

2022 UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS

PRINCIPLES	SUMMARY OF ACTIONS	Comment / SUSTAINABILITY REPORT 2022 PAGE REF.
HUMAN RIGHTS		
Principle 1 Protection of human rights	Maintained a policy framework designed to protect human rights, including Code of Conduct, Whistleblower, New Market Entry, and Workplace Health, Safety and Wellbeing Policies.	13
	Launched Human Rights training to raise awareness and provide practical guidance	16
	Published an annual Statement covering our approach to modern slavery.	https://www.tweglobal.com/sustainability#Modern-Slavery-Statement
Principle 2 No complicity in human rights abuse	Maintained reporting to the Board via the Audit and Risk Committee on matters that have been raised through the Whistleblower process.	13
	Maintained Human Resources assistance channels across operating regions with matters being investigated and resolved through TWE’s People and Capability function.	
	Continued to commit suppliers to uphold human rights through the Responsible Procurement Code (RPC).	39-40
	Continued to risk-assess new suppliers across a range of social, environmental and ethical criteria	40
LABOUR		
Principle 3 Freedom of association and right to collective bargaining	Upheld the right to freedom of association of TWE people. Recognised the right to collective bargaining.	TWE respects employees’ freedom of association in the workplace by recognising the right of employees to negotiate either individually or collectively. Where they represent employees to negotiate employment agreements, TWE engages with trade unions.
	Committed suppliers to uphold freedom of association and collective bargaining rights through the RPC.	39-40

<p>Principle 4 Elimination of forced and compulsory labour</p>	<p>Adhered to local laws and regulations.</p>	<p>13</p>
<p>Principle 5 Abolition of child labour</p>	<p>Maintained a policy framework designed to prevent and protect against the use of forced and child labour within TWE operations and our supply chain, including the RPC and Global Payroll, Employing and Engaging Minors, and Whistleblower Policies.</p>	<p>13, 16, 39-40</p>
	<p>Supplier onboarding and risk assessment system that facilitates that ability for TWE to assess risk associated with suppliers.</p>	<p>39-40</p>
<p>Principle 6 Elimination of discrimination</p>	<p>Maintained a policy framework that encourages diversity and inclusion among TWE people, which is designed to prevent and protect against discrimination, harassment and bullying.</p>	<p>16, 30-32 Relevant policies</p>
	<p>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.</p>	<p>13, 30-32</p>
<p>ENVIRONMENT</p>		
<p>Principle 7 Precautionary approach to environmental challenges</p>	<p>Our Environment Policy reflects our commitment to sustainability and recognises the direct link between effective management of our environmental impacts and business success.</p>	<p>13 Policy</p>
	<p>Established a series of ambitious targets to reduce organisational impacts.</p>	<p>7-9</p>
	<p>Maintained a record of zero incidents, fines or penalties related to breaches of environmental regulations.</p>	<p>18</p>
<p>Principle 8 Environmental responsibility</p>	<p>Retained sustainability certification of company-owned or leased vineyards and wineries.</p>	<p>37-38</p>
	<p>Transparent articulation of environmental impacts and outcomes.</p>	<p>7-8, 18, 19-27, 36-42</p>
	<p>Closing the loop through partnering with suppliers.</p>	<p>41-2</p>
	<p>Continued to align disclosures with the Taskforce for Climate Related Financial Disclosures (TCFD).</p>	<p>23</p>

TREASURY WINE ESTATES LIMITED

Principle 9 Environmentally friendly technologies	Invested in water, energy and waste efficient technology and processes for vineyards, wineries and packaging centres. Achieved carbon neutrality for our Lindeman's brand globally	21, 24, 26, 24
ANTI-CORRUPTION		
Principle 10 Work against corruption	Complied with the ASX Corporate Governance Principles and Recommendations. Maintained a policy framework that supports TWE's commitment to a zero-tolerance approach to bribery and corruption. Maintained reporting to the Board via the Audit and Risk Committee on matters that have been raised through the Whistleblower process.	11-15 13-15 13-15