

TREASURY WINE ESTATES LIMITED

2019 UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS



TREASURY
WINE ESTATES

SUSTAINABILITY REPORT
2019 PAGE REF.

PRINCIPLES

SUMMARY OF ACTIONS

HUMAN RIGHTS

Principle 1 Protection of human rights	Maintained a policy framework designed to protect human rights, including TWE's Code of Conduct and Whistleblower, New Market Entry, and Workplace Health, Safety and Wellbeing Policies.	6 and 17–19
Principle 2 No complicity in human rights abuse	Established a human rights roadmap detailing how TWE plans to enhance its response to potential and actual human rights and labour impacts within its operations and supply chain.	19
	Maintained reporting to the Board via the Audit and Risk Committee on matters that have been raised through the whistleblower process.	19
	Maintained Human Resources assistance channels across four operating regions with matters being investigated and resolved through TWE's People and Capability function.	19
	Continued to commit suppliers to uphold human rights through TWE's Responsible Procurement Code (RPC).	19
	Undertook a desktop review of the TWE supply chain to identify suppliers who pose an elevated level of human rights risk.	19
	Engaged a third party to assess TWE's current and potential supplier and customer network to identify and evaluate third party risk.	19

LABOUR

Principle 3 Freedom of association and right to collective bargaining	Upheld the right to freedom of association of TWE people.	19
	Recognise the right to collective bargaining.	19
	Committed suppliers to uphold freedom of association and collective bargaining rights through the RPC.	19
Principle 4 Elimination of forced and compulsory labour	Adhered to local laws and regulations.	18–19
	Maintained a policy framework designed to prevent and protect against the use of forced and child labour within TWE operations and its supply chain, including TWE's RPC and Global Payroll, Employing and Engaging Minors, and Whistleblower Policies.	19
Principle 5 Abolition of child labour	Engaged a third party to assess TWE's current and potential supplier and customer network to identify and evaluate third party risk.	19
Principle 6 Elimination of discrimination	Maintained a policy framework and implemented key initiatives that encourage diversity and inclusion and are designed to prevent and protect against discrimination, harassment and bullying.	20
	TWE's Executive Leadership Team, including the Chief Executive Officer, continued to support the achievement of diversity and inclusion measures and targets as part of their annual key performance objectives.	20
	Development and measurement of inclusive leadership across senior leadership roles through capability offering and annual performance review processes.	20

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ENVIRONMENT		
Principle 7 Precautionary approach to environmental challenges	Updated TWE's Environment Policy to reflect the revised Corporate Responsibility framework, broaden its scope to include the business' whole value chain, and clearly define the role of management and the Board in driving environmental sustainability.	11
	Continued to drive improved environmental performance and measurement through the Sustainable Future program.	11
	Maintained a record of zero incidents, fines or penalties related to breaches of environmental regulations.	11
Principle 8 Environmental responsibility	Retained 100% third party sustainability certification of company-owned or leased vineyards and wineries.	11
	Participated in environmental conservation activities in local communities during the Company's annual Global Volunteering Week.	21
	Identified several best practices through the Sustainable Future program, which were shared across the Company's supply and non-supply network.	11
	Assessed and optimised selected glass and plastic product packaging through lightweighting.	27
	Assessed and prepared an internal roadmap in response to the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD).	9
Principle 9 Environmentally friendly technologies	Invested in water, energy and waste efficient technology and processes for vineyards, wineries and packaging centres.	12–15
	Deployed drone technology to complement existing aerial imagery at selected vineyards to easily and accurately locate zones of water stress, leaks and soil variation.	14
	Continued to install pigging and pulse cooling infrastructure across winery and packaging networks to conserve water and/or energy.	12–13
ANTI-CORRUPTION		
Principle 10 Work against corruption	Complied with the Australian Securities Exchange (ASX) Corporate Governance Principles and Recommendations.	6
	Maintained a policy framework that supports TWE's commitment to a zero tolerance approach to bribery and corruption, including TWE's Code of Conduct and Whistleblower, Share Trading, Anti-bribery and Corruption, Gifts, and Entertainment, Government Engagement and Unacceptable Payments Policies.	6
	Updated TWE's Share trading and Anti-bribery and Corruption Policies.	6
	Implemented a Government Engagement Policy, which amongst other areas, confirms that TWE does not make donations to political organisations.	11
	Maintained reporting to the Board via the Audit and Risk Committee on matters that have been raised through the whistleblower process.	19