



THINKERS · MAKERS · DOERS

Welcome

TWE Human Rights Charter

Commitments & Expectations

TWE Human Rights Charter

At Treasury Wine Estates Limited (TWE):

- We believe that human rights recognise the inherent value of each person and encompass the basic freedoms and protections that belong to every single one of us. Our business and people can only thrive when human rights are safeguarded.
- We understand that it's the diversity of our people that makes us unique and so we want you to be you, because you belong here and you matter. You have a role to play in ensuring a professional and safe working environment where respect for human rights is the cornerstone of our culture and where everyone can make a contribution and feel included.
- We are committed to protecting human rights and preventing modern slavery in all its forms, including forced labour and human trafficking, across our global supply chain. We endeavour to respect and uphold the human rights of our people and any other individuals we are in contact with, either directly or indirectly.

This Charter represents TWE's commitment to upholding human rights.

HUMAN RIGHTS COMMITMENTS

In doing business, we are committed to respecting human rights and support and uphold the principles within the **UN Universal Declaration of Human Rights**, the **United Nations Guiding Principles on Business and Human Rights**, the **ILO 1998 Declaration on Fundamental Principles and Rights at Work** and **Modern Slavery Acts**. TWE's commitment to the protection of human rights and the prevention of modern slavery is underpinned by its global policies and programs, including risk assessment processes that are designed to identify impacts and adopt preventative measures. This commitment extends to our engagement with employees, contractors, customers, suppliers and the communities in which we operate. In addition to this, our **Code of Conduct** and **TWE DNA** underpin and guide all individuals on TWE's expectations of appropriate workplace behaviour.

WE PROTECT HUMAN RIGHTS

We believe in acting fairly and making people decisions based on merit.

This means:

- Making decisions based on the competencies, experience, qualifications, ability and characteristics relevant to an individual's performance of their work.
- We work to prevent our decisions being unlawfully influenced by a person's race, gender, sexual orientation, sexual identity, religion, marital status, age or any other personal characteristic.

WE RESPECT HUMAN RIGHTS

We believe respect for human rights is the cornerstone of a culture in which everyone can make a contribution and feel included so we strive to conduct business in a way that respects the rights and dignity of people and avoids complicity in human rights abuses.

This means:

- We do not tolerate unlawful discrimination, harassment or bullying of any kind.
- We expect our business to comply with all applicable labour and employment laws and regulatory requirements.
- We expect our customers and partners to adhere to business principles consistent with our own.

WE REMEDY HUMAN RIGHTS

We encourage all stakeholders to report and express concerns relating to suspected violations of our policies, including this Charter.

This means:

- All employees, suppliers, customers and associates of TWE can raise issues directly or anonymously under TWE's Whistleblower Policy.
- We will seek to address human rights impacts by taking appropriate action to investigate and remediate and we will extract learnings to continuously improve and prevent such impacts from reoccurring.

TWE WILL:

- Strive to create a work environment that upholds human rights and is free from discrimination, harassment and bullying
- Prioritise the health, safety and wellbeing of our people
- Provide fair wages and benefits
- Not tolerate forced, bonded or involuntary labour, or any instances of child labour or modern slavery
- Promote a culture where we bring our whole selves to work, act courageously and deliver together – cultivating an environment that fosters inclusion and equal opportunity
- Invest in our people by providing robust learning and development opportunities
- Communicate our expectations to our people and partners
- Ensure our Brands and our marketing activity also reflect our commitment to upholding human rights

Protect • Respect • Remedy

TWE Human Rights Charter

CORE EXPECTATIONS

THE BOARD OF DIRECTORS (BOARD)	The Board endorse an annual Modern Slavery and Human Rights Statement
EXECUTIVE LEADERSHIP TEAM (ELT)	The TWE Executive Leadership Team (ELT) are responsible for: <ul style="list-style-type: none"> Actively upholding TWE’s Human Rights commitments and setting and delivering on diversity and inclusion targets and objectives Ensuring awareness and appropriate training and support is made available so that TWE people are clear on expectations, including this Charter Striving to prevent risks of adverse impacts on human rights and addressing human rights impacts if they do occur in a timely and appropriate manner Living and breathing TWE’s DNA and the commitments within this Charter
TWE PEOPLE Including permanent, fixed-term, casual, seasonal and temporary employees	All employees are responsible for living and breathing TWE’s DNA and the commitments within this Charter. This means: <ul style="list-style-type: none"> Understanding and agreeing to honour the spirit and the letter of this Charter and uphold human rights Treating all colleagues and other people they interact with dignity, courtesy and respect Complying with all TWE policies and procedures Speaking up where they are concerned in relation to suspected violations of our policies, including this Charter.
THIRD PARTY PARTNERS Including Customers and Suppliers	We have a large and diverse wine value chain and we recognise the critical role our customers, suppliers and third-party partners play in helping us to source and operate responsibly and sustainably. This means: <ul style="list-style-type: none"> Our Responsible Procurement Code sets out our expectations of our suppliers with regards to respect for the human rights, including labour rights, of the workers in our extended supply chain We expect our partners to implement and adhere to the principles in our our Responsible Procurement Code and to ensure transparency, to remedy any shortcomings, and to drive continuous improvement. We expect our customers and partners to adhere to business principles consistent with our own
BRANDS	<ul style="list-style-type: none"> Our brand marketing activity will be carried out in accordance with our Responsible Marketing Guidelines and will aim to uphold TWE’s commitment to human rights We strive to build socially-conscious brands that promote the responsible consumption of alcohol



RELATED POLICIES

TWE CODE OF CONDUCT

TWE MODERN SLAVERY & HUMAN RIGHTS STATEMENT (ANNUAL)

INCLUSION & DIVERSITY POLICY

WORKING TOGETHER POLICIES

ANTI-HARASSMENT, DISCRIMINATION & BULLYING POLICIES

EMPLOYING AND ENGAGING MINORS POLICY

FIND YOUR FLEX POLICY

TWE DNA

WHISTLEBLOWER POLICY

DISCIPLINARY & RESOLVING WORKPLACE ISSUES PROCESSES

RESPONSIBLE PROCUREMENT CODE

WORKPLACE HEALTH SAFETY & WELLBEING POLICY & PROCEDURES

RESPONSIBLE MARKETING GUIDELINES

GLOBAL RECRUITMENT AND SELECTION POLICY

Protect • Respect • Remedy