



Pernod Ricard

*Créateurs de convivialité*

## Supplier CSR Commitment

### Introduction

At Pernod Ricard we believe that our success is strongly linked to the way we do business, acting responsibly all along the supply chain, inspired by our corporate values: Entrepreneurial spirit, Mutual trust, Sense of ethics.

We are committed to contributing to Sustainable Development through our operations and in our sphere of influence. This engagement was reinforced through endorsing the United Nations Global Compact in 2003, and implementing our Procurement Code of Ethics, our Pernod Ricard's Commitments to Sustainable Development and our Pernod Ricard Charter.

Operating in more than 70 different countries, we are permanently in contact with a large number of suppliers in various sectors of activity: agricultural raw materials, packaging materials, maintenance and co-packing, marketing services, etc... We acknowledge that some of our impact on society and the environment is exercised through our suppliers. Therefore, Responsible Procurement is an essential part of Corporate Social Responsibility (CSR).

Our policy is to work in close relationships with our suppliers across the world and to improve our indirect impact on society and the environment, hence contributing to Sustainable Development. The aims of this Supplier CSR Commitment are to encourage our suppliers to improve their practices and to assist them in doing so, therefore improving the quality of life of the people we touch indirectly and contributing to the protection of the environment.

As a consequence, Pernod Ricard requests its suppliers and sub-contractors ("Companies") to share these initiatives by committing themselves in a continuous improvement approach.

### Principles

This Supplier CSR Commitment is based on the Business Social Compliance Initiative Code of Conduct (BSCI) and is in accordance with the ILO Conventions, the United Nations' Universal Declaration of Human Rights, the UN's Conventions on children's rights and the elimination of all forms of discrimination against women, the UN Global Compact and the OECD Guidelines for Multinational Enterprises.

By signing this Supplier CSR Commitment, the Company is, within its scope of influence, committed to acknowledge the social and environmental standards laid down in this Supplier CSR Commitment and to take appropriate measures for their implementation and compliance. The Company must also ensure that this Supplier CSR Commitment is observed by subcontractors. We obviously encourage our suppliers to develop and diffuse their own Supplier CSR Commitment to their suppliers.

As a preliminary to the following chapters, the Company shall commit to act in accordance with the applicable national, and international, regulations on social and environmental responsibility. Moreover, the Company is strongly encouraged to put in place appropriate management systems, preferably through certification if applicable.

## 1) Labour and Human Rights

### Prohibition of Discrimination

No discrimination shall be tolerated by the Company in hiring, remuneration, access to training, promotion, termination or retirement, based on gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in workers' organisations including unions, political affiliation or opinions, sexual orientation, family responsibilities, marital status, or any other condition that could give rise to discrimination.

### Prohibition of Child Labour

Child labour, as defined by ILO and United Nations Conventions and/or applicable national law, is forbidden. In the event that underage children are found to be working, their employer shall provide adequate financial and other support to enable such children to attend and remain in school until no longer a child.

### Prohibition of Forced and Compulsory Labour and Disciplinary Measures

All forms of forced labour, such as withholding deposits, salary and benefits or the retention of identity documents from personnel, are forbidden. Personnel shall have the right to leave the workplace premises after completing the standard workday, and be free to terminate their employment provided that they give reasonable notice to their employer. The company shall treat all personnel with dignity and respect. The company shall not engage in, or tolerate, the use of corporal punishment, mental or physical coercion or the verbal abuse of personnel.

### Workplace Health and Safety

A safe and healthy workplace environment shall be provided and the company shall take effective steps to prevent potential accidents and injury to workers' health occurring in the course of work, by minimizing the causes of hazards inherent to the work environment.

### Working Hours

All applicable national laws and industry standards on working hours and public holidays shall be respected by the Company. The maximum allowable working hours in a week are as defined by national law but shall not on a regular basis exceed 48 hours and the maximum allowable overtime hours in a week shall not exceed 12 hours. An employee is entitled to at least one free day following six consecutive days worked.

### Compensation

Wages paid for regular working hours, overtime hours and overtime differentials shall meet or exceed legal minimums and/or industry standards. The Company shall ensure that wage and benefits composition are detailed clearly and regularly for workers and are rendered in full compliance with all applicable laws. All overtime shall be reimbursed at a premium rate as defined by national law and/or industry standard.

### Freedom of Association and the Right to collective Bargaining

All personnel shall have the right to form, join, and organise trade unions of their choice and for them to bargain collectively on their behalf with the company. In situations where the right to freedom of association and collective bargaining are restricted under law, the company shall allow workers freely to elect their own representatives.

## 2) Health & Safety

The Company commits to respect the following principles:

### Occupational Safety

Worker's exposure to potential safety hazards (e.g., electrical and other energy sources, fire, on-site transport of any kind, and fall hazards) is to be controlled by risk analysis evaluation, administrative controls, preventative maintenance and safe work procedures, with on-going safety training. Where hazards cannot be adequately controlled through these means, workers are to be provided with appropriate, well-maintained, personal protective equipment. Workers shall be involved in identifying further safety concerns.

### Emergency Preparedness

Potential emergency situations and events are to be identified and assessed. Their impact will be minimized by implementing protection and prevention processes including emergency plans and response procedures. This should be controlled further by emergency reporting, employee notification, evacuation procedures, worker training and drills. The use of appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans is essential.

### **Occupational Injury and Illness**

Procedures and systems are to be in place to drive risk analysis to prevent, protect, track, report and manage occupational injury and illness. This includes provisions to encourage self-reporting by workers and the classifying and the recording of injury and illness. In addition, the investigation of each case and the implementation of corrective actions to eliminate its causes will facilitate the return of the workers to work. This includes the management of machinery and the provision of necessary medical treatment.

### **Sanitation, Food and Housing**

Workers are to be provided with ready access to clean toilet facilities, drinkable water and sanitary food preparation, storage, and eating facilities. Worker accommodations, provided by the company, are to be maintained, clean and safe, and provided with appropriate emergency exits. Hot water for bathing and showering, adequate heat and ventilation, and reasonable personal space along with reasonable entry and exit privileges will also be provided. All these measures shall be under regular control to avoid the creation of new risks.

## **3) Environment Stewardship**

### **Risk identification**

The Company shall examine, identify and assess the potential environmental risks and shall put in place all appropriate measures to minimize or eliminate them whenever possible.

### **Sustainable agriculture**

The Company shall promote the development of agricultural processes and technologies which respect the environment and shall endeavour to preserve biodiversity.

### **Product Restrictions**

The Company is to observe all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances within the product or the packaging.

### **Water and wastewater**

The Company shall measure and optimize water consumptions, especially in water stress areas. The wastewaters of any kind shall be monitored, controlled and treated before discharge.

### **Climate, energy**

CO<sub>2</sub> emissions linked to combustion or transport and any other chemical material having an impact on climate (refrigerating liquid, aerosol, etc...) are identified, monitored, and actions are put in place by the Company to minimize them.

### **Eco design**

The Company shall assess the environmental impact of its products during their whole life cycle, from the conception and the production to their use and end-of-life, and strive to minimise this environmental impact along each step of the product lifecycle.

### **Nuisances and waste**

Noise, dust, odours, particles and all other sources of local nuisance are identified by the Company and, when possible, minimised. All wastes shall be reduced at source, sorted, monitored and disposed of in a certified sorting or treatment centre.

## **4) Ethics and fair business practices**

### **Business Integrity**

The highest standards of integrity are to be upheld by the Company in all business interactions. Participants shall have a zero tolerance policy towards any, and all, forms of bribery, corruption, extortion and embezzlement (covering promising, offering, giving or accepting any bribes). All business dealings should be transparently performed and accurately reflected on participant's business books and records. Monitoring and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

**Disclosure of Information**

Information regarding business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices is unacceptable.

**Intellectual Property**

Intellectual property rights are to be respected by the Company. The transfer of technology and know-how is to be carried out in a manner that protects intellectual property rights.

**Fair Business, Advertising and Competition**

High standards of fair business, advertising and competition are to be upheld by the Company. Appropriate measures to safeguard customer information must be used.

**5) Responsible drinking**

The products we create, market and promote are intended to be enjoyed for moments of pleasure and celebration in a convivial atmosphere. However, one must never forget that the excessive or inappropriate consumption of our products by our consumers may generate risks for themselves and others.

Pernod Ricard understands its responsibility towards society. If we wish to continue our business and develop our brands over the long term, we must maintain our commitments towards our consumers and the governing authorities. We want to remind our consumers to enjoy our brands responsibly. Promoting the responsible consumption of our brands is part of our business ethics.

We encourage our suppliers to raise their employees’ and the public’s awareness to responsible drinking.

Supplier:  
Company name and address

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Supplier:  
Name of person signing

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Date

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Supplier:  
Signature

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