



RÉMY COINTREAU

Terroir, people and time

Health, Safety & Quality Policy

Introduction

The Rémy Cointreau group stands for excellence and its success is founded on the talent of its employees who, in their daily work, all strive to share and uphold the values of our Group: Terroir, People and Time.

With this Policy, Rémy Cointreau confirms its ambition to strive for excellence with regards to the health, safety and wellbeing of its employees as well as product safety and quality.

This Health, Safety & Quality Policy is the common foundation of our group, and each entity can supplement this Policy to comply with its local laws and regulations.

It applies to anyone working on Rémy Cointreau Group sites all over the world, whether they are directly or indirectly employed by the Group.

This policy encompasses a section dedicated to the Health and Safety of our employees at work (I - Health & Safety at work) and another one dedicated to the Safety and Quality of our products (II -Product Safety & Quality).

I - Health & Safety at work

Aware of risks related to our activities, we are committed to ensuring the safety of our employees and our communities and we involve our relevant stakeholders in safety management.

Our values are translated into 3 key principles linked to Health & Safety:

- Safety is our primary priority;
- We have a “zero accident” culture;
- Each employee is accountable for his safety and his peer’s safety.

The Rémy Cointreau Group approach regarding Health & Safety at work is based on 5 key pillars:

1. Manage the health and safety approach through a continuous improvement program

The health and safety program is managed through a robust safety management system based on ISO 45001 guidelines that strive for a continuous improvement of working conditions and risk management.

Each entity makes a yearly evaluation of health & safety situation, analyses safety incident, define the proper plan to primarily decrease the accident frequency rate, to improve its safety, to reduce safety risks and hazards. Each site management team shall ensure that applicable financial, human, and organizational resources are properly set up locally to ensure a safe environment.

In addition, the Executive Committee regularly reviews health and safety reports as part of its commitment to continuous improvement.

2. Identify health and safety risks and implement related action plans

Risk assessment and prevention is the foundation of any effective and long-lasting approach. It can be used to identify health, safety and well-being priorities to prevent risks and implement appropriate action plans for each specific situation. The risk approach is a global approach considering technical, psychological, ergonomics, health, sanitary aspects.

3. Develop a culture for a safe and well-being environment

Safety is an unquestionable priority when considering decision making and governance. This principle requires the implementation of a comprehensive approach to develop a “zero accident” individual and collective culture. We consider well-being as a fundamental element for the safety,

and the performance of our employees. This culture is the foundation of the proper reaction to improve working conditions and aim to a safe environment. Each employee must be the warrant of their own safety and that of their colleagues and peers. Our approach is also to integrate each employee in safety concerns to elaborate the right solutions with their proper expertise.

4. Train and inform employees and external workers to safety standard and risks to ensure human safety, neighbors, and environment risk prevention

Employees at every level of the Rémy Cointreau Group are trained in health and safety and incorporate that knowledge into their behavior, attitudes, activities, and professional relationships. In addition, training courses are regularly organized at our industrial sites to take account of any changes in standards, legislation, or regulations.

Each site is also responsible for communication with its employees, external partners and its neighborhood about their incumbent risks and the means to prevent these risks.

The Rémy Cointreau Group requests that all internal workers (employees, suppliers and sub-contractors) apply its health & safety rules.

5. Comply with international and local laws and regulations

Each site has to comply with their legal standard and ensure the proper regulatory monitoring to anticipate evolution in regulations. Insurance company is a key partner to evaluate technical risks and define solutions to prevent these risks.

II - Product Safety & Quality

Rémy Cointreau's purpose is to deliver a great experience to its client, ensuring its products are safe and respect high quality standards.

Product safety and quality is a primary consideration during design, manufacture, storage, marketing, and sales of our products. Our intent is to improve the quality of our products to meet clients and relevant stakeholders needs and expectations. Thus, we aim to prevent consumer claims, proving its full satisfaction. Our policy applies on the entire supply chain from our suppliers to the consumer.

The Rémy Cointreau Group approach regarding Product Safety & Quality is based on 5 key pillars.

1. Ensure safe products and design products to meet consumers' expectations

Our priority is to ensure that our products are safe for our consumers. Our working processes and design procedures ensure the prevention of safety risks for our consumers. Our processes are qualified to demonstrate their compliance and our products are designed to be safe over time. Risk analysis and management is regularly reviewed to monitor the food safety of our products. Our products are designed to meet consumers' expectations and to provide them with exceptional sensorial experiences.

We listen carefully to our customers' opinions and strive to reflect them in our products.

2. Manage product safety and quality through a robust management system

Product Safety program is based on ISO 22000 guidelines, and Quality management intent is to continually improve client satisfaction as well as the desirability and the premium quality of our brands.

3. Develop a culture of quality & food safety

Each employee must ensure the strict application of procedures related to food safety and considered product quality as a paramount. A strong quality and food safety culture is the foundation to take the right decisions and to reach consumer satisfaction.

4. Train and inform our employees and business partners and monitor product quality

Our employees and our business partners are properly and regularly trained to our internal procedures required to respect product safety and quality standards.

5. Comply with international and local laws and regulations

Each Maison has to comply with their legal standards and ensure the proper regulatory monitoring to anticipate evolution in regulations. They develop a proper action plan to ensure a full compliance with these norms and standards or upcoming regulations.

DOCUMENT HISTORY

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