



Health & Safety Policy



**TAKING CARE
OF EACH OTHER**

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Introduction

At **Pernod Ricard**, we promote Health & Safety adhering to **internationally recognized standards** and **best practices** while addressing any gaps that may arise. We empower our employees to thrive with an entrepreneurial spirit, emboldening them to make decisions and embrace responsibility to ensure we are all agents in our collective well-being.

Inherent in this approach is our responsibility and ethical duty to ensure the **Health & Safety** of all our **employees, contractors, suppliers and communities** is preserved while in contact with our activities. Pernod Ricard constantly strives to eliminate occupational accidents, hazards and diseases for all our employees and contractors.

It is with this conviction that we have developed a **Health & Safety Policy**.

Pernod Ricard senior leaders collaborated on developing the **levers for success** to achieve the strategy along with an associated **Roadmap** for its deployment.



“ As **Créateurs de Convivialité**, we value our employees, contractors, suppliers and the communities we work in. We are truly committed to taking care of each other – ensuring that each and every one of us goes home safely at the end of the working day. ”

Alexandre Ricard, Chairman & CEO

Objectives and Scope

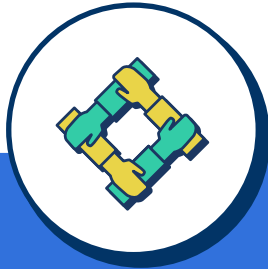
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Health & Safety Ambition

Our Health & Safety ambition is to become the “best in class” in the Wines & Spirits industry, targeting zero injuries in our operations by 2025. The strategic priorities to achieve this ambition are:



CULTURE

Develop a culture where safety is at the heart of Convivialité



LEADERSHIP

Develop leadership through engagement, motivation and empowerment



PERFORMANCE

Improve business performance through excellence in Health & Safety

Objectives and Scope

The Pernod Ricard corporate culture and values include an **entrepreneurial spirit, mutual trust, and a strong sense of ethics**. The Group's approach to Health & Safety embeds these principles.

Supported by our vision, "**Créateurs de convivialité**", we are committed to developing a culture where **everyone has a role to play** and where employees **take ownership** of their own and their co-workers safety through shared responsibility. Pernod Ricard constantly strives to eliminate occupational accidents, hazards and diseases for all our employees and contractors.

Management systems are vital to achieving our Health & Safety goals, we have therefore committed to having all our production sites with significant activities certified ISO 45001.

We are also convinced by the importance of a strong Health & Safety culture, actively working to ensure that everyone is personally involved in **Taking Care of Each Other** through a **culture of interdependence**.

The Pernod Ricard Health & Safety Policy is considered a **minimum standard**. Our voluntary Policy outlines the commitments and procedures that **apply to all Pernod Ricard employees and joint ventures**.

Where this policy is more stringent than local laws, our affiliates will apply the stricter standards without violating local laws.

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Culture

Pernod Ricard has identified culture as a strategic priority in achieving its Health & Safety ambition.

Develop a culture where Safety is at the heart of “Convivialité” is achieved through:

Ensuring *Taking Care of Each Other* is a key element of true Convivialité, making Safety integral to Group culture

We ensure that safety is taken into account in every decision we take and is perceived as a value creation lever in the organization. This approach is embodied by senior managers and the entire management line, as Pernod Ricard Leaders, who are accountable for our performance and this approach is adopted by all sites.

Establishing the baseline and monitoring the level of maturity across the organization

To reach our ambition of zero injuries, a strong Health & Safety culture should be constantly improving from reactive to interdependent. We aim for all people and teams to be “safety empowered” and take collective responsibility for themselves and others, and commit to assessing the maturity of our Health & Safety culture through proven methods, identifying the actions needed to develop this culture and monitor progress.

Making safety a key driver of behaviors, as it should always be our number one priority

We provide Health & Safety systems, processes, equipment and training for all Pernod Ricard employees, enabling our work to be performed in a safe manner. Our operations are required to be certified ISO 45001. Every Pernod Ricard employee and contractor is required to be an active participant in managing the safe execution of our work, and has the ability to identify hazards and report associated near misses or incidents as well as learning from these incidents.

Supporting health and well-being of our people as a key component of our culture

Well-being and ergonomics are integrated into every new workstation project we conduct, to ensure our employees benefit from the highest standards, innovation and training.



All 19,000 Pernod Ricard employees have a role to play in our collective safety and well-being. We care for one another by promoting, creating and ultimately maintaining a safe and healthy environment every day.

Cédric Ramat, EVP Human Resources, S&R

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Leadership

Engaging, motivating and empowering all people is fundamental in our approach to Health & Safety.

Leadership within our organization is guided and developed through:

The Group Leadership Model to embed Health & Safety Performance and behaviors at all levels of our organization

We ensure that company expectations for both behavior and performance delivery are clearly defined and communicated through using our existing Health & Safety management systems. Group guidance to leaders, through our Leadership model, supports this approach guaranteeing Pernod Ricard's values are met and performance levels reached worldwide regardless of local and organizational specificities. All employees in the organization, at all levels, receive dedicated training sessions on leadership expectations and how to implement them.

The Leader Safety Standards Work providing impactful, adapted and harmonized tools

We provide all leaders in the organization with the tools, guidance and training needed to support our Health & Safety model. This means for us that any new leader joining our organization is provided with this support in the early stages of their integration.

Empowering employees across all levels and sites to adopt appropriate behaviors and achieve an interdependent culture

We promote safety across the business, everywhere and at all times, through positive and consistent communications with the aim of generating positive interactions, initiatives and innovation leading to a safer and healthier workplace. We trust that this approach is supported by our own leaders in the organization to achieve a truly interdependent culture.

Partners committed to joining us and sharing the same ambition

Conducting our activities involves many partners along our value chain and embedding these partners in this journey while sharing common values is key for us to succeed.



Taking care of each other is a mindset that we strive to have embodied by leaders at all levels of our organization. This mindset is essential to achieving our overarching goals and promoting safety across our business.

Christian Porta, Managing Director, Global Business Development



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Performance

Pernod Ricard is committed to ensuring everyone returns home safely every day. This includes all of our employees, our contractors and communities involved in our operations and activities. We target excellence in Health & Safety Performance and achieve this through:

Efficient management systems

We develop and apply Group harmonized standards and operating requirements throughout our entities. We also manage compliance and performance through Group audits, integrated information solutions and associated technologies. To continuously improve our business performance we ensure new technologies and innovations are identified and implemented wherever they bring added value.

Recognizing and rewarding behaviors, initiatives, and best practices throughout the organization

We believe that a strong program recognizing and rewarding actions that positively impact our culture and performance is a catalyst for a strong Health & Safety culture while promoting innovation. We therefore ensure that Health & Safety Recognition and Reward programs are accessible to all of our employees and contractors. The outcome from recognized and rewarded initiatives is used to feed our management systems, tools and Group standards.

Being aware of new technological innovations and ensuring these are embedded in our Health & Safety Policies

We promote the integration of new technological developments and innovative mindsets into our organization. It is vital to ensure that younger generations and their aspirations vis-à-vis Health & Safety are integrated into our approach. We commit to ensuring our Health & Safety management systems formally take into account new trends and update our approach and policy as necessary.

Making our approach an opportunity for business by using all relevant indicators that will support decisions and drive improvement

We acknowledge that safety performance should not be separated from other aspects of our business. As such, Health & Safety performance is aligned with our business goals. Health & Safety KPIs help drive business improvement and reach business targets. These established KPIs are consolidated at Group level, reviewed during strategic meetings and are deployed at all levels our organization and value chain.



Targeting Health and Safety excellence is of utmost importance for Pernod Ricard. Taking care of each other is an integral part of our global performance and is treated as such in every initiative we undertake.

Héléne de Tissot, Chief Finance Officer, EVP Finance, IT & Operations



Implementation of the Policy

Governance

This policy has been approved by Pernod Ricard's Chairman and Chief Executive Officer and its Executive Committee.

Group Human Resources Directors, Group Operations Director, Group Sustainability & Responsibility Director oversee the implementation of the Group's Health & Safety Policy.

Affiliates Chief Executive Officers, Human Resources Directors and Operations Directors at local level are responsible for implementing the Pernod Ricard Global Health & Safety Policy.

Dissemination and enforcement

All signatory subsidiaries agree to circulate these commitments to their employees by means of the usual internal communications tools. The Group provides English, French and Spanish versions. The affiliates will have the agreement translated into their local language to enable all employees to understand it.

These commitments are not designed to supersede other Pernod Ricard policies related to relevant ethical, social, safety and environmental practices of the group. They are an extension and overarching commitments related to Health & Safety.

A group Health & Safety Roadmap, resulting from the Group Health & Safety Strategy, has been established.

Affiliates will determine and develop local action plans in line with the Group Health & Safety policy priorities, the Group Health & Safety Strategy and the associated roadmap.

Implementation and enforcement actions will be coordinated by Pernod Ricard Headquarters in close collaboration with all Group affiliates.

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Monitoring

Details of Pernod Ricard's performance against its Health & Safety policy will be communicated through our Registration Document and website.

We commit to measuring our progress annually and taking all reasonable steps to ensuring reported information represents a true and fair account of our activities.

A selection of data is independently assured as part of our management processes for completeness, consistency, transparency and accuracy.

At the Group level, the Health & Safety Steering Committee is responsible for the follow-up of the implementation of the Health & Safety Policy. This is done through progress monitoring (e.g., via selected roadmap key performance indicators), reviewing action plans, setting priorities, assessing effectiveness and discussing potential roadblocks. Reports issued by this committee are communicated to the Pernod Ricard Executive Committee.

Status and amendments

The present policy comes into force on October 1st 2019.

To ensure its continued relevance and effectiveness, this policy will be periodically reviewed and updated when necessary.

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Our policy is aligned with the following international standards, guidelines and protocols:

- [ISO 45001 - Occupational Health & Safety](#)
- [Pernod Ricard Global Human Rights Policy](#)
- [The United Nations Sustainable Development Goals \(SDGs\)](#)
- [Pernod Ricard H&S Strategy and Roadmap](#)
- [Pernod Ricard S&R Strategy](#)