

Press release – 1 July 2021

Pernod Ricard extends paternity leave to two months across all its entities in France

Pernod Ricard continues to demonstrate its commitment to gender equality and wellbeing at work – both integral parts of its social and environmental roadmap

Pernod Ricard is pleased to announce the extension of its paternity leave for all employees across its entities based in France to two months, with effect from 1 July 2021.

At a time when statutory paternity leave in France has been increased from 11 to 25 days, Pernod Ricard has taken the decision to further extend this measure, in line with its dual commitment to valuing people and promoting employee equality.

This further step forward will help to promote gender equality between employees, contribute to greater wellbeing at work and encourage a better work / life balance. Everyone will therefore be able to fully enjoy their status as a parent on the arrival of their child.

This measure will apply to the Group's four French entities, namely its global headquarters in Paris, the companies Martell, Mumm, Perrier-Jouët and Pernod Ricard France, as well as staff from its subsidiary Pernod Ricard EMEA LATAM who are based in France, meaning a total workforce of approximately 2,500 people.

It will apply to births or adoptions from 1 July 2021.

About Pernod Ricard

Pernod Ricard is the world's No 2 in wines and spirits with consolidated sales of €8,448 million in FY20. Created in 1975 by the merger of Ricard and Pernod, the Group has undergone sustained development, based on both organic growth and acquisitions: Seagram (2001), Allied Domecq (2005) and Vin&Sprit (2008). Pernod Ricard, which owns 16 of the Top 100 Spirits Brands, holds one of the most prestigious and comprehensive brand portfolios in the industry, including: Absolut Vodka, Ricard pastis, Ballantine's, Chivas Regal, Royal Salute, and The Glenlivet Scotch whiskies, Jameson Irish whiskey, Martell cognac, Havana Club rum, Beefeater gin, Malibu liqueur, Mumm and Perrier-Jouët champagnes, as well as Jacob's Creek, Brancott Estate, Campo Viejo, and Kenwood wines. Pernod Ricard's brands are distributed across 160+ markets and by its own salesforce in 73 markets. The Group's decentralised organisation empowers its 19,000 employees to be true on-the-ground ambassadors of its vision of "Créateurs de Convivialité." As reaffirmed by the Group's strategic plan, "Transform and Accelerate," deployed in 2018, Pernod Ricard's strategy focuses on investing in long-term, profitable growth for all stakeholders. The Group remains true to its three founding values: entrepreneurial spirit, mutual trust, and a strong sense of ethics, as illustrated by the 2030 Sustainability and Responsibility roadmap supporting the United Nations Sustainable Development Goals (SDGs), "Good times from a good place." In recognition of Pernod Ricard's strong commitment to sustainable development and responsible consumption, it has received a Gold rating from Ecovadis. Pernod Ricard is also a United Nations' Global Compact LEAD company.

Pernod Ricard is listed on Euronext (Ticker: RI; ISIN Code: FR0000120693) and is part of the CAC 40 and Eurostoxx 50 indices.

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