by a third-party auditor by 2030.

### Contract Agreements



All arrangements involving third parties require a written contract. In many cases, this will involve a pro-forma document approved by the Pernod Ricard Winemakers legal department. For example, standard terms of trade, or terms and conditions of purchase (attached to a purchase order) and in others a purpose-written document will be required. Contracts are required to go through a contract review process with the legal department (depending on the value of the contract and contract type). Certain terms and exclusions are detailed in our legal services policy and managers who handle contracts are responsible for executing contracts in line with the policy.

### Procurement



Procurement are responsible for the procurement of all goods and services, except grape supply. The procurement department maximises commercial benefit to the business, manages potential supply risks, maximises supplier performance and reliability of supply, fulfils sustainability and responsibility objectives, and optimises flexibility to adapt to evolving business needs. It is mandatory to involve procurement if the goods come into contact with consumer products, and/or if there is potential risk of the supply of goods and/or services that would diminish product quality and supply. The procurement department completes due diligence when selecting vendors to ensure long-term collaborative partnerships to share our commitment to socially responsible and sustainable business practices. Our legal services policy requires that all arrangements with third parties must have a contract.

## Australian Overview

### Australian Suppliers

The majority of our 1,705 active suppliers for FY24 are below \$50,000 AUD spend. For contracts with a value above \$50,000, the procurement department must be involved. In FY24, the majority of suppliers were based in Australia and New Zealand and held long-term relationships with Pernod Ricard Winemakers.

**1,705  
suppliers**



\*Only included suppliers with spend over \$1,500 AUD

\*Data from E1

### Procurement Suppliers

Procurement was responsible for 348 suppliers, the majority of whom were indirect, during FY24. The procurement department is split between Australia and New Zealand, with both regions responsible for a mix of Australia and New Zealand suppliers no matter the location, with responsibility determined by category.

**348  
total  
suppliers**



(POS) Point of sale

(VAP) Value added pack

### Ten Highest Spend Suppliers

Australia's highest spend suppliers, as determined by category, are dry goods (i.e. the goods required for packaging our products) and freight (i.e. transporting our products worldwide).

### Grape Supply

Pernod Ricard Winemakers sources grapes from four countries of origin, where we manage vineyards and work with grape growers to produce quality wine, and package it ready for distribution around the world.

All grape suppliers are inspected and vetted prior to contract by our grape supply team. Each grape supplier is required to enter into a contract, complete our due diligence corruption survey and sign our supplier standards through our Partner Up platform.

#### Grape Supply Regions in Australia

We source our Australian grapes from 61 main grape suppliers from wine regions across South Australia, Victoria and Tasmania. In Australia, our main sourcing regions are: Barossa, Eden Valley, Coonawarra and the Riverland. The regions from which we source grapes includes:

- Barossa Valley, Barossa
- Eden Valley, Barossa
- Langhorne Creek, Fleurieu Peninsula
- McLaren Vale, Fleurieu Peninsula
- Wrattobully, Limestone Coast
- Padthaway, Limestone Coast
- Coonawarra, Limestone Coast
- Riverland, Lower Murray
- Adelaide Hills, Mount Lofty Ranges
- Piccadilly Valley, Mount Lofty Ranges
- Murray Darling, Northwest Victoria
- Northern Tasmania, Tasmania

#### Relationship with Australian Grape Growers

**100+  
Years**

We build long standing relationships with our grape growing partners. Our longest growing relationship is 100+ years.

**68  
Growing  
Partners**

In FY24, we worked with 68 grape growing partners to source grapes that create our quality wines.



### 04 Managing Risks

#### Risk Assessment

Our success is strongly linked to the way we do business, and this includes acting responsibly throughout our global supply chain and our operations. We rely on many suppliers, from farming and manufacturing through to distribution and merchandising, and view our suppliers as an extension of our business.

We acknowledge that, together, we have an impact on society and the environment. We continue to monitor our risk through a combination of internal and third-party risk assessments, audit trends, grievances raised, team member insights, industry commentary and other due diligence methods.

#### Managing Modern Slavery Risks

A combination of these due diligence methods helps with identifying and assessing the most prominent human rights risks, including modern slavery. The term 'modern slavery' is used in the Modern Slavery Act 2018 (Cth) to describe situations where coercion, threats or deception are used to seriously exploit victims and undermine or deprive them of their freedom.

The Modern Slavery Act defines the term as including eight types of serious human exploitation, including trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services.

#### Managing Modern Slavery Risks: Tools

##### Partner Up



##### Global Due-Diligence Tool

Pernod Ricard headquarters developed a digital platform, Partner Up, that conducts online evaluations of a third-party supplier and their reputation before Pernod Ricard enters a contract with them. The assessment requires the completion of an internal and external questionnaire, rating the supplier low, medium or high risk. For direct and tier one suppliers a further risk management assessment, otherwise known as the Risk Mapping Tool (RMT) questionnaire is mandatory and identifies if a further audit, completed by a third party, is required. Partner Up is a global web-based tool, creating a shared database of third parties for Pernod Ricard users around the world to conduct due diligence to check that no compliance red flags specifically relating to corruption are raised.

### **Sustainable Winegrowing Australia**



#### Independent Sustainable Production Standards

As consumers, retailers and business partners look for, and are seeking sustainable wines, auditing and certification from Sustainable Winegrowing Australia (SWA) provides an opportunity create a socially, environmentally and economically resilient industry. The auditing process reviews management of the business, environmental and social impacts. It verifies that industry recognised best practice is followed, and sustainable outcomes are achieved. Certification to this standard is achieved through independent third-party auditing by approved auditors.

### **Ecovadis**



#### International Supply Chain Standard

An internationally recognised standard, EcoVadis provides global benchmarks, which are essential for measuring and improving performance of our global value chain. The EcoVadis rating is based on an evidence-based assessment which has been adapted to hundreds of business categories and considers relevant industry labels and certifications as well as local laws in 160 countries. EcoVadis is aligned with global standards such as the UN Global Compact, the UN Guiding Principles on Business and Human Rights and relies upon international corporate social responsibility standards based on 21 criteria, divided into 4 categories: environment, labour and human rights, ethics and sustainable procurement.

### **SEDEX**



#### International Social Auditing Framework

The Supplier Ethical Data Exchange (Sedex) is a not-for-profit membership organisation for businesses committed to the continuous improvement of ethical performance within their supply chains. The Sedex Members Ethical Trade Audit (SMETA) was developed through multi-stakeholder consultation by the Sedex Associate Auditor Group (AAG), to provide a best practice reference framework for social auditing and reporting. It draws from practices defined by Sedex members and by the Global Social Compliance Programme (GSCP).

### Responsible Procurement

Responsible procurement is extremely important globally at Pernod Ricard and is embedded in our Sustainability & Responsibility (S&R) 2030 Roadmap.

We are practising responsible procurement for many reasons, most notably:

- Mitigate and prevent sustainability and responsibility risks of our business on strategic sources of supply;
- Help improve lives and working conditions of people we work with;
- Reduce our impact on the environment;
- Comply with international and local laws and regulations; and
- Meet the expectations of all Pernod Ricard stakeholders.

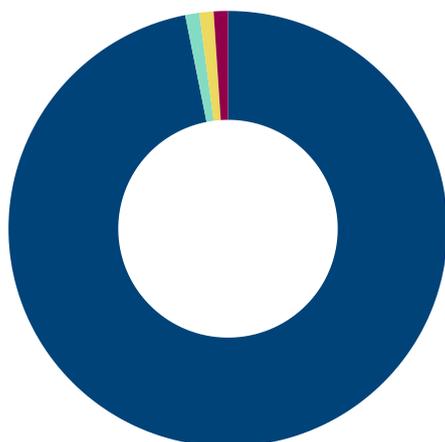
During the reporting period we reviewed all our labour hire suppliers and their third party agencies, direct and POS and VAP suppliers, including local and global dry goods, wet goods and merchandising suppliers via our responsible procurement process, Blue Source.

The Blue Source process involved entering suppliers in Partner Up for an online assessment, requiring two internal questionnaires to evaluate corruption, and S&R risks, as well as an external questionnaire completed by the supplier.

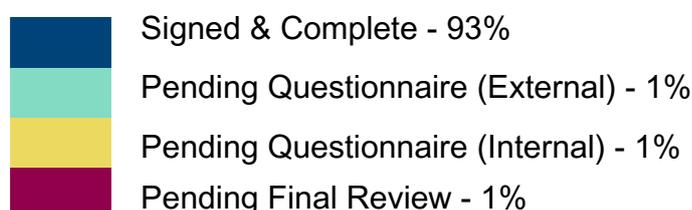
Those suppliers deemed a potential risk were referred to our chosen certification partners EcoVadis for online evaluation, Sedex for an in-person audit and SWA for our grape growers. Upon completion of the audit, suppliers receive feedback and a corrective action plan. Pernod Ricard Winemakers will continue working and collaborating with these suppliers to assist with implementing the corrective action plan and in improving performance.

### Partner Up

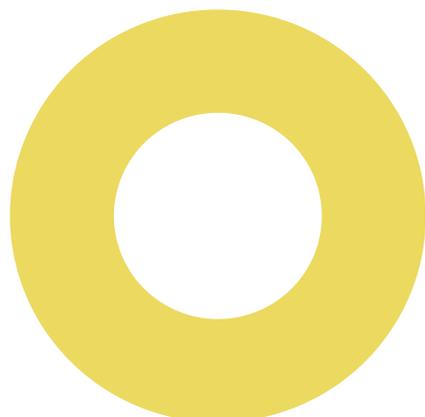
### FY24 supplier questionnaire completion rate



In FY24 we continued to enter our tier 1 suppliers, all direct suppliers and indirect suppliers with spend over \$120K (AUD) into Partner Up to review fraud and corruption risk. Our completion rates were as follows:

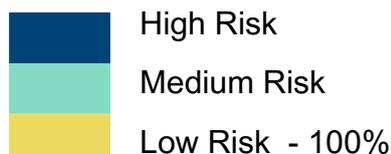


### Corruption Risk

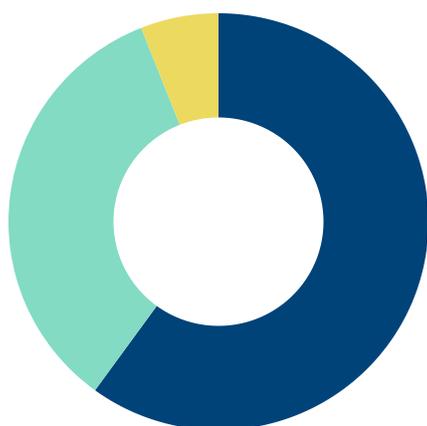


FY24 all direct suppliers in Australia low risk

In FY24, 100% of direct suppliers in Australia were assessed as 'low risk'. The corruption questionnaire within Partner Up aims to identify potential risk through examining several criteria. If a supplier is identified as medium – high risk or flagged by the tool, it is required to be reviewed by a local compliance officer. In Australia, that falls under the legal department.

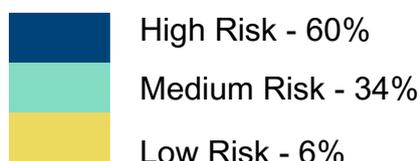


### POS / VAP Suppliers

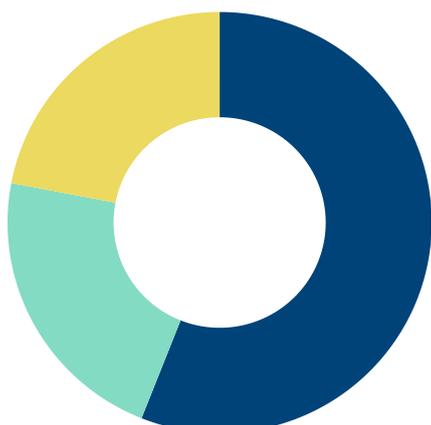


FY24 direct POS and VAP suppliers

In FY24, any new suppliers from our key supplier categories, including packaging, raw materials, POS and VAPs, were required to complete the RMT (ESG) questionnaire. The assessment results were as follows:



### Third Party Auditing



FY24 Sustainable Winegrowing Australia Status

Direct suppliers that were rated medium to high ESG risk were required to complete a third-party audit. Grape growers, being our largest direct category, had the majority of suppliers evaluated externally, with 85% of those fully certified by SWA. The assessment results were as follows:



### Our Operations

#### Direct Operations

The majority of Pernod Ricard Winemakers workforce are employed directly over several employee contract types, including casual, fixed-term, permanent and international assignment contracts. Employment terms and conditions are set out in employment contracts governed by the Australian employment laws and relevant industrial bodies. Our employment framework complies with local laws and covers core employment conditions such as minimum wages, hours of work and leave entitlements.

#### Continuous Improvement

We reduce risks of modern slavery in our own operations through our comprehensive Modern Slavery Policy, Whistleblower Policy, monitoring and grievance tools (including our internal confidential and anonymous reporting tool, Speak Up). Educating our new team members is a major component of our continuous improvement approach. We deliver a host of online induction courses for our new direct employees within the first month of joining. The courses include numerous topics including, but not limited, to:

- Modern slavery compliance training
- Code of business conduct
- Alcohol and responsible drinking
- Quality, safety and environment
- Inappropriate behaviour
- Gift, hospitality and anti-bribery

#### Indirect Operations

We acknowledge that indirect labour potentially carries a higher risk of modern slavery. Indirect labour presents higher risk due to a workforce that is often characterised by a higher proportion of migrant and unskilled workers who may be less aware of applicable rights, laws, and available protections. There is less visibility and control over how workers are engaged and higher prevalence of subcontracting and independent contracting, which make these categories more susceptible to modern slavery.

At Pernod Ricard Winemakers we have a small component of indirect labour in Australia that is employed through third-party labour hire. Our indirect labour consists of outsourced operational services and indirect labour hire including facilities, information technology, agricultural labour and administration. For such services, commercial contracts are put in place which expressly state our requirements that any contractor provided is engaged in accordance with local statutory employment requirements. Furthermore, such arrangements and compliance thereof are regularly reviewed as part of our third-party contracting arrangements.

Our Indirect Labour agreements require these suppliers to perform their duties in a manner that is consistent with our Supplier Standards, which contain specific prohibitions on child labour, forced labour, abuse and harassment of workers and other practices that may amount to modern slavery.

In addition, our agreements contain this condition relating to compliance with the Act (to the extent applicable): “The Service Provider must ensure that its obligations under this Agreement are performed in accordance with the Modern Slavery Act 2018 (Cth) and must notify Pernod Ricard Winemakers as soon as it becomes aware of any breach or potential breach of the Modern Slavery Act 2018 (Cth) by the Service Provider or its agents and subcontractors”.

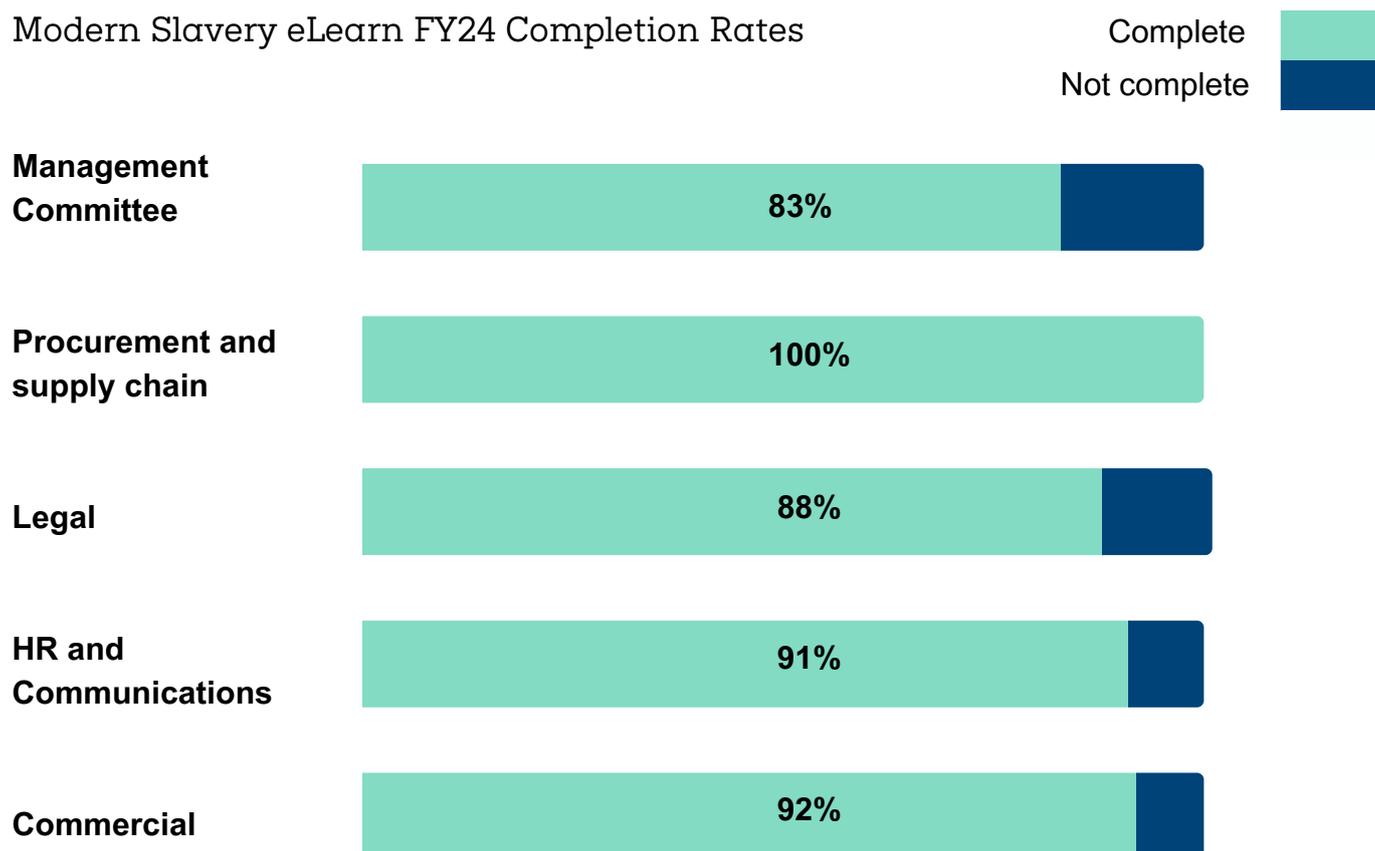
### Due Dilligence

In FY21, we developed a modern slavery e-learning module intended to raise awareness on issues of modern slavery and train employees in our approach and commitment to eradicating risk within the business. In FY24, we updated the modern slavery e-learning module and widened the scope of employees and managers required to complete and understand modern slavery risks and requirements to include New Zealand. The e-learning module has been completed by the majority of employees in key departments in Australia and is provided to new employees as part of their induction. These key departments were chosen specifically due to their employee, customer and supplier involvement, and were deemed the most likely to be faced with modern slavery risks.

93% of employees have completed the modern slavery e-learn to date with a continued push on completions for existing and new employees. We actively promoted and followed up the completions of the modern slavery training to which has seen a significant improvement of 20% increased completions from FY23, and an overall completion rate of 92% in our key department including all management, HR, Legal, Commercial, Procurement and Grower Relations.

### Modern Slavery Training

Modern Slavery eLearn FY24 Completion Rates



### Governance

At Pernod Ricard Winemakers we evaluate modern slavery and forced labour risk through seven main tiers of governance to ensure we are complying with the legal and ethical obligations. Pernod Ricard headquarters is responsible for design and implementation of global policies and systems to ensure business risk and regulatory compliance. Pernod Ricard Winemakers CEO & Chairman, Bryan Fry, and Pernod Ricard Pacific's Managing Director, Kevin Mapson, are responsible for articulating HQ's ESG vision and modern slavery compliance obligations in Australia.

**Pernod Ricard Winemakers' Management Committee** is responsible for ensuring that both the Modern Slavery Policy and our business comply with legal and ethical obligations. The Management Committee - comprising the Directors of each key organisational department – is also responsible for approving Pernod Ricard Winemakers' annual Modern Slavery Statement and ensuring compliance with the disclosure obligations under the Modern Slavery Act.

**The Legal Manager – Corporate & Compliance** (Modern Slavery Compliance Manager) has primary and day-to-day responsibility for implementing the Modern Slavery Policy, monitoring its use and effectiveness, and dealing with any queries about it. The Modern Slavery Compliance Manager is supported by a cross-functional modern slavery compliance committee, with representatives from procurement, legal, wine & grape supply and human resources. The committee meets quarterly to review commitments and implement actions throughout the year and to guide the implementation of modern slavery due diligence across our operations and supply chain.

**The Modern Slavery Compliance Manager** is also responsible for facilitating the committees' quarterly meetings and managing actions throughout the year, as well as investigating future implementations.

Lastly, Pernod Ricard Winemakers management is responsible at all levels for ensuring those reporting to them understand and comply with our Modern Slavery Policy. They are responsible for giving adequate and regular communications on the issue of forced labour and modern slavery in our supply chains, including discussion on identified risky areas within our business and supply chains.



### **Grievance Mechanism**

We are aware that one of the most effective ways to identify concerns about business conduct, within our own operations and our supply base is by having an accessible grievance mechanism where employees, contractors and related parties, including suppliers, can report breaches and grievances.

Our globally adopted process to report ethical matters including compliance issues, breach of conduct, legal, regulatory or ethical matters, including forced labour and modern slavery, is called Speak Up.

A report will be forwarded to HQ's internal global Integrity Committee who will review the report, assess its significance and credibility and determine the action to be taken. The Integrity Committee will then hand over the investigation to an appropriate person at regional or affiliate level. The team involved in the investigation will only receive data and information necessary to perform their tasks.

General principles:

- Grievances can be reported anonymously by internal employees as well as external parties including suppliers, customers, business partners.
- Identities and the information contained in the alert are confidential and are protected by relevant whistleblowing legislation.
- All reports must be done in good faith and not for personal interest.
- Speak Up is in addition to other local ways of reporting, such as directly to a supervisor, manager, HR, union, government agency etc.
- The protection of personal data is assured and data protection rights are guaranteed.

### **On-boarding of Management Committee (MCM)**

In helping us to identify and take action to address the modern slavery risk within our business, our Modern Slavery Committee is sponsored by our Management Committee (MCM). This means we keep the MCM updated on our current projects and achievements, implementing an approval and review process for both future projects and the Modern Slavery Statement.



**Our “Unmute and Speak Up” campaign encourages all employees to stand up for our values and commitments by sharing their concerns about such situations and seeking guidance to help resolve them.**

### **Expert Presentation to Modern Slavery Committee**

To further our commitment to educating our Modern Slavery Committee, Legal, Procurement and HR teams, we attended a presentation by Modern Slavery Expert – Katherine Christ from the SA Modern Slavery Network. This included definitions of modern slavery, examples from modern slavery survivors and an overview of Modern Slavery Acts and legislation being implemented globally.

### **Speak Up Campaign: Internal and External Awareness**

In FY24 we rolled out an updated internal education campaign on how to use and access our refreshed global grievance mechanism Speak Up and how to identify modern slavery using case studies and examples. For our external grape growing partners, we continued our pre and post vintage meetings and included information sessions on Modern Slavery and an email campaign with Speak Up tools including a 'How to use Speak Up Guide', posters and videos, encouraging our partners to share with their teams and have the information accessible on site.

### **Actions to Address Risks**

In FY24, we achieved the following actions to mitigate modern slavery risks:

- Continued to roll out and complete modern slavery e-learning module to specific departments
- Completion of POS/VAP EcoVadis auditing and information sessions
- Modern slavery reporting process refreshed and highlighted to employees
- Continued analysing corruption risk in our supply chain with Partner Up

In FY25, we will focus on the following actions to mitigate modern slavery risks:

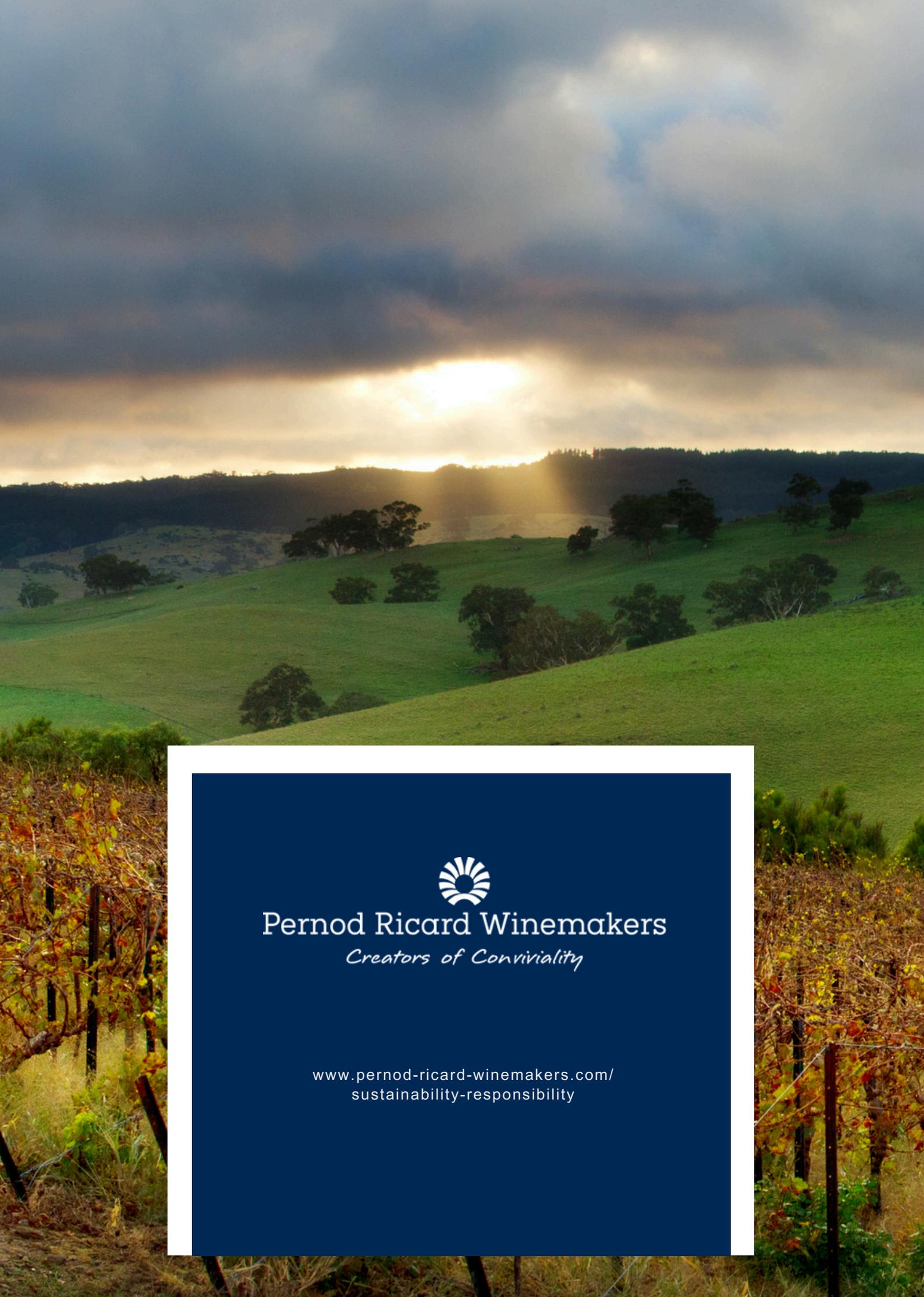
- Continue to look at supplier mapping options locally and globally
- Identify and re-evaluate risks and how best to manage them when the Pernod Ricard Winemakers' assets and wine brands are merged with an existing wine business and the Pernod Ricard Pacific operations continue as part of the global Pernod Ricard group: this will be a focus in FY25.

## 05 ASSESSING EFFECTIVENESS

Pernod Ricard Winemakers' objectives for addressing modern slavery have progressed as demonstrated in the following table:

Complete   
Incomplete / Not-Started 

Project	Status	Description
Other Training	Complete	Informed 365 presentation, active member of the UniSA practitioner group, attended review meeting with Professor John McMillan
Supplier Training	Complete	Presentation to POS/VAP suppliers on PRW requirements going forward for their third party suppliers
Modern Slavery Education	Complete	Presented to internal Global Affiliate Audience (300 people)
E-learning roll out - 3rd year rolling out e-learning on Modern Slavery	Complete	Refreshed training rolled out at departmental and manager levels
SA Modern Slavery Network	Complete	Continued representation at meetings
SA Modern Slavery Network Business Lead Meeting (best practice meeting & lead meeting)	Complete	Attendance at newly created lead business group
Labour Hire Follow Up	Incomplete / Not-Started	Connect with labour hire agencies on Modern Slavery requirements - not complete; for follow up in FY25
Pre and Post Vintage Reviews	Complete	Modern Slavery expectations and Speak Up tool promoted at pre and post vintage meetings
PASA Presentation	Complete	Head of Procurement presented at PASA Adelaide event



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