

UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS



PRINCIPLES	SUMMARY OF ACTIONS	PAGE
Human rights		
Principle 1 Protection of human rights	Maintained a policy framework, including Code of Conduct, Whistleblower Policy and New Market Entry Policy designed to protect human rights.	18
	Maintained reporting to the Board Audit and Risk Committee on matters that have been raised through the whistleblower process.	19
	Implemented an ESG review system designed to proactively identify suppliers with high ESG risk potential.	21
	Committed suppliers to uphold human rights through the RPC.	19
Principle 2 No complicity in human rights abuse	Strengthened ability of TWE employees and contractors to identify grievances through updates to the whistleblower process and maintenance of Human Resource assistance channels.	19
	Maintained reporting to the Board Audit and Risk Committee on matters that have been raised through the whistleblower process.	19
	Implemented an ESG review system designed to proactively identify suppliers with high ESG risk potential.	21
	Committed suppliers to uphold human rights through the RPC.	19
Labour		
Principle 3 Freedom of association and right to collective bargaining	Upheld the right to freedom of association of TWE people.	19
	Recognised the right to collective bargaining.	19
	Committed suppliers to uphold freedom of association and collective bargaining rights through the RPC.	20
Principle 4 Elimination of forced and compulsory labour	Adhered to local laws and regulations.	NA
	Maintained a policy framework, including Global Payroll Policy and RPC, designed to prevent the use of forced labour within TWE operations and its supply chain.	19
	Implemented an ESG review system designed to proactively identify suppliers with high ESG risk potential.	21
Principle 5 Abolition of child labour	Adhered to local laws and regulations.	NA
	Maintained a policy framework, including Employing and Engaging Minors Policy and RPC, designed to prevent the use of child labour within TWE operations and its supply chain.	19
	Implemented an ESG review system designed to proactively identify suppliers with high ESG risk potential.	21
Principle 6 Elimination of discrimination	Maintained a policy framework that encourages diversity and inclusion among TWE people, which is designed to prevent discrimination, harassment and bullying.	21
	Executive Leadership Team, including the CEO, supports the achievement of diversity and inclusion as part of their key performance objectives.	21
Environment		
Principle 7 Precautionary approach to environmental challenges	Launched Sustainable Future, which improves environmental monitoring and aims to reduce negative environmental impacts.	13
	Completed environmental risk assessments at a global, regional and site level.	12
	Maintained TWE's Environment Policy and introduced TWE's Environmental Standard.	12
Principle 8 Environmental responsibility	Attained 100% sustainability certification of company-owned or leased vineyards and wineries.	12
	Invested in water, energy and waste efficient technology for vineyards, wineries and packaging centres.	14
Principle 9 Environmentally friendly technologies	Launched Sustainable Future, which encourages sharing of best practice processes.	13
	Invested in water, energy and waste efficient technology for vineyards, wineries and packaging centres.	14
	Developed a new internal Global Innovation Strategy, which considers sustainability outcomes of current and future innovation projects.	30
Anti-corruption		
Principle 10 Work against corruption	Maintained a policy framework, including Code of Conduct; Whistleblower Policy; Fraud and Corruption Policy; and Gifts, Entertainment and Unacceptable Payments Policy, which supports TWE's commitment to a zero tolerance approach to bribery and corruption.	8
	Provided training to TWE employees on policy framework on a periodic basis.	8
	Maintained reporting to the Board Audit and Risk Committee on matters that have been raised through the whistleblower process.	19