



2020 UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS

SUSTAINABILITY REPORT
2020 PAGE REF.

PRINCIPLES

SUMMARY OF ACTIONS

HUMAN RIGHTS

Principle 1 Protection of human rights	Maintained a policy framework designed to protect human rights, including Code of Conduct and Whistleblower, New Market Entry, and Workplace Health, Safety and Wellbeing Policies.	6–7, 9–11
Principle 2 No complicity in human rights abuse	Continued to embed human rights roadmap which details how TWE plans to enhance its response to potential and actual human rights and labour impacts within its operations and supply chain.	29–30
	Conducted a Human Rights Impact Assessment (HRIA) across TWE operations and launched a Human Rights Business Charter.	30
	Maintained reporting to the Board via the Audit and Risk Committee on matters that have been raised through the whistleblower process.	6, 30
	Maintained Human Resources assistance channels across four operating regions with matters being investigated and resolved through TWE’s People and Capability function.	23–27
	Continued to commit suppliers to uphold human rights through the Responsible Procurement Code (RPC).	30
	Implemented supplier onboarding and risk assessment system, that facilitates that ability for TWE to assess risk associated with suppliers.	30

LABOUR

Principle 3 Freedom of association and right to collective bargaining	Upheld the right to freedom of association of TWE people.	30
	Recognise the right to collective bargaining.	30
	Committed suppliers to uphold freedom of association and collective bargaining rights through the RPC.	30
Principle 4 Elimination of forced and compulsory labour	Adhered to local laws and regulations.	29
	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 the RPC and Global Payroll, Employing and Engaging Minors, and Whistleblower Policies.	30
Principle 5 Abolition of child labour	Implemented supplier onboarding and risk assessment system, that facilitates that ability for TWE to assess risk associated with suppliers.	30
Principle 6 Elimination of discrimination	Maintained a policy framework that encourages diversity and inclusion among TWE people, which is designed to prevent and protect against discrimination, harassment and bullying.	7, 10, 26–28
	The 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.	26
	Committed to 50% women in leadership roles by 2025.	27
	Development of Leadership Framework and programs designed to create a high performing, culturally rich and diverse organisation.	25
	Launch of TWE DNA and the Managing People at Treasury program.	25

PRINCIPLES	SUMMARY OF ACTIONS	
ENVIRONMENT		
Principle 7 Precautionary approach to environmental challenges	Continued to drive improved environmental performance and measurement through the Sustainable Future program.	7, 15
	Maintained a record of zero incidents, fines or penalties related to breaches of environmental regulations.	5
	Introduced Global Packaging Guidelines with ambitious targets.	5, 14, 20
	Reduced water, energy and emissions across TWE business.	5, 17–19
Principle 8 Environmental responsibility	Maintained critical global sustainability certifications and in addition acquired Haute Valeur Environnementale (HVE) for TWE's French vineyard.	15
	Supported local community through fundraising and charitable donations to support recovery post bushfires.	31
	Implemented conservation and rehabilitation projects across our New Zealand and Australian operations.	15, 17
	Identified several best practices through the Sustainable Future program, which were shared across the Company's supply and non-supply network.	15–21
	Assessed and optimised selected glass, plastic and cardboard product packaging through light weighting.	35–36
	Continued to progress our Taskforce for Climate Related Financial Disclosures (TCFD) Roadmap.	6, 9, 12
	Commenced work on Climate Scenario Analysis (CSA) as part of our TCFD Roadmap.	6, 12, 16
Principle 9 Environmentally friendly technologies	Invested in water, energy and waste efficient technology and processes for vineyards, wineries and packaging centres.	16–21
	Deployed drone technology to complement existing aerial imagery at selected vineyards to easily and accurately locate zones of water stress, leaks and soil variation.	19
	Continued to install pulse cooling infrastructure across winery and packaging networks to conserve water and/or energy. Implemented fluidised bed cold stabilisation technology.	19
ANTI-CORRUPTION		
Principle 10 Work against corruption	Complied with the third edition of the ASX Corporate Governance Principles and Recommendations.	10
	Maintained a policy framework that supports TWE's commitment to a zero tolerance approach to bribery and corruption, including the Code of Conduct and Whistleblower, Share Trading, Anti-bribery and Corruption, Gifts, and Entertainment and Unacceptable Payments Policies.	10, 30
	Strengthened Legal and IP online training module and Personal Data Policy.	10
	Maintained reporting to the Board via the Audit and Risk Committee on matters that have been raised through the whistleblower process.	30