

3.9 REPORT BY ONE OF THE STATUTORY AUDITORS, APPOINTED AS INDEPENDENT THIRD PARTY, ON THE CONSOLIDATED HUMAN RESOURCES, ENVIRONMENTAL AND SOCIAL INFORMATION INCLUDED IN THE MANAGEMENT REPORT

This is a free English translation of the Statutory Auditors' report issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

For the year ended June 30th, 2018

To the Pernod Ricard Shareholders' Meeting,

In our capacity as Statutory Auditor of Pernod Ricard (the "Company"), appointed as independent third party and certified by COFRAC under number 3-1048⁽¹⁾, we hereby report to you on the consolidated human resources, environmental and social information for the year ended June 30th, 2018 included in the management report (hereinafter named "CSR Information"), pursuant to article L.225-102-1 of the French Commercial Code (*Code de commerce*).

Company's responsibility

The Board of Directors of Pernod Ricard is responsible for preparing a company's management report including the CSR Information required by article R.225-105-1 of the French Commercial Code in accordance with the reporting protocols and guidelines used by the Company (hereinafter the "Guidelines"), available for consultation at the headquarters of the Company and for which a summary is presented in the chapter titled "Sustainability & Responsibility" of the management report.

Independence and quality control

Our independence is defined by regulatory texts, the French Code of ethics (*Code de déontologie*) of our profession and the requirements of article L.822-11 of the French Commercial Code. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with the ethical requirements, French professional standards and applicable legal and regulatory requirements.

Statutory Auditor(s)'s responsibility

On the basis of our work, our responsibility is to:

- attest that the required CSR Information is included in the management report or, in the event of non-disclosure of a part or all of the CSR Information, that an explanation is provided in accordance with the third paragraph of article R.225-105 of the French Commercial Code (Attestation regarding the completeness of CSR Information);
- express a limited assurance conclusion that the CSR Information taken as a whole is, in all material respects, fairly presented in accordance with the Guidelines (Conclusion on the fairness of CSR Information).

It is not our responsibility to provide any conclusion on the compliance with other applicable legal expectations, in particular those concerning

article L.225-102-4 of the French code of commerce (duty of care) or the French law 2016-1691 (fight against corruption).

Our work involved eight persons and was conducted between April and September 2018 during an eight weeks period. We were assisted in our work by our sustainability experts.

We performed our work in accordance with the order dated 13 May 2013 defining the conditions under which the independent third party performs its engagement and the professional guidance issued by the French Institute of statutory auditors (Compagnie nationale des commissaires aux comptes) relating to this engagement and with ISAE 3000⁽²⁾ concerning our conclusion on the fairness of CSR Information.

1. Attestation regarding the completeness of CSR Information

Nature and scope of our work

On the basis of interviews with the individuals in charge of the relevant departments, we obtained an understanding of the Company's sustainability strategy regarding human resources and environmental impacts of its activities and its social commitments and, where applicable, any actions or programmes arising from them.

We compared the CSR Information presented in the management report with the list provided in article R.225-105-1 of the French Commercial Code.

For any consolidated information that is not disclosed, we verified that explanations were provided in accordance with article R.225-105, paragraph 3 of the French Commercial Code.

We verified that the CSR Information covers the scope of consolidation, i.e., the Company, its subsidiaries as defined by article L.233-1 and the controlled entities as defined by article L.233-3 of the French Commercial Code within the limitations set out in the methodological note, presented in the chapter titled "Sustainability & Responsibility" of the management report.

Conclusion

Based on the work performed and given the limitations mentioned above, we attest that the required CSR Information has been disclosed in the management report.

2. Conclusion on the fairness of CSR Information

Nature and scope of our work

We conducted around thirty interviews with the persons responsible for preparing the CSR Information in the departments in charge of

(1) Whose scope is available at www.cofrac.fr

(2) ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information.

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collecting the information and, where appropriate, responsible for internal control and risk management procedures, in order to:

- assess the suitability of the Guidelines in terms of their relevance, completeness, reliability, neutrality and understandability, and taking into account industry best practices where appropriate ;
- verify the implementation of data-collection, compilation, processing and control process to reach completeness and consistency of the CSR Information and obtain an understanding of the internal control and risk management procedures used to prepare the CSR Information.

We determined the nature and scope of our tests and procedures based on the nature and importance of the CSR Information with respect to the characteristics of the Company, the human resources and environmental challenges of its activities, its sustainability strategy and industry best practices.

Regarding the CSR Information that we considered to be the most important (See Appendix):

- at the consolidating entity level, we referred to documentary sources and conducted interviews to corroborate the qualitative information (organisation, policies, actions), performed analytical procedures on the quantitative information and verified, using sampling techniques, the calculations and the consolidation of the data. We also verified that the information was consistent and in agreement with the other information in the management report;

- at the level of a representative sample of entities and sites selected by us⁽¹⁾ on the basis of their activity, their contribution to the consolidated indicators, their location and a risk analysis, we conducted interviews to verify that procedures are properly applied and we performed tests of details, using sampling techniques, in order to verify the calculations and reconcile the data with the supporting documents. The selected sample represents on average 20% of headcount and between 12% and 63% of quantitative environmental data disclosed.

For the remaining consolidated CSR Information, we assessed its consistency based on our understanding of the company.

We also assessed the relevance of explanations provided for any information that was not disclosed, either in whole or in part.

We believe that the sampling methods and sample sizes we have used, based on our professional judgement, are sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures. Due to the use of sampling techniques and other limitations inherent to information and internal control systems, the risk of not detecting a material misstatement in the CSR information cannot be totally eliminated.

Conclusion

Based on the work performed, no material misstatement has come to our attention that causes us to believe that the CSR Information, taken as a whole, is not presented fairly in accordance with the Guidelines.

Paris La Défense, 19 September 2018

One of the Statutory Auditors

Deloitte & Associés

David Dupont Noel
Partner

Julien Rivals
Partner, Sustainability Services

(1) Entities and sites covered by testing on social information: Pernod SA, Ricard SA, TAC Stockholm, TAC Ahus, PR Rouss, Hiram Walker & Corby, PRW Australia.
Entities and sites covered by testing on environmental information: Nöbbelöv, Ahus, Satellite, Mumm & Kenwood wineries, Rowland flat, Walkerville, Middleton (hazardous waste only), Glenburgie and Longmorn (COD only), Vineyards New-Zealand, Vineyards Australia, Vineyards Mumm and USA.

Appendix

Social information:

- **Quantitative information:** Group employees as at 30 June; Breakdown of positions filled (permanent and fixed-term contracts) in FY18; Departures of personnel (permanent and fixed-term contracts) by reason; Average number of theoretical hours worked per employee; Number of theoretical hours worked per day; Absenteeism rate; Number of lost-time accidents; Frequency rate; Severity rate; Occupational illness (included in absenteeism rate); Total number of training hours; Total number of training beneficiaries; Part of the payroll invested in training; Part of employees benefiting from health insurance; Number of Group affiliates having conducted disability training and/or awareness actions for their employees.
- **Qualitative information:** Presentation of “iSay” opinion survey describing the level of commitment of the employees.

Environmental information:

- **Quantitative information:** Part of the production sites operated by the Group certified to ISO 14001; Volume of distilled alcohol and volume of finished products; Total energy consumption; Share of renewable electricity consumed by the production sites; Part of the electricity consumption covered by renewable electricity certificates; CO₂ emissions from production sites (Scope 1 and 2); Total volume of water used; Total volume of water abstracted; Total volume of waste water released; Chemical Oxygen Demand (COD) released into the natural environment; Total quantity of waste; Quantity of waste recycled; Quantity of waste landfilled and incinerated; Total volume of hazardous waste; Total amount of glass used; Quantity of agricultural products used; Agricultural land corresponding to used raw materials (hectares); Consumption of synthetic crop protection by hectare (active ingredient).
- **Qualitative information:** Assessment of the Group’s carbon footprint (Scope 1, 2 and 3); “Green Office” challenge for administrative sites to engage all employees on the subject of the environment; Water management tailored to meet local challenges; Sustainable agriculture and performance of our vineyards ; Actions for the protection of biodiversity.

Societal information:

- **Quantitative information:** Percentage of affiliates holding at least one initiative to promote the development of local communities; Part of bottling sites certified ISO 22 000; Percentage of Brand Companies which have assessed the social and environmental conditions under which their agricultural raw materials are produced.
- **Qualitative information:** Consumer product health and safety (HACCP method, intranet site called " Compliant Management System ", Health Risk Management Committee).