

# OUR CORPORATE SOCIAL RESPONSIBILITY ENGAGEMENTS

Tonnellerie Vicard commitment to Corporate Social Responsibility (CSR) combines its characteristics of performance and innovation with a positive impact on society. To do this, it integrates social and environmental issues into its business strategy.

Our policy focuses on the following points:

## RESPONSIBLE PURCHASES

Integration of a sustainable supply chain:

- Promote the management and sustainable development of forest ecosystems
- Develop responsible purchasing from our raw material suppliers
- Objective of maintaining and renewing the PEFC® certification

RESPONSIBILITY

## ENVIRONMENT AND ENERGY

#### Reducing our environmental footprint:

- 100% recovery of our wood waste
- · Strive for 100% biodegradable packaging
- Pursue our efforts in waste management, recycling, reduction of paper consumption

#### Energy impact and use of resources:

- Reduction of water consumption during process
- Energy monitoring and research to reduce energy consumption

## HUMAN RESOURCES AND COLLABORATORS

Establishment of a Human Resources policy:

- · Fight against discrimination at work
- · Enforce human rights and labor rights
- · Motivate employees:

SOCIETY

- · Through the development of their skills
- Ensuring good working conditions:
  - · Occupational safety and health
  - · Reduce the hardship of work
- By developing the attractiveness and image of the company:
- · Well-being at work
- $\cdot$  Renovation of premises
- · Efficient and innovative production tool
- · Social advantages

ENVIRONMENT

The management of Tonnellerie Vicard undertakes to provide all its support and the resources necessary for the implementation of this policy.

Cognac, January 27, 2021, Jean-Charles VICARD

