

**2024**  
(FINANCIAL YEAR 2023)



**CORPORATE SOCIAL  
RESPONSIBILITY (CSR) REPORT**  
CASTEL VINS



This CSR report is issued voluntarily by CASTEL Vins.  
 The data given therefore concern all CASTEL Vins entities.  
 In accordance with its obligations, CASTEL Vins has also formalized a declaration of extra-financial performance (DPEF\*) consolidated at Group level with the Group's other divisions.  
 \*Non-Financial Performance Declaration (NFRD) resulting from the European directive NFRD (Non Financial Reporting Directive) transposed into French law by Ordinance no. 2017-1180 of July 19, 2017 and Decree no. 2017-1265 of August 9, 2017.

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# MISSION

For three generations, our family and our teams have been driven by a clear principle: **'Today, bringing wine to life'**.

This mission underpins and guides all our activities, as winemakers, wine merchants and wine retailers. We do this with the entrepreneurial spirit and agility befitting of a family business, and with scope of the international group we have become



**"TODAY,  
BRINGING WINE  
TO LIFE"**

# EDITORIAL FROM THE GOVERNANCE



**MORE THAN A SPEECH, OUR COMMITMENT TO BRINGING WINE TO LIFE TODAY CARRIES US, LOOKS LIKE US AND BRINGS US TOGETHER.**

From the outset, we have been committed to flying the flag for the know-how family winemaking, which gave birth to our company, as well as our expertise as merchants and traders, which has enabled our châteaux, our fine brands and, more broadly, our selection of wines and grands crus, to have the place they have today with you.

with you today. Today, our company is more than ever attentive to the needs of today's and tomorrow's consumers. Each of our estates, our wine houses, our different but complementary establishments, interact, enrich each other, undertake and evolve, to shape together a common, sustainable path. To ensure that this family commitment contributes to raising the profile of the world of wine but also the beverages that accompany every moment of conviviality, we are implementing a policy of responsibility that reflects our image: agile and concrete.

On the economic, environmental, social and societal levels, together, with our teams and partners, we strive every day to steer and fine-tune development and fine-tune development that is sustainable and profitable for all.

With pragmatism, determination and efficiency.

Sophie Palatsi, Philippe & Alain Castel



# THE CASTEL ECOSYSTEM OUR BUSINESSES

## YOUR BUSINESS

### WINEMAKERS



A Bordeaux vineyard specialist from the outset, CASTEL Vins cultivates its winemaking know-how and boasts unique expertise in French vineyards with a collection of **23 properties in France, located in the heart of the Bordeaux region, Muscadet, Provence, Loire and Languedoc**. In this way, the know-how of the vineyard is perpetuated by offering red and white wines that stand out at each of these properties for their character, originality and quality, with the ambition of sublimating the fruit of their terroir, but also the desire to respect and protect this heritage.

### WINE TRADERS



It's a job that contributes to the reputation of French wines around the world. It is carried out by the Group's establishments in each of France's major wine-growing regions, through its 9 independent and complementary wine houses and trading companies: **Patriarche, Barton & Guestier, Listel S.A.S, Barrière Frères, Castel Frères, Oenoalliance, Société des Vins de France, Maison Bedhet Valette, La Confrérie**. They offer a unique assortment to all French and international distribution networks. Over the years, the Group has succeeded in combining its know-how as a wine merchant with that of these historic French wine houses. They offer French and international distribution networks an assortment representative of all terroirs.

### RETAILERS



The **Nicolas** (513 stores, including 4 Craft and Beer, 71 franchised stores), **La Clé des Châteaux** a wine shop in Africa) and **Vinatis** (France's leading online wine retailer) wine store chains all share the same mission: to make it easier for consumers to find the wine that suits them best. These networks are true professionals, with an in-depth knowledge of their products and the dishes with which they go best, and their mission is to help customers discover and appreciate as many French wines as possible, by providing them with the best possible guidance in their choices. The specialized distribution business also enables the Group to develop a whole range of wine-related services, offering everyone the chance to perfect their wine culture.



# OUR ORGANISATION

# KEY DATES

## CASTLES AND GREAT WINES



### 24 PROPERTIES

- CHÂTEAU BARREYRES
- CHÂTEAU BEAUMONT (50%)
- CHÂTEAU BEYCHEVELLE (50%)
- CHÂTEAU CAVALIER
- CHÂTEAU D'ARCINS
- CHÂTEAU DE GOËLANE
- CHÂTEAU DE HAUT COULON
- CHÂTEAU DE L'HYVERNIÈRE

- CHÂTEAU DU LORT
- CHÂTEAU DU BOUSQUET
- CHÂTEAU FERRANDE
- CHÂTEAU HOURTOU
- CHÂTEAU LATOUR CAMBLANES
- CHÂTEAU MALBEC
- CHÂTEAU MAGNAN LA GAFFELIÈRE
- CHÂTEAU MAGNOL
- CHÂTEAU MONTLABERT

- CHÂTEAU TOUR PRIGNAC
- CLOS DES ORFEUILLES
- CRU LA MAQUELINE
- DOMAINE DE LA BOTINIÈRE
- DOMAINE DE LA CLAPIÈRE
- DOMAINE DES HAUTES COTTIÈRES

### GREAT WINE TRADE



## OVERSEAS

- CASTEL CHINE
- CASTEL JAPON
- CASTEL POLOGNE
- CASTEL RÉPUBLIQUE TCHÈQUE
- BGPL USA
- HERZBERGER
- LFE (Pays Bas)
- LFE (Allemagne)



## SERVICES

- CAVES PATRIARCHE
- CAVE DE SOPHIE
- CAVE D'ARCINS
- CAVE MONTLABERT
- CAVE DU JURANÇON
- CAVE DU LORT



## PRODUCTION SITES

- CASTEL ILE DE FRANCE  
Thiais
- CASTEL NOUVELLE AQUITAINE  
Blanquefort et Jurançon
- CASTEL RHÔNE  
Saint-Priest
- CASTEL LOIRE  
la Chapelle-Heulin
- CASTEL OCCITANIE  
Béziers et Sète
- CASTEL PROVENCE  
Pierrefeu et Vidauban
- CASTEL HAUTS DE FRANCE  
Saint-Omer
- CASTEL BOURGOGNE  
Beaune



## DISTRIBUTION

- MAISON BEDHET VALETTE
- COVINO
- NICOLAS



## WINE TRADING BUSINESSES

- CASTEL FRÈRES
- BARRIÈRE FRÈRES
- BARTON & GUESTIER
- LISTEL
- PATRIARCHE (KRITER Brut de Brut)



## E-COMMERCE

- VINATIS

● **1920** - The Castel family and wine: the **ADVENTURE BEGINS**

● **1947** - **ALREADY CROSSING FRONTIERS**  
The first 'Dames-jeanne', the ancestors of BIB®, leave the port of Bordeaux for Africa.

● **1949** - **THE FAMILY COMPANY**  
The Castel brothers and sisters create the first export company (SECSO), which later becomes Castel Frères.

● **1956** - Opening of an establishment in Languedoc.

● **1957** - **NEGOTIATOR & VINE GROWER**  
The Castel family acquires its first vineyard: Château de Goëlane.

● **1963** - **THE DARE OF DISTRIBUTION**  
Castel wines arrive in the new supermarkets and hypermarkets: making wines accessible to as many people as possible.

● **1975** - New establishments in the Rhône Valley, Beaujolais and Provence.

● **1986** - **CREATION OF SUCCESSFUL BRANDS**  
Birth of Baron de Lestac AOC Bordeaux Roche Mazet IGP Pays d'OC (1997), Plessis Duval (2007) and Aimé Roquesante (2000).

● **1988** - **VINE GROWER - NEGOTIATOR - SALESMAN** -  
Acquisition of Nicolas, the leading network of wine and spirits retailers.

● **2001** - **L'AUDACE**,  
Construction of the largest ageing cellar in Europe in Gironde (50,000 barrels).

● **2007** - **INNOVATION AT THE SERVICE OF THE CONSUMER**  
Castel develops the 'Bag in Box®', in particular with the acquisition of Friedrich, leader in this format in France.

● **2008** - **CHÂTEAUX AND GRANDS CRUS**  
CEnoalliance's Grands Crus trading business becomes part of Castel Frères, and the Castel family acquires Château Montlabert, a Saint-Émilion Grand Cru.

● **2009** - **TAKING CARE OF THE LAND, THE VINEYARDS AND THE PEOPLE**  
Commitment to Terra Vitis\* certification, which will eventually be extended to all Castel vineyards.

● **2010** - **ACQUISITIONS**  
Barton & Guestier, an international specialist in French wines. Château Magnol Haut-Médoc Cru Bourgeois.

● **2010** - **CASTEL Blanquefort and Château Magnol (BARTON & GUESTIER) certified ISO 14 001 through the EMS (Bordeaux Environmental Management System) of the CIVB (Conseil Interprofessionnel du Vin de Bordeaux).**

● **2011** - **BULLES, BOURGOGNE AND WINE TOURISM**  
Acquisition of Kriter and its expertise in making sparkling wines. Acquisition of Patriarche, a major Burgundy house (Beaune) specialising in AOC Burgundies (underground cellars open to the public).

● **2011** - **A PEARL AT THE HEART OF CASTEL**  
Acquisition of Château Beychevelle\*: Grand Cru Classé Saint-Julien. Castel incorporates Barrières Frères, a specialist in grands crus since 1932. \*50% with the Japanese group Suntory.

● **2012** - IFS & BRC certifications for the 6 main production sites in France.

● **2014** - **ROSÉ LEADER**  
International expansion of rosé with the arrival of Listel SAS.

● **2015** - 19 of our family estates certified TERRA VITIS.

● **2017** - IFS & BRC certification of the 7 main production sites in France.

● **2018** - Group Code of Conduct.

● **2020**  
  
- CASTEL Nouvelle Aquitaine recognised as a Confirmed CSR Commitment (AFNOR), Exemplary in 2023

● **2022** - Château Montlabert awarded Saint-Émilion Grand Cru Classé. Acquisition of Vinatis, France's leading online wine merchant.

● **2023**  
  
- NICOLAS awarded the Committed to CSR & Responsibility Europe label, Confirmed level.

● **2023**  
  
- CASTEL Nouvelle Aquitaine (Blanquefort).

● **2023**  
- CASTEL Vins under 100% green electricity contract (excluding NICOLAS shops and sites outside mainland France).

\*Registered trademark, property of SMURFIT BAG IN BOX.

\*Terra Vitis : the only 100% specific certification made by winegrowers for winegrowers.

# 1 GENERAL INFORMATION

For over half a century, the quality of the products we offer and the satisfaction of our customers have been key values at CASTEL Vins.

These unifying values are the key to our success, which is ensured by our commitment to sustainable, responsible development.

Above all, it is the story of a 3-generation family whose mission is to make wine accessible to all, with an offer that meets all consumer requirements. Transmitting the pleasure and emotion of French wine to consumers the world over is the common thread running through the Group's approach.



## 1.1 KEY FIGURES

### LOCATIONS:



**11** Production sites  
(bottling and packaging)



Around **30%** of CASTEL's business is generated **internationally**



... with **70%** in **France**.

### ESTATES:

● **23 PROPERTIES**  
In FRANCE



● **4 MAJOR WINE GROWING REGIONS** represented (Bordeaux, Provence, Loire and Languedoc).

● **3 COLOURS** of wine  
+ **1 SPARKLING**



● MORE THAN **500 GREAT WINE** marketed including **SEVERAL EXCLUSIVES** international or regional

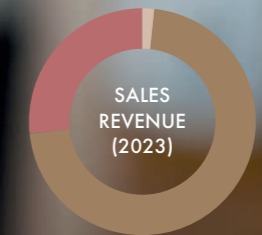
### BUSINESS DISTRIBUTION

- WINEGROWER
- MERCHANT
- RETAILER

0,64%  
94,31%  
5,05%



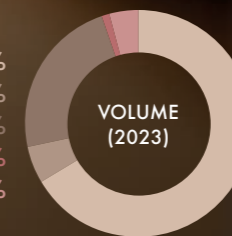
1,67%  
71,68%  
26,65%



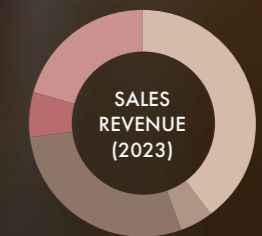
### MAIN DISTRIBUTION CHANNELS\*

- TRADING OFF TRADE (GMS) FRANCE
- TRADING ON TRADE (RHF) FRANCE
- TRADING EXPORT & DOM TOM
- E-COMMERCE
- WINE CELLARS

66,5%  
5,3%  
23,1%  
1,2%  
3,9%



39,8%  
4,8%  
28,6%  
6,3%  
20,5%



VOLUME  
**2,976** Khl<sup>s</sup>



SALES REVENUE\*  
**1,149** M€

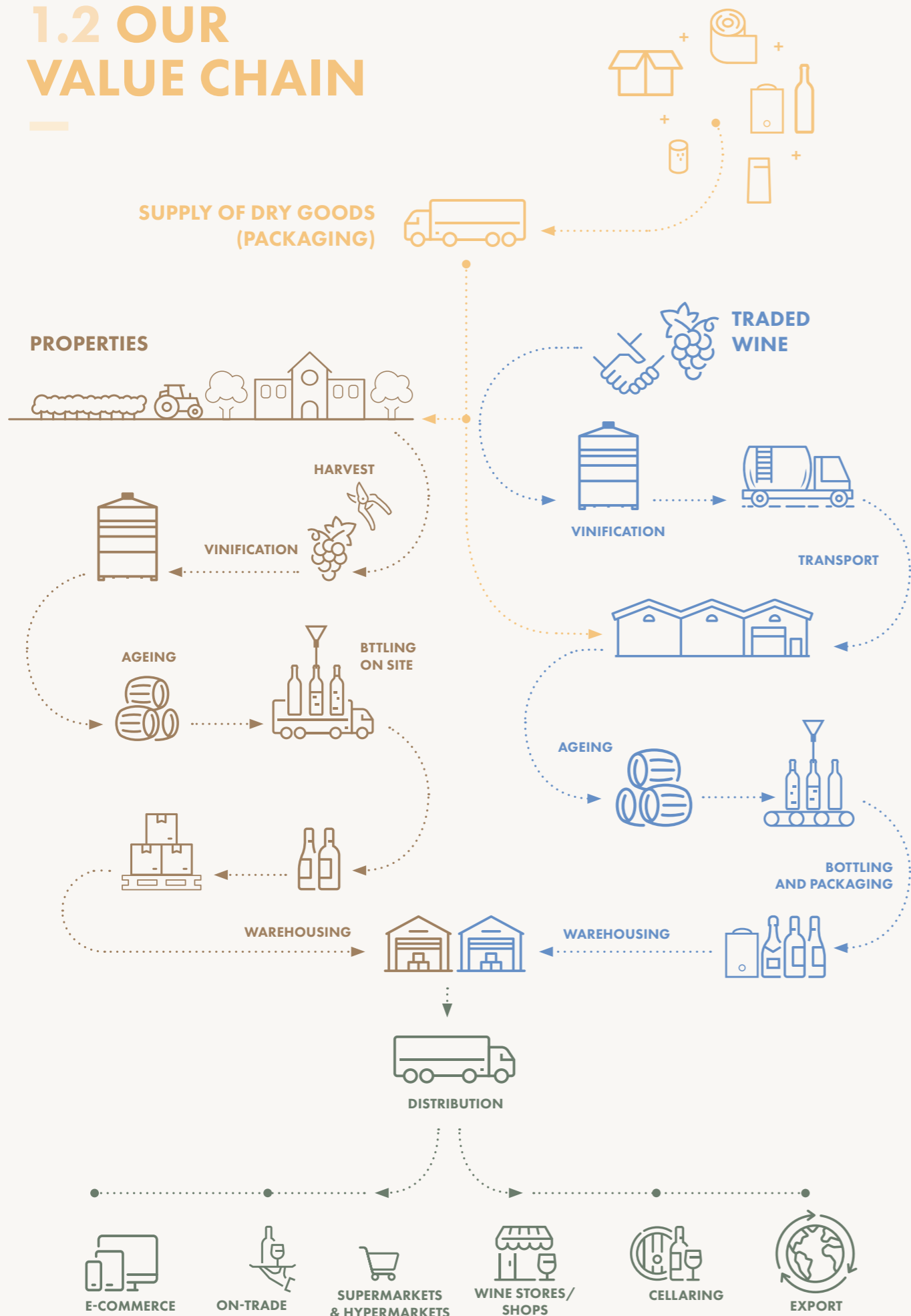


NUMBER OF EMPLOYEES\*\*  
**2,277**

\*Sales corresponds to financial perimeter.\*\*Headcount corresponds to permanent and temporary employees excluding NICOLAS managing agents. The total workforce (including managers) is 2,958 employees.

\*No figures for Châteaux business: Wine estates distribute their wines exclusively (100%) via the CASTEL FRERES intra-group. The activities of BARRIERFRERES, Châteaux Beychevelle and Château Beaumont are not included, as they are only 50% owned via GMDF.

# 1.2 OUR VALUE CHAIN



# 1.3 OUR PRODUCTS

Our portfolio includes wines from **Châteaux & Domaines, grands vins and grands crus** from all regions and numerous brands such as : Roche Mazet, Ormes de Cambras, Listel, Vieux Papes, Villageoise, Baron de Lestac, Cambras, Very, Plessis Duval, Maison Castel, Kriter, Vilaveroni, B&G Red, Montmirel, Beauvillon, Lichette, Les Calandières, Champlure, Pol Remy, Cramoisay, Duc de Valmer, Saint-Sagnol, Boulaouane, Blaussac, Bilette, Combes Saint Sauveur, Malesan, Matayac.



# 1.4 OUR COLLABORATION WITH STAKEHOLDERS






Evolving in both urban and rural contexts, production sites, Châteaux or wine houses interact with a very wide range of stakeholders, and the sustainability of their activities is directly linked to the quality of relations maintained with the company's internal and external parties.

While internal stakeholders (management, employees, social partners, CSE or equivalent, etc.) are required to communicate frequently, relations with other parts of the company's ecosystem can vary according to the dialogue methods defined by each business unit and each entity.

The results of these exchanges reinforce the legitimacy and relevance of our actions.

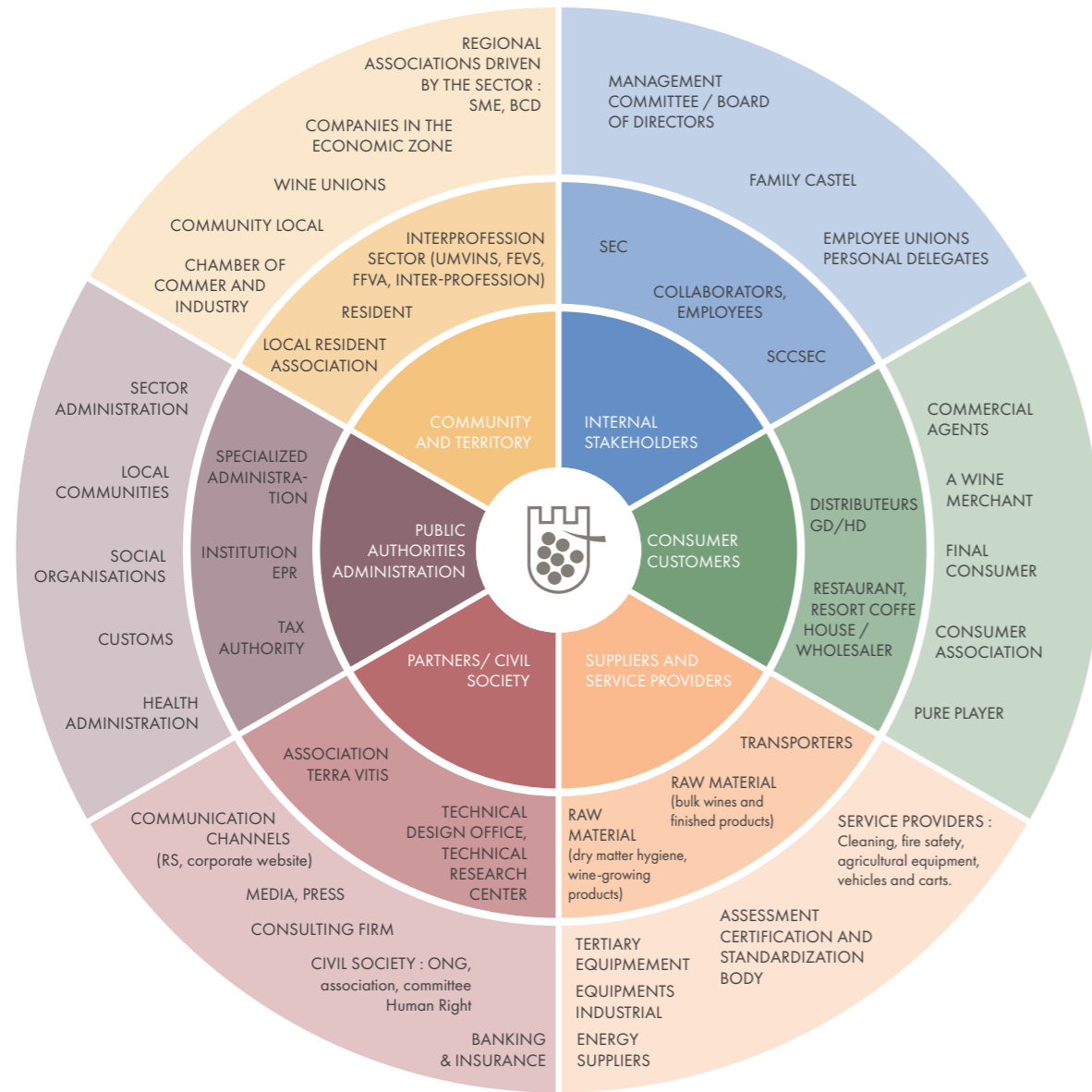


STAKEHOLDERS	COLLABORATION METHODS	MAIN TOPICS AND EXPECTATIONS
 <p><b>EMPLOYEES</b></p>	<ul style="list-style-type: none"> <li>• Newsletter</li> <li>• Regular information by email</li> <li>• Staff events and thematic meetings</li> <li>• Employee satisfaction survey</li> <li>• Training &amp; performance reviews</li> </ul>	<ul style="list-style-type: none"> <li>• Professional development</li> <li>• Workplace safety</li> <li>• Well-being at work</li> <li>• Equal opportunities</li> <li>• Compensation and benefits</li> </ul>
 <p><b>TRADE UNION</b></p>	<ul style="list-style-type: none"> <li>• Employee representative bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Workplace safety</li> <li>• Workplace well-being</li> <li>• Compensation and benefits</li> </ul>
 <p><b>TEMPORARY AND SEASONAL STAFF</b></p>	<ul style="list-style-type: none"> <li>• Occasional meetings via employment related initiatives (forum,...)</li> </ul>	<ul style="list-style-type: none"> <li>• Recruitment calendar, campaigns and opportunities</li> <li>• Working conditions</li> <li>• Job insecurity</li> </ul>
 <p><b>SUPPLIERS &amp; PARTNERS</b></p>	<ul style="list-style-type: none"> <li>• Supplier meetings</li> <li>• Communication of standards (e.g Code of Conduct)</li> <li>• Evaluation of suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Continuity of activities and responsible purchasing practices</li> <li>• Social, environmental and governance compliance</li> <li>• Workplace safety</li> <li>• Skills development</li> </ul>
 <p><b>CUSTOMERS, WHOLESALERS, DISTRIBUTORS AND VENDORS</b></p>	<ul style="list-style-type: none"> <li>• Satisfaction questionnaire</li> <li>• Customer service</li> <li>• Social networks, website, digital applications</li> <li>• Open days</li> </ul>	<ul style="list-style-type: none"> <li>• Product availability and price</li> <li>• Reliability of transport equipment</li> </ul>
 <p><b>CONSUMERS</b></p>	<ul style="list-style-type: none"> <li>• Satisfaction Questionnaire</li> <li>• Customer Service</li> <li>• Media, social networks, website, advertising and awareness campaigns</li> <li>• Product labeling</li> <li>• Events, open days</li> </ul>	<ul style="list-style-type: none"> <li>• Product Quality</li> <li>• Product pricing</li> <li>• Brand ethics</li> <li>• Responsible Marketing</li> </ul>

STAKEHOLDERS	COLLABORATION METHODS	MAIN TOPICS AND EXPECTATIONS
 <p><b>PROFESSIONAL ASSOCIATIONS</b></p>	<ul style="list-style-type: none"> <li>• Seats on selected associations</li> <li>• Participation in working groups</li> <li>• Funding members</li> </ul>	<ul style="list-style-type: none"> <li>• Regulatory developments</li> <li>• Business sustainability</li> <li>• Professional and economic development</li> </ul>
 <p><b>PROFESSIONAL ASSOCIATIONS</b></p>	<ul style="list-style-type: none"> <li>• Seats on selected associations</li> <li>• Participation in working groups</li> <li>• Funding members</li> </ul>	<ul style="list-style-type: none"> <li>• Regulatory developments</li> <li>• Business sustainability</li> <li>• Professional and economic development</li> </ul>
 <p><b>ASSOCIATIONS AND NGO</b></p>	<ul style="list-style-type: none"> <li>• Donation et sponsoring programs</li> <li>• Participation in external thematic forums and programs</li> <li>• Open days</li> </ul>	<ul style="list-style-type: none"> <li>• Support for social and environmental projects</li> <li>• Development of the local ecosystem, notably through direct and indirect job creation and skills enhancement</li> </ul>
 <p><b>MÉDIA AND SOCIAL NETWORKS</b></p>	<ul style="list-style-type: none"> <li>• One-off meetings</li> <li>• Open days</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency and acces to group DF Holding environmental, social and governance information</li> </ul>
 <p><b>ADMINISTRATION, PUBLIC AUTHORITIES AND COMMUNITIES</b></p>	<ul style="list-style-type: none"> <li>• Unilatéral meetings</li> <li>• Bilateral meetings</li> <li>• Round tables and working groups</li> </ul>	<ul style="list-style-type: none"> <li>• Regulatory developments</li> <li>• Economic contribution</li> <li>• Corporate environmental responsibility</li> <li>• Road safety and prevention of excessive alcohol-related behavior</li> </ul>

All internal and external stakeholders have access to the online whistleblowing platform (<https://groupe-castel.gan-compliance.com/login>), together with a whistleblowing management procedure.





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## POLICIES AND PROCEDURES IMPLEMENTED

Attentive to the concerns and expectations of their stakeholders, CASTEL Vins' constituent entities recognize the importance of dialogue in the interests of sustainable viticulture.

That's why many of **our employees** are involved in regional and national organizations, helping to raise the profile of our business and its professions, and to work together more effectively on the challenges facing the industry. In this way, our employees act in the best interests of the industry to address the social and environmental issues associated with our activities.

By participating in regional and/or national interprofessions,

- **BIVB** Bureau Interprofessionnel des Vins de Bourgogne,
- **CIVB** Conseil Interprofessionnel du Vin de Bordeaux,
- **CIVL** Conseil Interprofessionnel des Vins du Languedoc,
- **CIVP** Comité Interprofessionnel des Vins de Provence,
- **Inter Beaujolais** Interprofession des Vins AOC du Beaujolais,
- **Inter Loire** Interprofession des vins du Val de Loire,
- **Inter Oc** Interprofession des vins de pays d'Oc,
- **Inter Rhône** Interprofession des Vins d'Appellation d'Origine Contrôlée Côtes du Rhône et Vallée du Rhône

By enriching various commissions and working groups within the industry's national bodies

- **L'UMVINS** (Union des Maisons & Marques de Vin),
- **FFVA** (Fédération Française des Vins d'Apéritif),
- **FEVS** (Fédération des exportateurs de vins et spiritueux)
- **ADELPHÉ** (organisme de gestion du recyclage des emballages)

And by being members of the **TERRA VITIS** regional associations and national federation.

For several years now, **our wineries** have actively participated in a number of interprofessional CSR initiatives, in order to share our experiences and learn from those of other companies (Bordeaux EMS (ISO 140001), Bordeaux Cultivons Demain or ISO 26000 Filière Vins, etc.).

**And on our estates**, a series of measures ("Living well together" guide, communication and prevention principles on treatments, open doors, boutique and wine tourism offer) are deployed to create a link with commercial partners, consumers and the local population. Lastly, CASTEL Vins teams are present at dozens of regional trade fairs every year, to exchange ideas and present ranges adapted to local needs.

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### OUR BUSINESS FIGURES



**105**  
SOCIAL EVENTS ORGANIZED



**969**  
CUSTOMERS AND EMPLOYEES WELCOMED



**31**  
DIFFERENT NATIONALITIES RECEIVED

(34% Europe, 27% Asia, 21% América, 18% Africa).



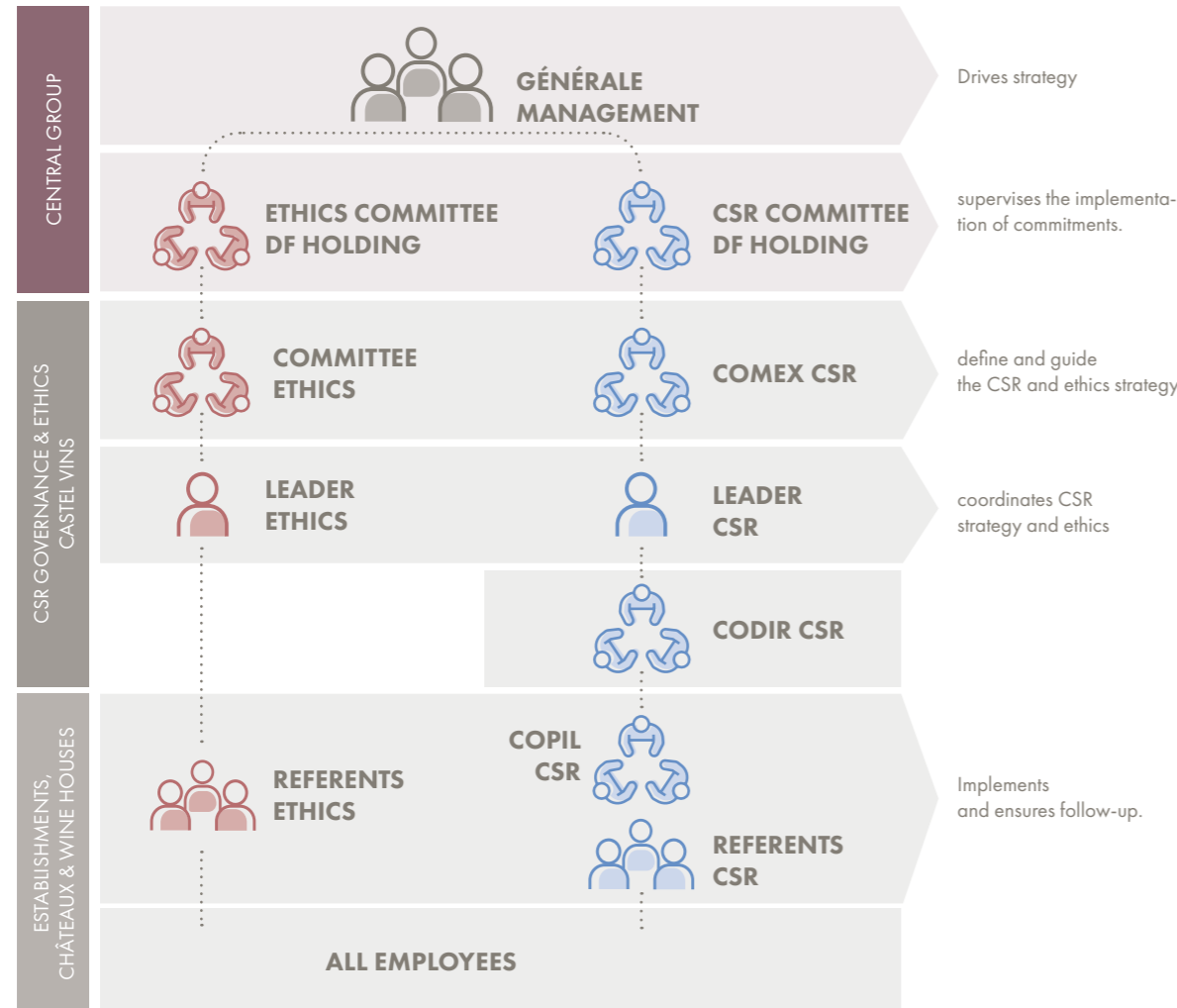
Château Magnol (BARTON & GUESTIER) takes part in the Alliance Cru Bourgeois Summer University.



CASTEL Nouvelle Aquitaine Stakeholders Seminar (Blanquefort). Thanks to our suppliers of dry materials (glass and PET bottles, corks, cooperage), our service providers (laboratory and maintenance), the CIVB and the ZIRI association.

# 1.5 CORPORATE GOVERNANCE

ESG (Environment, Social, Governance) issues are integrated into our governance structure at various levels.



## BOARD OF DIRECTORS & MANAGEMENT COMMITTEE

As the company's ultimate decision-making body, the Board of Directors/Management Committee is responsible for overseeing CSR impacts, risks, opportunities and commitments, and approves strategy. The Executive Committee is responsible for executing the company's strategy. The Executive Committee delegates the implementation of the Ethics and CSR strategy to the Ethics Committee and the Group CSR Committee respectively and Group CSR Committee.

CASTEL Vins is organized as follows:

Since 2022, a CSR COMEX and two CSR CODIR, mandated by General Management, act in all circumstances in the company's interest:

### ETHICS COMMITTEE

The main body of the compliance program and the vigilance plan, this committee meets regularly to monitor application of the Code of Conduct, ongoing employee training and the handling of reports received through the various available channels of recourse.

### CSR COMEX & CSR CODIR

The COMEX defines the company's short-, medium- and long-term CSR strategy, setting objectives and indicators according to established trajectories.

The CSR CODIR implement the relevant action plans to act in line with the strategy in each of their eco-systems. The CSR CODIR are made up of the main management functions (Production Sites, Châteaux, Wine Houses, Finance, Legal, Industrial Management, Human Resources, Quality, Sales & Marketing, etc.). These 2 bodies meet at least once a year.

# 1.6 OUR MAIN NON-FINANCIAL RISKS

## OUR METHODOLOGY

CASTEL Vins has identified and assessed non-financial risks using its own methods and management structure. **The CSR COMEX, assisted by the CSR CODIRs, has retained the issues and risks identified in the 2019 materiality analysis by the previous CSR Steering Committee.** These issues and risks inherent to the wine industry are ranked according to their level of impact on the company's performance and how this impact will evolve by 2024.

and the regulatory framework for non-financial reporting (European NFRD Directive), the analysis was carried out in 4 stages:

- 1- Identification of the themes of interest:** this identification was based on the themes already addressed by CASTEL in its public documents, a benchmark of the competition, the Sector Plan, the policies of the Interprofession, and finally the central questions of the ISO26000 Standard. Of the 180 issues identified, 22 were selected for more in-depth analysis.
- 2- Consultation and prioritisation of the CSR topics identified** by the CSR Committee, made up of the Directors of CASTEL's organisations and businesses.
- 3- Consolidation of the results obtained** in order to define the position of the issue.
- 4- Validation of the issues** at the CSR STEERING COMMITTEE (April 2019).

CASTEL Vins thus applies a corporate social responsibility (CSR) policy tailored to its risks, inspired by the risks, based on the guidelines of the ISO 26000 standard, and supervised by the COMEX and the CSR CODIRs.

## OUR MAIN NON-FINANCIAL RISKS

These risks are described in detail in the following chapters, followed by the policies, systems and actions that address them, along with indicators to measure the effectiveness of the resources deployed to manage them.



### RISKS



### ISSUES

SOCIAL	Occupational health and safety: risk of work-related accidents, commuting accidents and occupational illnesses.	Preventing and reducing occupational health and safety risks.
	Professional training and job attractiveness: risk of not meeting employees' expectations in terms of skills upgrading, and risk of jobs becoming less attractive.	Encourage the development of human capital, engage our teams and give them meaning.
	Other risks linked to working relations and conditions: risk of not listening to employees, which could adversely affect working conditions.	Ensure fair working conditions and relations that are engaging and sustainable.
	Affected communities: territorial roots and heritage: risk of actions not meeting stakeholders' expectations.	Increase our territorial roots and promote the socio-economic development of local communities.
	Consumers - Product quality, health and safety and responsible consumption: risk of product quality failures and of not meeting customer and consumer expectations + risk of lack of prevention on the consequences of abusive consumption of alcoholic products.	Guarantee the quality of our products and promote responsible consumption.
	Workers in the value chain: legal and supply chain risks if we fail to integrate the social, societal and environmental impacts of our suppliers.	Promoting respect for Human rights and responsible purchasing practices.
ENVIRONMENT	Climate change and energy management: risks of an unfavorable energy balance and insufficient action to mitigate and adapt to climate change.	Preserve water resources and manage our effluents.
	Preservation of aquatic and marine resources: risks of significant water abstraction and pollution due to untreated effluents.	Préserver les ressources en eaux et gérer nos effluents
	Sustainable agriculture: risk of pollution and soil impoverishment from vineyard treatments.	Encourage sustainable agriculture that respects the environment.
	Preservation of biodiversity: risk of overexploitation of resources leading to loss of biological diversity and degradation of ecosystems, rich soils and oxygenated environments.	Contribute to preserving the precious biodiversity of our environments.
	Waste management and eco-design: risks of environmental pollution and harm to biodiversity through excessive packaging production and poor management of end-of-life waste.	Limiting the impact of our products and packaging and developing the circular economy.
GOVERNANCE	Conduite des affaires et plan de vigilance : risque de non-conformités aux lois et aux règlements chez les partenaires commerciaux.	Respect Human rights and promote business ethics.

# 1.7 OUR COMMITMENT TO SUSTAINABLE DEVELOPMENT

## THE GLOBAL COMPACT AND THE 2030 SUSTAINABLE DEVELOPMENT GOALS.

Because of its international development and local roots, the CASTEL Group and its subsidiaries wish to position themselves as committed players in order to respond to the many socio-economic challenges faced by companies in the agri-food sector today.

Adhering to the principles of the United Nations Global Compact since 2019, the Company has thus publicly committed to aligning its long-term strategy with the 10 universal principles in terms of respecting and promoting human rights, international labor standards, environmental protection and anti-corruption.

At the heart of the Agenda 2030, 17 Sustainable Development Goals (SDGs) have been set, defining the priority fields for which the joint efforts of **governments, businesses and civil society** are united. The measures taken to respond to the significant extra-financial risks of activities thus help to achieve part of these objectives.

Since 2019, the CASTEL Group has been committed to the United Nations Global Compact's social responsibility initiative Global Compact and its Ten Principles on Human rights, labour standards, the environment and anti-corruption.

**WE SUPPORT**



# 1.8 OUR CERTIFICATIONS

The CASTEL Vins entities (Sites, Châteaux and Wine Houses) have been committed for many years to obtaining certifications or labels that demonstrate, through third-party audits, compliance with product quality and safety standards, our commitment to the environment and our CSR initiatives. They are now more than ever committed to continuous improvement through compliance with these standards.

	BRC GLOBAL FOOD SAFETY	IFS Food	VITICULTEURS TERRA VITIS RESPONSABLES	AB	FAIRTRADE	afaq ISO 14001	VIGNERONS ENGAGÉS	ENGAGE RSE
CASTEL BOURGOGNE (Beaune)	•	•	•	•				
CASTEL OCCITANIE (Béziers)	•	•	•	•				
CASTEL NOUVELLE AQUITAINE (Blanquefort)	•	•	•	•		•		•
CASTEL HAUT DE FRANCE (Saint Omer)	•	•	•	•	•			
CASTEL RHÔNE (Saint priest)	•	•	•	•				
CASTEL LOIRE (La chapelle Heulin)	•	•	•	•				
CASTEL PROVENCE (Pierrefeu)	•	•	•	•				
CASTEL ÎLE DE FRANCE (Thiais)								•
LISTEL (Sète)			•	•				

	IFS	VITICULTEURS TERRA VITIS RESPONSABLES	AB	FAIRTRADE	VIGNERONS ENGAGÉS	ENGAGE RSE	MVO	afaq ISO 9001
CASTEL ÎLE DE FRANCE (Thiais)		•						
BARTON & GUESTIER (Blanquefort)		•			•			
NICOLAS (Thiais)		•				•		
LFE BV (Pays-Bas)	•*				•**		•	
BARRIÈRE FRÈRES (GMDF)		•						•
LFE GMBH (Allemagne)								
HERZBERGER (Allemagne)								
VINATIS								

\* IFS Broker & IFS Logistics  
\*\* MVO (CSR Nederland)

	VITICULTEURS TERRA VITIS RESPONSABLES	AB	AB	EN CONVERSION	afaq ISO 14001
CASTEL JURANCON (Cave de Monein)	•				
CHÂTEAU D'ARCINS	•				•
CHÂTEAU BARREYRES	•				•
CHÂTEAU BEAUMONT	•				•
CHÂTEAU BEYCHEVELLE (GMDF)	•				•
CHÂTEAU LA BOTINIÈRE (VDC)	•				•
CHÂTEAU CAVALIER	•				•
CLOS DES ORFEUILLES	•				
CRU LA MAQUELINE	•			•	•
DOMAINE DES HAUTES COTTIÈRES	•			•	•
CHÂTEAU DU LORT	•				•
CHÂTEAU FERRANDE (VDC)	•				•
CHÂTEAU GOËLANE	•				•
CHÂTEAU HAUT-COULON	•			•	
CHÂTEAU HOURTOU	•				•
DOMAINE DE LA CLAPIÈRE	•				•
CHÂTEAUS LATOUR CAMBLANES (VDC)	•				•
CHÂTEAU BOUSQUET (VDC)	•				•
CHÂTEAU L'HYVERNIÈRE (VDC)	•			•	•
CHÂTEAU MAGNAN LAGAFELIÈRE (VDC)	•			•	•
CHÂTEAU MAGNOL (Barton & Guestier)	•				•
CHÂTEAU MALBEC	•				•
CHÂTEAU MONTLABERT (VDC)	•			•	•
CHÂTEAU TOUR PRIGNAC (VDC)	•				•

# 2 SOCIAL INFORMATION

« BRINGING THE WORLD OF WINE TOGETHER AND OPENING IT UP TO ALL »

## 2.1 THE COMPANY'S WORKFORCE

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Employees are a company's main asset. Economic and ecological instability, changes in business activities and the growing importance of intangible assets (know-how, quality, brand image, etc.) in a company's future are all factors that reinforce this fact. By placing people at the heart of its strategy, human resources policy enhances the value of talented women and men, ensures greater attractiveness in an increasingly competitive skills market and strengthens the capacity for inclusion and retention, all of which contribute to a win-win employee-company relationship.

Workforce management is governed by the seasonal nature of each entity's activities, resulting in the contracting of temporary employees. The table above shows the number of permanent and temporary employees at 31.12.2023.

	2021	2022	2023	VARIATION 2022-2023
<b>TOTAL WORKFORCE</b> au 31.12	<b>2,056</b>	<b>2,269</b>	<b>2,277</b>	<b>+0.35%</b>
PERMANENT	1,868	2,078	2,095	+0.82%
TEMPORARY	188	191	182	-4.71%

The change in the 2022 workforce is mainly due to the integration of the VINATIS workforce.

The permanent workforce includes our employees on permanent and fixed-term contracts, The temporary workforce corresponds to our external workforce (temps).

## TESTIMONIES

### AT NICOLAS



**Audrey Jacquart,**  
Quality Manager at NICOLAS

As Quality Manager Oenologist, my main role is to organize the activities of the Quality Department, the Laboratory and to manage the team of 3 oenologists.

For me, the main professional quality required in this job is rigor.

A degree in oenology provides essential technical prerequisites, to which we can add the experience and knowledge we've acquired through our various experiences (Quality Management System, ISO9001/Bio ECOCERT standards, French and export regulations on the various products we deal with, etc.).

Versatility is also vital, as we deal with a wide range of subjects: compliance, tastings, laboratory analyses, regulatory watch, document watch, oeno-technical support, training, etc.

Commitment is at the heart of our business, which we must practice with passion to best meet the expectations of our customers, wine merchants, suppliers and other contacts.

The NICOLAS Quality Department has been ISO9001 certified since 2021.

The Quality policy of our Bicentennial House is based on 5 major pillars:

**Product excellence and conformity:** thanks to a unique approval, incoming inspection and complaint management protocol.

**Customer satisfaction:** thanks to Nicolas' own exclusive grading system.

**Respect for our partners:** thanks to the monitoring of all our products and the transparency we appreciate in our dealings with them.

**CSR approach:** thanks to the sale of our bags, Nicolas supports the industry by financing fundamental research projects, university projects and environmental projects.

**Education and discovery:** the Quality Department trains all Nicolas wine merchants in tasting techniques, and organizes Masterclasses for customers, employees and others.

The Quality department is also actively involved in the BIO ECOCERT certification of the logistics platform, to guarantee optimal conformity and traceability of the BIO products present in our branches.

To ensure that all our activities run smoothly, we work with a number of cross-functional departments: purchasing, product marketing, communications, sales, training, procurement, customs, logistics, IT, legal, etc... In short, all Nicolas' departments!"

### AT VINATIS

#### Former collaborators:

**Marion – Creative Studio Manager**

arrived a few years ago...

"Our day-to-day activities enable us to create visuals that will guide consumers into the world of wine, take them on a journey to the heart of the aromas, as well as convey the authenticity, terroir and innovation of the wine sector in e-commerce, so that in the end we make customers want to buy our products".



**Cécilia – Purchasing Manager, Burgundy Region**

With Vinatis for over 10 years...

"I joined Vinatis when it was first created, and I've grown up with the company. I've been lucky enough to hold a number of different positions, each more interesting than the last. Today I'm in purchasing, yesterday in advertising sales... but always with the same objective: to challenge myself on a daily basis with passion and conviviality".



#### New employees:

**Pauline – Senior Traffic Manager**  
arriving in March 2023

"Having recently arrived at Vinatis, what prompted me to apply was the job description, which described exactly what I was looking for, and I got a very good first impression at my interview. After a few months' integration, I'm delighted with the overall working conditions: a good team atmosphere and a great working environment, with a view of the mountains and the possibility of doing some physical activity in the great outdoors during my lunch break. My ambition is to develop my knowledge of wine so that I can advise those around me".



**Clémence – Junior Product Manager for champagnes, spirits and beers**

arriving in April 2023

"My first experience was with one of Vinatis' competitors, and I've always wanted to find out more about the number 1 in wine e-commerce. There are several reasons why I'm staying with this company: the diversity of the work, the environment, but also the working atmosphere with my colleagues, where a great team spirit has developed, as well as the many new projects within the company".



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## 2.1.1 HEALTH AND SAFETY AT WORK

### PREVENTING AND REDUCING HEALTH AND SAFETY RISKS IN THE WORKPLACE

The Company's production and distribution activities involve occupational accident risk factors intrinsic to agricultural, industrial and distribution environments. The risk of occupational accidents is assessed as a significant risk for CASTEL Vins' activities.

The risk of occupational disease arises from the usual, more or less prolonged exposure of a worker to a physical, chemical or biological risk, or from the conditions in which he or she carries out his or her professional activity. Without adequate protection against identified risk factors, an employee is likely to develop certain pathologies (musculoskeletal disorders, deafness, etc.). Risks linked to alcoholism and diabetes caused by excessive consumption by employees are also identified as probable risks.



### POLICIES AND PROCEDURES IMPLEMENTED

Ensuring safe and healthy working conditions is an important responsibility for employers and workers themselves, as risks to health and safety at work can have serious consequences for society as a whole.

To prevent and reduce occupational health and safety risks, it is important to put in place and ensure safe working policies and practices. To achieve this, CASTEL Vins takes a 3-pronged approach to health at work: **prevention, training and communication, with the aim of working towards zero accidents every day.**

#### PREVENTION

Prevention covers all the stages involved in anticipating hazards. The CSE (social and economic committee), CSSCT (health, safety and working conditions committee of the CSE), all the departments, HR departments and safety representatives are all active in health, safety and prevention.

- **DUERP (Single Document and Assessment of Occupational Risks): Our primary tool for prevention and improving safety through risk assessment.**

The purpose of the DUERP, which is updated annually by our teams, is to improve the safety and physical and mental health of workers by analysing working conditions, implementing means of avoiding, eliminating or limiting occupational risks, improving existing situations and defining the preventive actions to be taken. This tool also enables us to meet regulatory requirements.

- **Analysis of all accidents:** The circumstances and causes of accidents at work, occupational illnesses and work-related illnesses are analysed by means of investigations. Each accident analysed leads to the implementation of prevention, awareness and information measures.

- **Protective equipment:** Workers are provided with appropriate clothing and personal protective equipment (PPE) to minimise the risks to their health and safety.

#### TRAINING & COMMUNICATION (INFORMATION & ACTION)

Workers must be trained and informed about the risks associated with their work and the preventive measures put in place to ensure their safety:

- **Train new employees, and ensure ongoing training for existing employees:** In accordance with the prevention plans and the new French regulations, regular Health & Safety training is provided. These training courses cover the following subjects in particular: forklift operator/CACES permits, electrical accreditation, first aid, fire safety, use of hazardous products, specific machinery, awareness of first aid, gestures and postures, etc., and will now be recorded in a prevention passport. Recently, every elected member of the works council has taken a 5-day training course on health, safety and working conditions.

- **A commitment to more prevention and personalised care, including :**

- the services of our nurse for our NICOLAS and CASTEL FRERES Ile de France employees
- deployment of the new provisions of the 'health at work' law, such as: a mid-career medical check-up from the age of 45, an optional liaison meeting between the employee and the company in the event of 30 days' absence from work, medical check-ups 30 days before resuming work or 60 days after resuming work during periods of absence.
- setting up a support unit where necessary: a social worker with a 'Cancer and Employment' unit at NICOLAS and a social worker at LFE NETHERLANDS to support employees.

- **Consulting and involving our staff in health and safety issues:** Employees are involved in the management of health and safety at work and are encouraged to report any potential risks through meetings with social partners.

- **Supporting initiatives to improve the health and safety of our employees,** such as the creation of a multi-disciplinary Responsible Consumption working group at our CASTEL Ile de France site.

- **Taking care of our employees outside the company by encouraging the practice of physical and sporting activities:** the majority of the Economic Social Committees (CSE) of CASTEL Vins entities participate in paying for part of the licences and subscriptions to encourage their employees to practice sport.

More than ever, **taking care of our employees**, both permanent and temporary, is our priority. In view of the quantitative findings on our accidents, **the CSR Executive Committee decided to create a CASTEL Vins National Health & Safety Council (CNSS) to protect the health and safety of employees** by ensuring a healthy and **safe working environment**, in compliance with regulatory standards and best practices.



Taking care of all our employees is a priority. At the end of 2023, a CASTEL Vins National Health & Safety Council (CNSS) was set up with a view to further increasing our Occupational Health & Safety policy with a view to improving these rates.

**TAUX DE FRÉQUENCE DES ACCIDENTS TRAVAIL \***

2023  
**27.4**

**TAUX DE GRAVITÉ\*\***  
**2023**  
**0.8**

\*Taux de fréquence des accidents du travail = nombre d'accidents du travail avec arrêt X 1 000 000 / heures travaillées sur l'année.  
\*\*Taux de gravité : Nombre de jours d'arrêt (jours perdus) suite à un accident de travail multiplié par mille, rapporté au nombre d'heures réellement travaillées (exposition au risque).

## 2.1.2 DEVELOPING HUMAN CAPITAL

### ENCOURAGING THE DEVELOPMENT OF HUMAN CAPITAL, ENGAGING OUR TEAMS AND GIVING THEM MEANING



Operating in the winegrowing and industrial sectors, CASTEL Vins needs to train and retain people with winegrowing and/or technical skills, to adapt to technological developments in production processes and IT, to train for new jobs and areas of expertise, to keep a constant watch on regulations and the sector, and to reinvent the sales offering.



Training plans must therefore take into account the challenges of the sector, technological change and business development, as well as the needs expressed by managers and employees during professional interviews. The transition to e-learning courses offering greater autonomy and flexibility for learners also needs to be taken into account.

### POLICIES AND PROCEDURES IMPLEMENTED

creation and innovation. By encouraging the development of human capital, CASTEL Vins can improve its productivity and competitiveness, while offering employees opportunities for advancement and personal development. The development of Human Capital includes :

- Making our professions attractive and identifying talent
- Professional training
- Priority given to stable employment

#### ATTRACTIVENESS OF CASTEL VINS' PROFESSIONS AND ITS TALENTS

To attract new talent and promote our businesses, we need to stand out from the crowd and professionalise our recruitment methods. The employee experience must therefore convey the values, identity and culture of the CASTEL Vins entities throughout the employee's life.

- **Capitalising on our strengths:** CASTEL Vins' entities offer a variety of wine-related professions, thanks to the diversity of their activities, their solidarity and their locations in France and abroad. This gives you the opportunity to develop and experience several professions within the same group.
- **Offering an attractive salary package:** In addition to remuneration, employees enjoy a range of other benefits, including health insurance and supplementary health insurance, employee savings schemes, profit-sharing and incentive schemes, luncheon vouchers, a sustainable mobility package and a share of public transport season tickets, as well as the possibility of career development. Depending on the role, other benefits such as a company car or expenses may be offered.
- **Highlighting our employees and our professions:** Improving the visibility of our professions by highlighting our employees on LinkedIn, in particular through the Wine & Curious initiative led by VINATIS on the networks.

#### PROFESSIONAL TRAINING

Vocational training focuses on 2 areas: developing the skills required (initial training) and maintaining and developing new skills in line with changes in the business (continuing training).

- **Offering appropriate training:** As part of the maintenance and development of CASTEL employees' skills, a training programme is drawn up annually for each entity according to the challenges set by each organisation. The programme is drawn up taking into account health and safety risks and obligations, as well as annual and professional interviews to identify needs and the need to enhance the employability and skills of employees in line with their missions and desired career paths.
- **A commitment to greater ease and performance for our employees:** CASTEL FRÈRES has a sales school whose mission is to regularly improve the skills of the sales force and the Marketing department teams. NICOLAS has a training school with the QUALIOP1 label (guarantee of service quality) offering a 5-week training course for people wishing to manage a NICOLAS winery as a self-employed representative. These schools are currently working on digitising some of their content to offer greater flexibility to trainee employees.
- **Training potential new talent:** By recruiting trainees and work-study students, CASTEL Vins aims to enable each employee-apprentice to acquire specific skills, discover our professions and learn the values of the company. CASTEL Vins plans to recruit **62 apprentices and 48 trainees in 2023** in the various departments and entities (i.e. 20% more than in 2022).

#### PRIORITY GIVEN TO STABLE EMPLOYMENT

After the COVID period and these induced or accelerated societal changes, our desire to adapt our organisations and create more positive working environments is real. As a family-run business, CASTEL Vins has always worked towards stability and job satisfaction, integrating and strengthening the foundations of employee care, flexibility and empowerment.



**IN 2023**, 1,451 employees were trained, **16% more than** the previous year, with an **average of 10.2 hours** of training per employee.

NUMBER OF EMPLOYEES TRAINED	2022	2023
	1,246	1,451

**+16.45%**  
variations  
2022-2023

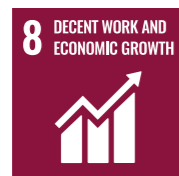
HOURS OF TRAINING PER EMPLOYEE	2022	2023
	10.3	10.2

**-0.97%**  
variations  
2022-2023

Hours of training per employee = total hours of training over the year / total workforce

## 2.1.3 WORKING CONDITIONS AND RELATIONS

ENSURE GOOD WORKING CONDITIONS THROUGH FAIR AND LASTING LABOUR RELATIONS AND PROVIDE A SATISFACTORY WORKING ENVIRONMENT.



Working relations and working conditions cover a wide range of issues, with risk levels specific to each type of organisation. The following subjects have been partially or fully identified, although they do not constitute significant risks in their assessment: Social dialogue and freedom of association, discrimination, equal treatment, pay policy, working hours, social protection, psychological harassment and sexual harassment. Quality of life at work is not just about the physical and mental health of employees, it is also about a range of factors linked to an individual's work and environment that need to be taken into account.

### POLICIES AND PROCEDURES IMPLEMENTED

Within each legal structure, the human resources management policy details the principles of labour relations and working conditions, based on local legislation and, where applicable, collective or company agreements. CASTEL Vins pays particular attention to

- Respect for human rights and fundamental freedoms
- The development of social dialogue within the company
- Equal opportunities
- Continuous improvement and adaptation of working conditions
- And the balance between private and professional life.

#### RESPECT FOR HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS

The **Code of Conduct**, and in particular Article 15 'Respect for Employees', which applies to all employees, states that everyone is committed to **respecting human rights and fundamental freedoms** as set out in international labour conventions.

In the event of non-compliance with these principles, employees can report any behaviour contrary to the rules of the Code to their superior or to the ethics officer ready to receive and deal with the report, or via our online platform (<https://groupe-castel.gan-compliance.com>), which is open to both internal and external stakeholders and complements other means of recourse.

#### SOCIAL DIALOGUE IN THE COMPANY

There are several aspects to social dialogue:

- **Staff representative bodies (IRP):** regular meetings with employee representatives promote social dialogue, and are a valuable communication tool between management and employees.
- **Negotiations with union representatives:** Each year, NAO (Négociations Annuelles Obligatoires mandatory annual negotiations) are held, leading to agreements signed jointly with union representatives and management.

- **Internal communication:** A number of channels and tools exist alongside each other, but these need to be strengthened. These include news from the C'BOX portal, newsletters from certain entities (Castel Ile de France, Castel Nouvelle Aquitaine) and the launch of quarterly communications by VINATIS in 2023. The publication of our first voluntary CASTEL Vins CSR report confirms our determination to communicate more effectively with our internal and external stakeholders.

- **Tribes, workshops or working groups:** improving working conditions is also approached collectively at some of our entities.

#### EQUAL OPPORTUNITIES

In order to promote equal opportunities in the workplace, our main legal entities have put in place various actions, such as:

- Establishing fair **recruitment and promotion policies**
- Monitoring the results of the Gender Equality Index, the pay gap and the prevention of **sexual harassment** and sexist comments.

#### CONDITIONS DE TRAVAIL

Collective bargaining agreements and company-level agreements underpin all our entities' human resources management policies:

- **Salary policy:** The salary policy, which includes all the remuneration and benefits granted to our employees, is reviewed annually through compulsory annual negotiations or on an individual basis (development of assignments, change of function, etc.).
- **Working hours** are 35 hours in all companies (excluding NICOLAS self-employed managing director contracts). Depending on the entity, different ways of applying the 35-hour working week are applied: RTT (reduced working week), 4.5-day or even 4-day week, etc., and new experiments with a flexible 35-hour working week are being studied (Technical Services: 1 Friday/month or even 2 Fridays/month not worked).
- **Social protection:** Each employee has social protection, mutual insurance and provident insurance.
- **Mobility Plan (PDM):** partial payment of public transport season tickets (50% to 75%), private shuttle service to CASTEL ile de France & NICOLAS, etc...
- **The working environment:** A pleasant workplace is essential to promote employee well-being, motivation and productivity. The workplace has been designed to offer :
  - **Workstations:** equipment, ergonomics, acoustic comfort (PPE provided where appropriate), cleanliness (provided by cleaning services)
  - **Relaxation areas** and aesthetic design wherever possible.
  - Free and secure **private parking**.
  - **Catering areas:** depending on the entity, a quiet place is offered: cafeteria, meal vouchers, fridges connected with fresh dishes, etc. ...
- **Social occasions:** CASTEL Vins companies encourage many social occasions: group breakfasts, works council meals, end-of-year meals, awards ceremonies, seminars, wine festivals, Beaujolais Nouveau, etc.

#### WORK/LIFE BALANCE

- **Teleworking:** The introduction of teleworking in 2022 has brought greater balance.
- **The right to disconnect:** This essential principle, aimed at guaranteeing the effectiveness of employees' right to rest, is reiterated in the telework agreement and in fixed-day contracts.

And some go even further, such as **LFE NETHERLANDS**, which aims to improve the general level of 'happiness' of its employees with '**Our Best Place 2 Work**' to measure employee satisfaction and make improvements.

#### NUMBER OF MEETINGS WITH SOCIAL PARTNERS

2023

135



## 2.2 LOCAL COMMUNITIES

### STRENGTHENING OUR LOCAL ROOTS AND PROMOTING THE SOCIO-ECONOMIC DEVELOPMENT OF LOCAL COMMUNITIES



Operating in many regions of France, CASTEL Vins' production sites, châteaux and wine estates have succeeded in establishing a strong local presence and a sense of responsibility towards the populations living in the vicinity of their sites.

Contributing to the conservation of heritage and terroir, wine tourism and environmental protection have all been identified as important issues. The aim is to respond by supporting the local economy and employment through the development of agricultural and industrial activities, maintaining dialogue with local residents and communities in order to participate in the public debate, and taking direct action through the support and funding of sponsorship projects or through a participatory development approach.

### POLICIES AND PROCEDURES IMPLEMENTED

#### OTHER ECONOMIC CONTRIBUTIONS

In addition to the jobs created by our production sites, and the indirect activity we generate through our local purchases, taxes are an essential mechanism through which we contribute to the economy. Taxes are important sources of public revenue for communities.

Local taxes include excise duties and IS, VAT is not included.

LOCAL TAXES (K€) CASTEL VINS	2022	2023
	58,546	47,037

Since its creation, CASTEL Vins has been actively involved in promoting the industry and maintaining the local economic fabric in many French wine-growing regions, including the most rural ones, as well as wherever our wine houses are based. The initiatives undertaken in 2023 are rich and var.

### SPONSORSHIP INITIATIVES



Patriarche & La cité des Climats & Vins de Bourgogne.



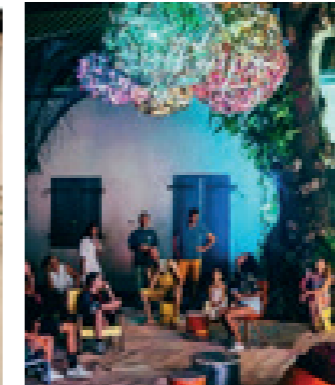
Barton & Guestier & la Cité du Vin (Bordeaux)  
Mécénat exposition permanente totalement repensée.



### SUPPORT FOR LOCAL COMMUNITIES AND ASSOCIATIONS



CASTEL FRÈRES & Mécénat Chirurgie Cardiaque » (dons).



COVINO & Réunion Métis, festival création contemporaine Kromali.



NICOLAS & the association La Cravate Solidaire  
76 kg of clothes collected.



Production sites & AGIR CANCER GIRONDE  
16 tonnes of corks collected for the charity

### PROMOTING OUR WINE HERITAGE



Best of Wine Tourism competition: Gold medal in the 'Architecture and Landscape' category, Château Montlabert.



Château Beycheville (St Julien) and Château Beaumont (Haut-Médoc) have opened their doors to runners in the 2023 Médoc Marathon (10 employees registered to run).

## 2.3 OUR CONSUMERS

### GUARANTEEING THE QUALITY OF OUR PRODUCTS AND PROMOTING RESPONSIBLE CONSUMPTION



The wines and drinks produced and distributed are a vehicle for sharing and socialising. However, it is essential to remember the need for responsible consumption in order to avoid the risks associated with excessive consumption of alcoholic beverages, such as alcoholism. Aware of these risks, CASTEL Vins and its wine houses must keep consumers informed and prevent any danger associated with excessive consumption, particularly among employees.

These points of vigilance are therefore applicable both within the establishments and at the points of sale and consumption by means of various strategies (internal regulations, responsible sales and marketing, awareness-raising, breathalysers, etc.).

Our priorities are to ensure the quality and safety of our products through overall control of operations and to protect consumers from any manufacturing defects that may occur during the processing of materials or packaging.

Our wine houses, distribution companies and subsidiaries are pursuing continuous improvement efforts, in particular by listening more closely to customers and consumers through various tools: satisfaction pages on websites or order tracking, a customer service department, community management on social networks, consumer studies or customer and consumer satisfaction surveys, etc.... The TOUTLEVIN.COM website helps to educate consumers about wine culture and viticulture in France and around the world, as well as wine tasting and food pairing.

The quality of our products is at the heart of our daily work, and every year CASTEL Vins enters its wines in various competitions and recognised guides. The quality and diversity of our wines and the talent of our oenologists are rewarded at the biggest national and international competitions, with **more than 280 medals** awarded each year. Similarly, over **120 references (32 brands) are controlled** by independent external laboratories as part of our national control plan.

**We advocate sensible consumption of our products, with an emphasis on Quality.**

For our employees, who are often enthusiasts, we remind them of the rules of consumption in the workplace or in the course of their duties through the internal regulations of the establishments.

The NICOLAS brand runs a responsible drinking campaign in its shops, aimed at cellarmen and customers: specific training is given to cellarmen (reminders of the ban on the sale of alcohol to minors, attitudes to adopt when dealing with alcoholic customers, a toll-free number to report concerns about excessive consumption, oenologists invited to carry out an annual health check, etc.).

CASTEL Vins strictly applies the rules laid down by the Evin law, which governs advertising for alcoholic beverages, including wine, so as not to encourage young people in particular to drink (limited list of authorised advertising media and content).

Advice on public health vigilance by consulting the [www.info-caloriesalcohol.org](http://www.info-caloriesalcohol.org) and [www.alcool-info-service.fr](http://www.alcool-info-service.fr) websites, which provide information on alcohol consumption using simple guidelines, is also encouraged on all websites. In accordance with French law, the **QCE (Quality and Environmental Characteristics)** information on our products is also available on our websites.

CASTEL Vins also supports the work of the 'Vin et Société' association, which aims to inform, prevent and educate people so that they can learn more about wine and consume it in moderation.

Finally, our wine houses are working **to offer more and more wines and drinks that are lower in alcohol or more adapted to the way people drink**, so that each consumer can find the ideal product to suit his or her tastes.

### POLICIES AND PROCEDURES IMPLEMENTED

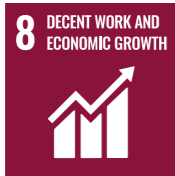
The quality of our wines and convivial beverages are priority issues for CASTEL Vins through our commitment to satisfy our customers and meet their expectations.

For over 20 years, all our production sites and our Châteaux and Domaines have been committed to recognised quality management systems:

- Seven of our ten bottling and packaging plants are **IFS (Superior Level) & BRC (Grade A) certified**, as are our bottlers/packagers of organic, sustainable and fair-trade wines: **97.5% of the volumes of our wines and soft drinks packaged comply** with these two internationally recognised standards for food safety and product quality.
- **100% of our Châteaux and Domaines are certified** according to different recognised standards
  - **Terra Vitis** certification, a global management system exclusive to the wine sector, guarantees sustainable and responsible winegrowing.
  - **HVE (High Environmental Value)** certification guarantees that agricultural practices preserve ecosystems and limit pressure on the environment.
  - **Organic certification** guarantees a production method that respects, maintains and improves the land, preserves water quality and promotes biodiversity.
  - **ISO 14 001 certification** guarantees that environmental concerns are integrated into our activities to control their impact.



## 2.4 OUR SUPPLIERS AND CUSTOMERS



### PROMOTE RESPECT FOR HUMAN RIGHTS AND RESPONSIBLE PURCHASING PRACTICES

In the countries where the Company operates, we are committed to respecting internationally recognised human rights, in particular the fundamental conventions of the ILO. We aim to respect the human rights of our employees, but also to promote these principles in our value chain, both upstream and downstream.

### POLICIES AND PROCEDURES IMPLEMENTED

Our Code of Conduct sets out the rules to be followed by our employees, and requires our first-tier suppliers and service providers, as well as our customers, to apply standards of conduct equivalent to our own.

[Click here](#) to consult our Code of Conduct

Employees in our value chain can report their concerns and needs directly to us via an online platform (<https://groupe-castel.gan-compliance.com>), together with a reporting procedure that simplifies the tracking of reports and provides common guidelines for the investigation and documentation of reported cases.

Confirming our commitment to responsible purchasing practices, our TERRA VITIS environmental strategy, which began with our Châteaux & Domaines brands, is now being rolled out to our main brands through contractual partnerships with our suppliers.

In order to prevent and mitigate negative impacts, our suppliers and customers are informed of our Human Rights requirements via our Code of Conduct. This commitment is formulated when customer contracts and specifications (packaging and wines) are signed, and a selection of identified suppliers formalise their commitment via the Due Diligence questionnaire.

Whether it's for our bulk wine purchases, our finished product purchases or our packaging purchases, our teams work to ensure that these principles are respected:

Due diligence is carried out as necessary throughout the year. The next assessment campaign (circularisation) is scheduled for 2024.

In 2023, a digital tool was deployed to enable the dematerialisation of key information concerning our bulk wine purchasing strategy in order to improve the flow of communication with our suppliers/partners. This communication tool also enables us to archive previous information that can be consulted by all users.

We also ensure that the rules are properly understood internally, through communication campaigns and training for our staff.



### DUE-DILIGENCE (to 2023) :

**422**

BUSINESS PARTNERS

i.e. **80%** of our suppliers circularised (cumul 3 ans)

**28** suppliers of dry materials

**213** wine suppliers

**181** suppliers of other purchases

### PACKAGING PURCHASES

**100%** of our suppliers received by appointment (287 appointments)

**21** audits carried out

OVER **85 %** of our purchases in France and **13.5%** in Europe

### WINE PURCHASES

*Data on our bottling centres*

TERRA VITIS : MORE THAN **800,000 HI**

contracted (More than 1/4 of our purchases)

MORE THAN **1,000** specifications signed (digital version)

with **169 broker accounts** and **1,403 supplier accounts** created

**10** audits carried out (every 3 years)

**64 %**

of our packaged wines come from France

**46.5 %**

of our packaged wines of regional origin

**20%**

under multi-year contracts



# 3.

## ENVIRONMENTAL INFORMATION

—  
« RECONCILING  
NATURE  
AND CULTURE »



# 3.1 CLIMATE CHANGE

## LIMITING THE CARBON FOOTPRINT OF OUR ACTIVITIES AND IMPROVING OUR ENERGY EFFICIENCY



CO2 is partly responsible for the greenhouse effect. As a result, temperatures are rising, disrupting our entire ecosystem. This ecosystem is THE primary resource of our business.

The challenges of energy management therefore combine the risk of a shortage of finite and exhaustible energy resources with the risk of worsening climate change, given the global warming potential of greenhouse gases. Agricultural productivity is declining under the effects of climate change: hydrological fluctuations, droughts, floods, cyclones. Water stress is also a major risk for the manufacturing process of our beverages, where the water component is significant. Energy efficiency practices and the move towards clean, renewable energy supplies are therefore encouraged.

### POLICIES AND PROCEDURES IMPLEMENTED

The wine-growing part of the company's activities also strives to reduce the environmental impact of its energy consumption, where the main useful resources are electricity and natural gas.

Aware that renewable energies can reduce our greenhouse gas emissions in response to the climate emergency, CASTEL Vins is making progress in this strategic area.

Since January 1, 2023, the work of the recent energy purchasing committee has enabled almost all CASTEL Vins\* entities to switch to a green electricity contract (i.e. 97% of the electricity used). As a result, 100% of the consumption volume of these sites is injected into the French electricity grid with a guarantee of renewable origin (GO). CASTEL Vins thus supports the development of electricity production using renewable energy sources in France.

The implementation of in situ renewable electricity production systems is also being worked on. Some of our wineries (LFE Nederland, HERZBERGER and NICOLAS Suisse) are already using renewable energy sources for their production (0.8% of CASTEL Vins' total electricity consumption in 2023), or are using their roofs for renewable production via photovoltaic panels (COVINO).

Other renewable energy power generation programs are currently being studied or will be rolled out over 2024/2025:

- The installation of solar panels on the BARRIERE FRÈRES site (warehouse modernization)
- Extension of photovoltaic panels on COVINO's roof to ensure self-consumption (5-year project).
- Finalization of studies for the installation of solar panels to produce renewable energy at CASTEL Provence, CASTEL Nouvelle Aquitaine (La Pérouse) and CASTEL Loire (La Chapelle).
- Study for the installation of shading systems with solar panels on parking lots for CASTEL Rhône

Beyond the origin of the energy used, CASTEL Vins is working on its energy efficiency, reducing its energy consumption and thereby lowering the environmental, economic and social costs associated with energy production and consumption.

On our establishments (production and/or storage sites) and our wineries through the implementation and study of data:

- Mandatory energy audits (7 entities)
- Mandatory declarations and associated action plans under the tertiary sector decree (10 entities submitted\*\*). The aim of this decree is to reduce the energy consumption of France's tertiary sector by at least 40% by 2030, compared with a chosen reference year (between 2010 and 2019).
- ISO 50 001 principles: regular analysis of energy consumption and appointment of an energy efficiency manager (CASTEL Nouvelle Aquitaine)

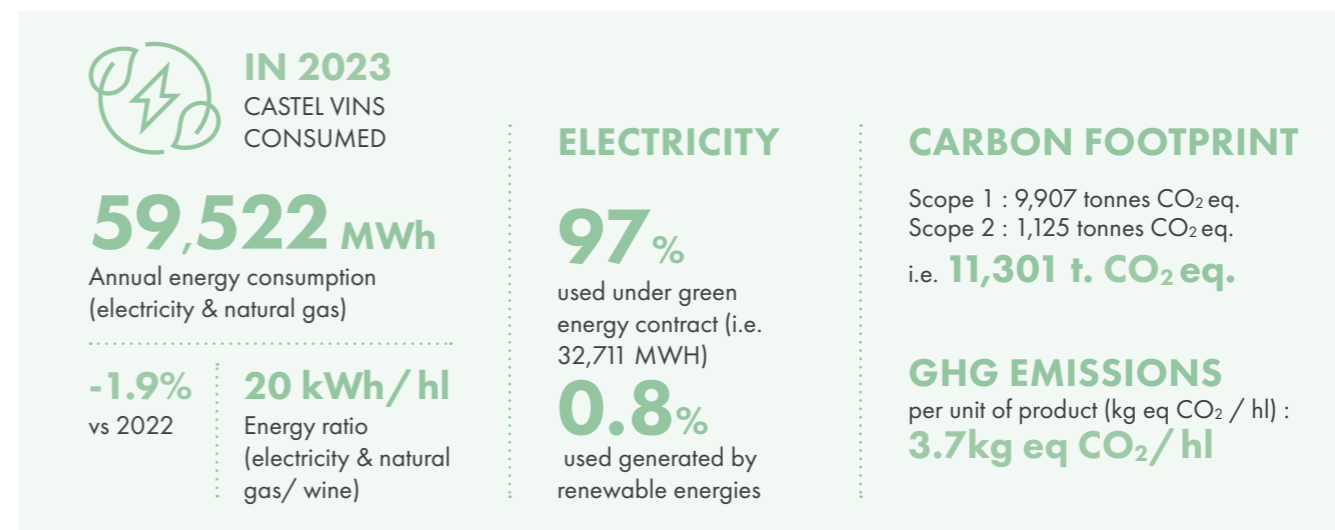
And by integrating the assessment of energy impacts into our maintenance programs or our annual equipment investment plans (modernization or replacement of obsolete equipment), with the implementation of actions such as:

- Replacing an oil-fired boiler with a more energy-efficient gas-fired boiler (CAVES de beaune)
- Insulation of the cold circuit (pipe insulation) and recovery of heat from compressors (CASTEL provence, LISTEL).
- Continued replacement of lighting with LEDs (CASTEL Rhône, CASTEL Haut-de-France and CASTEL Bourgogne).
- Renovation work on energy performance: insulation and double glazing (BARTON & GUESTIER)

The issue of travel is also seen as a lever for reducing our carbon footprint, notably through :

- Our mobility plan (PDM) to improve our employees' home/work journeys:
  - Following the example of CASTEL Ile-de-France, which deployed a shuttle bus in 2022, CASTEL Nouvelle Aquitaine participated in the development of a local mobility plan for the industrial zone, enabling the creation of a bus line linking the train/tram station to the companies located on the site during working hours.
  - Voluntary introduction of a sustainable mobility package (FDM) to provide financial support for employees who use "soft mobility" modes of transport when commuting to and from work (NICOLAS, CASTEL FRÈRES).
- Upgrading our vehicle fleet to hybrid vehicles (electric/refillable petrol or electric/diesel) or even electric vehicles (CASETL FRÈRES, LISTEL...).

\* Green electricity contract on all CASTEL Vins entities in France except NICOLAS and subsidiaries/sites outside France. \*\*Excluding NICOLAS stores



Greenhouse gas emissions are calculated using a carbon balance expressed in tons of CO2 equivalent. To date, this involves the levels of scopes 1 and 2, i.e. direct GHG emissions resulting from a company's activities, whether linked to fuel combustion or industrial processes, and indirect emissions, those linked to the energy consumption required to manufacture the product. Scope 3, comprising other indirect emissions upstream and downstream of the activity itself (raw material transport, product distribution, waste disposal, etc.), is therefore currently excluded from the carbon balance.

## 3.2 PRESERVATION OF AQUATIC AND MARINE RESOURCES

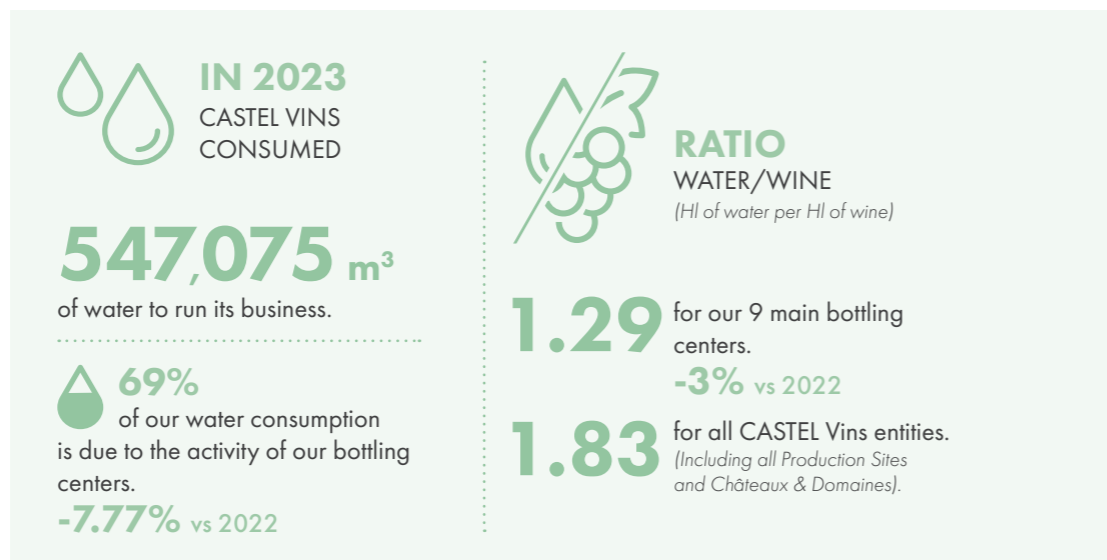
### PRESERVING WATER RESOURCES AND MANAGING OUR EFFLUENTS

Winegrowing and industrial production activities consume a lot of water, but water supplies are periodically limited in certain regions, particularly during droughts. More than ever, water needs to be preserved, protected in harmony with the human and natural environment, and used to meet the needs of crops and processes.

Vineyards are mainly supplied with water by rainfall, backed up where necessary by irrigation systems (hillside reservoirs, drawing rights in basins or canals, etc.) in accordance with the regulations applicable to each region and appellation. In both cases, the châteaux and wine estates are careful to control water consumption.

On our production and bottling sites, the main use of water is for cleaning/disinfection to ensure the required hygiene conditions and thus guarantee product safety for consumers.

Downstream, failures in the treatment systems for wastewater from industrial processes, or a lack of treatment, lead to a risk of pollution of the receiving environment (water, soil, subsoil, cities). In addition to pollution problems, this situation can lead to regulatory non-compliance through failure to comply with local or international environmental requirements.



### CASTLES & ESTATES



For the past two years, we have been monitoring our water consumption, enabling us to measure more accurately the volumes drawn from and consumed by the various water sources available (wells, boreholes, rivers, reservoirs, mains water, etc.). Actions and projects aimed at gaining a better understanding of our water consumption and ensuring minimum useful availability, while at the same time working to reduce water use, have been put in place:

- **Measuring our consumption** by installing sub-meters
- **Use of rainwater:** For several years now, Château Goëlane has been collecting rainwater (roof water recuperators), and a study is underway at Château Magnol.
- **Use of underground water** (wells or boreholes): hydrogeological studies have been carried out in order to establish a framework for extraction projects (Château Latour Camblanes and Château Cru la Maqueline).
- **Irrigation control:** Meteorological probes are used to measure water requirements.

Winegrowing, viticulture and phytosanitary effluents are managed in accordance with current regulations by in situ systems:

- **Phytobac® phytosanitary effluents:** this system for treating phytosanitary effluents is mainly used on the properties. This system enables soil micro-organisms to naturally break down the active substances and metabolites contained in the phytosanitary effluents generated.
- **Wine effluent:** storage in collection tanks, then
  - Transport to off-site treatment by approved service providers
  - Treatment by a treatment plant owned by certain Châteaux\*.
  - Treatment in basins, then land application according to agreements\*\*.

\*The Château du Lort plant treats effluent from the following Châteaux: Lort, Malbec, Haut-Coulon, Camblanes, Goëlane and Ferrande.  
\*\* Treatment basins at Château de la Tour Prignac.

### AT OUR PRODUCTION SITES (BOTTLING) AND WINE HOUSES



CASTEL Vins establishments limit their water consumption on a daily basis, and some reuse it as much as possible in all stages of production, while preserving the quality of the final product.

Recent systems deployed have led to initial reductions in water consumption and/or limits on pollutant loads in our effluents, such as :

- Completion of the replacement of the earth filter fleet by tangential filtration
- Installation of an automatic CIP (Cleaning In Place) system (CASTEL Provence)
- Installation of a closed circuit (recycling) on the rinsers of certain glass lines (CASTEL Languedoc and CASTEL Bourgogne).

**In 2023, programs to optimize water use and reduce consumption will continue:**

- Studies are underway to install process water recycling systems (rinsers).
- Consumption monitoring (remote readings) are deployed, and connected sub-meters are installed or under study to regularly monitor water consumption and identify potential leaks (CASTEL Nouvelle Aquitaine and CASTEL Rhône).

Faced with the priority issues of water and drought, which are accelerating with climate change, CASTEL Vins has decided to change the scale of its water management in order to preserve our limited water resources. It has therefore decided to set up a **multi-disciplinary working group** with a view to determining a reduction action plan and a limitation plan in the event of a crisis (sobriety plan), as well as defining new guidelines in line with changes in regulations (Water Plan: reuse of treated wastewater, etc.).

Wastewater at the bottling plants is managed mainly by municipal treatment plants, in accordance with discharge agreements, and specifically by the company's own treatment plants. The CASTEL Loire plant has been equipped with a methanization effluent treatment plant since 2009, while our other plants have been sending their effluent to local municipal treatment plants for many years.

# 3.3 SUSTAINABLE AGRICULTURE



## PROMOTE SUSTAINABLE AGRICULTURE THAT RESPECTS THE ENVIRONMENT

CASTEL Vins' commitment to certifying its Châteaux and switching its main brands to environmental certifications continues from year to year. This is a key commitment in order to maintain our ability to adapt and develop sustainable production methods, ensure the long-term future of our vineyards and meet consumer expectations.

### CASTLES AND ESTATES



For many years, CASTEL Wines has promoted a rich and diversified agroecological approach to its winegrowing activities, with the aim of preserving the vitality of the soil. The aim is to establish a microcosm, a healthy ecosystem that supports the macrofauna, microfauna and rhizosphere essential to the health of the vines through :

#### RESEARCHING AND IMPLEMENTING MORE SUSTAINABLE VITICULTURAL PRACTICES

- **Stopping the use of herbicides** by deploying environmentally-friendly alternatives such as tillage, inter-row grassing, multi-annual sowing and green manuring to selectively destroy weeds without damaging the vines or the soil.
- **Rationalizing the use of fertilizers** and plant protection products.

Shredding vine shoots in situ, naturally enriching the soil with organic matter.

- **Stop using category 1 CMR** (carcinogenic, mutagenic, toxic to reproduction) molecules.
- The use of Plant **Natural Defense Stimulation** (living micro-organisms), enabling vines to strengthen their own immune defenses and learn to fight bio-aggressors more effectively. More resistant, the vine fights better against the various diseases and treatments are thus avoided.
- The use of mating disruption, **a biotechnical method of insecticide protection** for vines: the diffusion of molecules similar to sex pheromones disrupts the sexual activity of grape pests (Cochylis or grape worms) and consequently reduces populations of destructive caterpillars.
- The application of the principle of **"the right treatment, at the right time, with the right dose"** through the detailed analysis of meteorological data (rainfall, wind speed/direction and humidity data) available from weather stations set up in the plots. The majority of Châteaux & Domaines CASTEL are equipped in this way, enabling them to adapt their practices, minimize the number of passages through the vines and anticipate meteorological phenomena impacting on the vines.



**951.5 ha** of vineyards in Terra Vitis + HVE. i.e. 86,2% of the vineyard surface area.



**152.7 ha** of vineyards in organic conversion or certified organic. i.e. 13.8% of the vineyard surface area.

- The use of plant cover to maintain a good level of soil life, enrich the soil with nitrogen and, on our organic farming properties, limit the use of copper in the soil.
- **Maintaining and preserving biodiversity** by planting flowering fallows, hedges and trees, and thus extending our protected areas and agro-ecological infrastructures.
- **Eco-pasturing** (ewes at Château CAVALIER, cows at Château BEYCHEVELLE)

#### OUR COMMITMENT TO ENVIRONMENTAL CERTIFICATION.

Twenty of our châteaux & estates have held **TERRA VITIS certification** for over 10 years, and more recently, **HVE** (Haute Valeur Environnementale) **environmental certification**.

Château BEYCHEVELLE, Château BEAUMONT and Château MAGNOL are also committed to **ISO 14 001 certification** through the environmental management system (EMS) for Bordeaux wines, as part of a collective initiative under the aegis of the CIVB (Conseil Interprofessionnel des Vins de Bordeaux).

Organic viticulture certification is also a popular approach within our Domaines and Châteaux, with Clos des Orfeilles (Muscadet Sèvre et Maine) in organic farming since the 2012 vintage and five Châteaux in conversion, including Châteaux L'Hyvernière and Hautes Cottières in the Loire, Châteaux Montlabert and Magnan La Gaffelière in Saint-Émilion and Cru la Maqueline in Bordeaux.

This commitment by the Châteaux, consolidated by environmental certifications, has been adopted by leading brands for several years now. CASTEL Vins supports its winemaking partners in obtaining Terra Vitis certification.

### BOTTLING CENTER/ LOGISTICS & WINERIES



Our bottling centers and wineries contribute to this commitment by also being certified as bottlers and distributors of these label wines.

- 6 bottling centres certified
- 12 certified sites
- 1 certified site (through SME Bordeaux) en ISO 14 001

**IN 2023**  
WINES MARKETED by CASTEL sales companies and wine houses in connection with these initiatives :

- 57.6** Million bottles (+62% vs N-1)
- 24** Million bottles
- 7** Million bottles
- 300** Million bottles



## 3.4 BIODIVERSITY AND ECO-SYSTEMS

### HELP PRESERVE THE PRECIOUS BIODIVERSITY OF OUR ENVIRONMENTS

Winegrowing landscapes are an important reservoir of biodiversity, but it is now facing a number of pressures: soil artificialisation, chemical pollution, climate change and the fragmentation of natural environments.

Essential to the good health of our vineyards, preserving biodiversity offers us direct benefits:

- **A regulatory role:** a diversity of species guarantees the presence of numerous predators against certain vine pests, such as phytophagous insects, facilitating the populations of useful auxiliaries.
- **Soil enrichment:** increases soil organic matter, improves bearing capacity and combats erosion.



### POLICIES AND PROCEDURES IMPLEMENTED

The company's Environmental Conservation policy aims to encourage biodiversity and avoid disturbing the ecosystem. CASTEL Vins is committed to preserving biodiversity by limiting the use of inputs (chemical fertilizers, phytosanitary products) and developing preserved areas (agro-ecological infrastructures) to prevent deterioration of the ecosystem.

#### CASTEL AND ESTATES



At our Châteaux and Domaines, the maintenance and development of biodiversity is encouraged by the integration of a living viticultural ecosystem as a key factor in maintaining vineyard management:

- Maintained vegetated areas and spaces left to nature, fallow land, woods and forests... all Agroecological Infrastructures (AEI) useful for biodiversity.
- Preserved areas such as the Natura 2000 zone at Château BEYCHEVELLE
- Preservation or replanting of protective hedges, such as at Château Magnol, where a 300 m linear hedge made up of a mixture of local shrubs has been planted by a Gironde association (Arbres et Paysages).
- Tree planting (Château de l'Hyvernière)
- Setting up melliferous or nectariferous fallows (sowing of pollen- and nectar-producing plants to make it easier for pollinating insects to find food = alfalfa, rapeseed, lavender, etc.).
- Maintaining or installing beehives on certain properties, as bees are an essential link in the chain of survival, quality and yield of plants, thanks to their pollinating activity.
- And the range of alternative viticultural practices to phytosanitary products for soil preservation in place or under study at many Châteaux: natural grassing in the inter-rows, green manures or cereals sown in the inter-rows, etc.

Preserving biodiversity and taking environmental issues into account are values we hold dear.

#### LET'S DISCOVER ECO-PASTURING!

Eco-pasturing is an agricultural technique that consists in maintaining soil and crops by grazing herbivorous animals, thus reducing the need for mechanical or chemical weeding methods. This reduces the environmental impact of agriculture by limiting the use of chemical products and preserving local biodiversity.

Château Beychevelle has also initiated eco-pasturing in partnership with a cow breeder, with the provision of meadows.

Zoom in on Château Cavalier, in the heart of the Côtes de Provence appellation, with the technical team who chose the eco-pasturing method: 800 ewes were welcomed (2 troops) on 40 hectares of our vineyards to graze the grass facilitating the first pass of tillage.

This collaboration also enables us to strengthen our territorial roots in the heart of Provence, by working closely with a local shepherd who ensures a harmonious transition between the Bouches-du-Rhône and the majestic Southern Alps.

Watch a video of Léa Mazubert (Technical Director) and Lucas Puyo (Viti-Vinicole Manager, Château Cavalier) for more information on this first year of eco-pasturing: <https://youtu.be/TdKFsYdctNw>

#### BOTTLING CENTER/ LOGISTICS & WINE HOUSES



The landscape is also integrated as far as possible within the production facilities, to ensure that the buildings are adapted to the local landscape. The protection and preservation of biodiversity is also beginning to be taken into account at our establishments and wineries through local initiatives.

As far as possible, new buildings are designed and fitted out to support the preservation of biodiversity, and green spaces around factories are maintained.

At CASTEL Nouvelle Aquitaine (Blanquefort), the barrel cellar building has a green roof, the new storage site is planted with trees and shrubs, and a green zone has been laid out with flowering fallow, a bird nesting box, an insect hotel and a dozen fruit trees have been planted.

In Beaune, CASTEL Bourgogne maintains the vines on the park, which are used as rootstocks to support the grafted vine to renew the Burgundian plant material.

NICOLAS, as a wine merchant, organizes the recovery of corks to benefit the planting of cork oaks in the Pyrénées Orientales region, and also supports the Institut Français de la Vigne et du Vin (IFV and SICAREX (Beaujolais), by donating part of the funds collected from the sale of bags in stores, thus contributing to the establishment of a regional conservatory of vine varieties and the promotion of varietal innovation.

36 BEEHIVES IMPLANTED



+50% (2023 vs 2022)



98%

of vineyards have stopped using herbicides

On our estates, IAE (Infrastructures AgroEcologiques\*)



+340 ha

SET (Topographic Equivalent Areas) or 500 linear kilometers.



84 ha

hectares of vegetated surfaces on our sites and wineries (green spaces, parks, gardens, etc.)

\*AEIs are defined as semi-natural vegetated areas that receive no treatment (herbicides, pesticides, fungicides) and no tillage, and may include hedges, trees, forests, green spaces, etc.



# 3.5 USE OF RESOURCES AND CIRCULAR ECONOMY

## LIMITING THE IMPACT OF OUR PRODUCTS AND PACKAGING AND DEVELOPING THE CIRCULAR ECONOMY

As a major economic player in the wine and soft drinks industry, CASTEL Vins' activities consume resources and thus generate various types of waste, causing a pollution risk for the environment and constituting a nuisance factor for biodiversity if the end-of-life of this waste is not controlled.

The production of grapes and the making of wine mainly produce organic waste, where the circular economy process is fully applied with local recovery channels. Guaranteeing product quality and protection throughout the product's life also requires appropriate packaging (particularly during transport), where packaging also acts as an information medium. We therefore need to preserve these essential functions, while integrating the challenges of reducing environmental impact right from the packaging design stage.

The waste generated by winegrowing and winemaking activities is numerous and diverse, and most of it constitutes potential "secondary" raw materials that can be recycled in agriculture or industry (glass, cardboard, wood, corks, PET, glassine, green waste and pruning wood, etc.). The identification of optimized channels for the recovery, treatment, recycling or valorization of waste from the various production sites and/or châteaux and estates is carried out according to the regions in which they are located.

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE


**12** RESPONSIBLE CONSUMPTION AND PRODUCTION


### POLICIES AND PROCEDURES IMPLEMENTED


CASTEL Vins strives every day to improve the management of production and packaging waste, both upstream (eco-design and reduction) and downstream (recovery and improved recyclability), in order to reduce the environmental impact of CASTEL Vins' activities.

#### IN PRODUCTION,

At our Châteaux & Domaines, the principle of the circular economy is applied on a daily basis through our responsible viticulture practices limiting inputs (fewer products to be thrown away and less packaging, for example), our optimized oenotechnical itineraries and our management of each of our waste products according to the available recovery circuits:

 - **Usual green waste** (pruning wood or vine shoots, dead vines, leaves, weeds) is mainly recycled in situ (soil improver after shredding, mulch for flower beds, donations to local residents for energy recovery, etc.).

 - **Co-products from the wine-making process** (vinicultural waste): grape marc, must and lees, even wine, illustrate the circular economy. These by-products are valorized by local wine distilleries for a variety of outlets (food, agricultural, industrial, renewable energy), becoming a multitude of new products: alcohols, grape seed oil, organic fertilizers, etc.).

 - **Packaging for oenological and phytosanitary products** is collected and recycled via the A.D.I.VALOR plastic packaging waste management program (ministerial approval). The same program is followed for our out-of-date products (non-usable phytopharmaceutical products (PPNU)).

#### BOTTLING AND PACKAGING,


In addition to the effluents discussed in the "Preservation of aquatic and marine resources" article, the main waste from our plants comes from the use of packaging.



For over ten years, our marketing teams and central purchasing unit have been working to create optimized packaging for their distribution channels. This work has led to significant improvements for our strategic brands, such as :

**LIGHTWEIGHT GLASS PACKAGING FOR**

**ROCHE MAZET**



**BEFORE 2009** 450 GR

**AFTER 2022** 395 GR to 410 GR

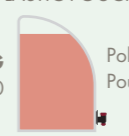
**A SAVING OF 825 TONNES OF GLASS PER YEAR**

**ALL BIB® IN THE RANGE**

**Listel**

(LISTEL, BILLETTE, L'ESTIL ET SOÛBIL)

**ARE NOW AVAILABLE IN RECYCLABLE TRANSPARENT PE/EVOH/PE POUCHES INSTEAD OF THE OLD NON-RECYCLABLE METALLISED PET PLASTIC POUCHES.**

**BEGINNING OF 2020**  Polyethylene Pouch

To reinforce this approach, a "CAGC CSR, Packaging & Responsible Purchasing" working group made up of the packaging purchasing unit (CAGC), the marketing departments, the industrial department and the CSR department has been tasked with drawing up, leading and coordinating actions on packaging, and recently with rolling out **the prevention and eco-design plan**. The aim of this new mandatory scheme, which stems from the French law on the fight against waste and for a circular economy (AGEC), is to reduce the use of non-renewable resources, increase the use of recycled materials and increase the recyclability of packaging in processing facilities located in France. In October 2023, CASTEL Vins naturally signed up to the Wines & Spirits sector plan:

(<https://www.adelph.fr/plans-prevention-decoconception-pour-les-vins-spiritueux>).

For each packaging category, the following 5 principles are studied: **Elimination, reduction, integration of recycled material, suitable for recycling, and reuse**. Taken together, these measures mean less waste for our consumers.

**AS FAR AS GLASS BOTTLES ARE CONCERNED**, in addition to reducing the weight of glass as much as possible, CASTEL Vins remains committed to reuse with :



- Historically, a range of returnable wines for our catering channels (RHF: restauration hors foyer) with 0.93 M bottles sold in 2023.
- COVINO (La Réunion), which is committed to the reuse of glass bottles thanks to a partnership with the REUTILIZ association to collect, clean and reuse 75cl Bordeaux-type wine bottles by 2024.
- VINATIS which, rather than destroying or throwing away, offers for sale products with a visual defect but an intact quality (damaged label) by "banking on inner beauty".

**FOR OUR BAG-IN-BOX® PRODUCTS**, a number of initiatives are already bearing fruit:



- The removal of plastic handles is on track, with over 40% removed by 2023 (41 tonnes less plastic).
- The replacement of long taps is underway on more than 90% of volumes plastic savings of 1.5 g/tap, i.e. 42 tonnes less plastic in 2023).
- Replacement of black taps with translucent versions (removal of carbon black, which interferes with sorting) for over 67% of volumes (2023)

**FOR OUR PRODUCTS PACKAGED IN PET BOTTLES**



- The implementation of the "solidaire" cap (cap attached to the container) and the lightening of the cap.
- Integration of rPET in products: 100% of 25 cl PET bottles contain at least 25% rPET.

**FOR OUR BOTTLE CARTONS,**



- 100% of our American cases contain at least 50% recycled cardboard.



Finally, thanks to the work of our teams in the field on collection, sorting and the search for recovery channels with regional service providers, **CASTEL Vins will be recovering over 90% of this waste by 2023!**

- The recovery of our cork waste remains a specificity of the sector, since it is recovered by associations for sorting and recycling. In 2023, 16 tonnes of corks were recycled by AGIR CANCER GIRONDE, which we have been supporting since 2016.
- Hazardous waste, meanwhile, complies with French regulations, with specific channels and is tracked via the TrackDéchets digital system (<https://trackdechets.beta.gouv.fr>). This waste corresponds to special industrial waste (SIW), the disposal of which requires special precautions to protect people and the environment. It includes phytosanitary and vinicultural effluents, empty cans of phytosanitary and oenological products, used oils (engine, maintenance) as well as oil filters, vehicle batteries and waste linked to the preparation of bottling and filtration.

 <b>ECO-DESIGN</b>	 <b>WASTES</b>
<p><b>83 TONNES LESS</b> plastic used on our BIB®s (handle and tap).</p>	<p><b>9,396 TONNES</b> of waste. <b>OVER 90% recycled</b></p>
<p><b>Average weight</b> of our GLASS BOTTLE (France market): <b>424 grams</b> <i>(Adelphe declaration data)</i></p>	

®Registered trademark, property of SMURFIT BAG IN BOX.



is committed to **the reuse of glass bottles** thanks to a new **partnership with the REUTILIZ association**.  
**30 COLLECTION POINTS ON REUNION ISLAND** for these reusable bottles.





# 4 INFORMATION ON CORPORATE GOVERNANCE

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**CODE OF CONDUCT**  
www.vins-castel.wine

**309**  
PEOPLE TRAINED IN THE CODE OF CONDUCT

**422**  
BUSINESS PARTNERS CIRCULARISED

**OVER 99%**  
OF EXPOSED STAFF TRAINED IN THE COMPLIANCE PROGRAMME

**4**  
REPORTS RECEIVED AND PROCESSED IN 2023

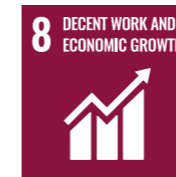
## 4.1 BUSINESS CONDUIT

### PROMOTING BUSINESS ETHICS AND FIGHTING CORRUPTION

CASTEL Vins interacts with a wide range of stakeholders and the sustainability of its business is directly linked to the compliance and quality of the relationships maintained with its internal and external parties.

Firstly, the Sapin II law (2016) entitled 'Law on transparency, the fight against corruption and the modernisation of economic life' obliges us to two objectives:

- **Take action against corruption**, influence peddling, illegal taking of interest, misappropriation of public and private funds and money laundering
- **Establish greater transparency** in economic decision-making processes and combat favouritism.



In addition, France's 'Duty of Vigilance' law (2017) requires parent companies to draw up and implement a **vigilance plan** including measures to identify and prevent the occurrence of risks of violations of human rights and fundamental freedoms, serious physical or environmental harm or health risks. It is based on the requirements and standards set out in the United Nations Guiding Principles on Business and Human Rights

### POLICIES AND PROCEDURES IMPLEMENTED

#### REPORTING MECHANISMS AND COMPLAINTS MANAGEMENT

As part of the Group's compliance system, the Ethics Committee monitors the application of the **Code of Conduct** (2017, available at [https://www.vins-castel.wine/copagef/code\\_de\\_conduite-copagef\\_FR](https://www.vins-castel.wine/copagef/code_de_conduite-copagef_FR)) and the implementation of measures designed to prevent and manage risks to which the Company and its Subsidiaries may be exposed. This involves drawing up risk maps, organising training courses and rolling out specific procedures, particularly in relation to whistleblowing, supplier due diligence and gifts and entertainment.

The **Ethics Committee** and the **Ethics Officers** organise the implementation and application of this compliance system at local level, as well as compensatory measures in response to the risks identified, in particular during the previous risk mapping campaign. This covered risks relating to direct and indirect corruption, conflicts of interest, fraud, anti-competitive practices, money laundering, extortion and data manipulation.

Since the compliance programme was rolled out, CASTEL Vins has trained **309 people** in the code of conduct. This training helps to ensure that each of our employees understands the principles of the code of conduct in their day-to-day professional practice.

An **awareness-raising campaign** to prevent and combat sexism and sexual harassment was communicated to the company's employees on **8 December**, with some key figures on the subject, a reminder of the definitions of the two key terms: sexual harassment and sexist harassment, and examples. Finally, an external link was added at the end of the publication so that employees could evaluate themselves on these subjects.

Our **business partners** are also circularised (code of conduct and ethical due-diligence questionnaire sent out), with the following being circularised by 2023: **28 suppliers of dry materials, 213 suppliers of wine, 181 suppliers for ancillary purchases (overheads) or agents/brokers, i.e. 422 partners.**

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## METHODOLOGICAL NOTE

In order to guide its corporate social responsibility (CSR) policies CASTEL Vins has formalized this report on a voluntary basis basing itself on Directive 2014/95/EU of the European Parliament and of the Council of October 22, 2014 amending Directive 2013/34/EU as regards the publication of non-financial information.

### SCOPE

This statement covers the ESG (Environment, Social, Governance) activities of all CASTEL Vins entities for the period from January 1, 2023 to December 31, 2023, corresponding to the Group's fiscal year. The reporting cycle is annual. The information available is based on data collected for all sites included in the financial consolidation scope.

### MAIN NON-FINANCIAL RISKS IDENTIFIED

The Company has identified its main non-financial risks according to the methodology described in the corresponding section ("1.6. Our main non-financial risks").

### INDICATORS

The indicators selected were deemed to be the most relevant in terms of risks and opportunities, and taking into account stakeholder expectations.

#### WORKFORCE

- Headcount is calculated on the basis of the number of employees present at December 31, 2023.

#### HOURS WORKED

- The actual hours worked (statutory hours and overtime) are those used to calculate the lost-time accident frequency rate.

#### HEALTH & SAFETY

- An accident in the workplace, whatever the cause, is any accident arising out of or in the course of work, resulting in physical or mental injury to any person employed or working, in any capacity or at any location, directly or indirectly for the employer. This includes commuting accidents.
- A commuting accident is considered to be any accident between the employee's place of work and his or her principal or secondary residence, the place where he or she normally eats (excluding the company canteen), or the place where he or she attends training courses.
- A day's absence from work is a day not worked due to the employee's incapacity, caused by an accident at work or an occupational disease.

#### ENVIRONMENTAL INFORMATION

- Wine production sites, châteaux and estates have been included in the environmental information for 2023.
- Environmental ratios are calculated on the basis of production at sites included in the financial scope.
- Sites that have been taken out of the scope of consolidation due to cessation of activity or sale are not included in the environmental information.
- Greenhouse gas emissions are calculated on the basis of emission factors from ADEME's empreinte database.

# REPORT ON THE IMPLEMENTATION OF THE VIGILANCE PLAN

ELEMENTS OF THE VIGILANCE PLAN	LOCATION IN THE REPORT	
Risk mapping to identify, analyze and prioritize risks.	Our main non-financial risks	<b>P 20-21</b>
Procedures for regularly assessing the situation of subsidiaries, subcontractors and suppliers with regard to mapping.	Value chain workers	<b>P 36</b>
Appropriate actions to mitigate risks or prevent serious human rights or environmental violations.	Environnemental Information Social et de Governance	<b>P 38-51</b> <b>P 30-37</b>
Alert and reporting mechanism.	Governance Information	<b>P 51-52</b>
System for monitoring the measures implemented and evaluating their effectiveness.	Environnemental Information Social et de Governance	<b>P 38-51</b> <b>P 30-37</b>

# CONTRIBUTION TO THE ODD\*

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## 3 GOOD HEALTH AND WELL-BEING

3.5 : Strengthen the prevention and treatment of substance abuse, particularly drug and alcohol abuse.

3.8 : Ensure that everyone benefits from universal health coverage, including protection against financial risks and access to high-quality essential health services and safe, effective, high-quality and affordable essential medicines and vaccines.

3.9 : By 2030, significantly reduce the number of deaths and illnesses caused by hazardous chemicals, air, water and soil pollution and contamination.

## 5 GENDER EQUALITY

5.5 : Guarantee women's full and effective participation and equal access to leadership positions at all levels of decisionmaking in political, economic and public life.

5.a : Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control of land and other forms of property, financial services, inheritance and natural resources, in compliance with domestic law.

5.c : Adopt and strengthen well-designed policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

## 6 CLEAN WATER AND SANITATION

6.3 : By 2030, improve water quality by reducing pollution, eliminating waste dumping and minimizing emissions of chemicals and hazardous materials, halving the proportion of untreated wastewater and significantly increasing the safe recycling and reuse of water worldwide.

6.4 : By 2030, significantly increase the rational use of water resources in all sectors and ensure the sustainability of withdrawals and freshwater supplies in order to address water scarcity and significantly reduce the number of people suffering from water scarcity.

6.6 : By 2030, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.

## 7 AFFORDABLE AND CLEAN ENERGY

7.2 : By 2030, significantly increase the share of renewable energy in the global energy mix.

7.3 : By 2030, double the global rate of energy efficiency improvement.

7.b : By 2030, develop infrastructure and improve technology to provide modern, sustainable energy services to all people in developing countries, in particular the least developed countries, small island developing states and landlocked developing countries, in line with relevant aid programs.

## 8 DECENT WORK AND ECONOMIC GROWTH

8.2 : Achieve a high level of economic productivity through diversification, technological modernization and innovation, in particular by focusing on high value-added, labor-intensive sectors.

8.4 : Progressively improve the efficiency of global resource use in both consumption and production up to 2030, and ensure that economic growth no longer leads to environmental degradation, as set out in the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries leading the way in this area.

8.5 : By 2030, achieve full and productive employment and guarantee all women and men, including young people and people with disabilities, decent work and equal pay for work of equal value.

8.8 : Defend workers' rights, promote workplace safety and ensure the protection of all workers, including migrants, especially women, and those in precarious employment.

## 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

9.2 : Promote sustainable industrialization that benefits all and, by 2030, significantly increase the contribution of industry to employment and gross domestic product, depending on the national context, and double it in the least developed countries.

9.4 : By 2030, modernize infrastructure and adapt industries to make them sustainable, through more rational use of resources and greater use of clean, environmentally-friendly technologies and industrial processes, with each country acting within its means.

9.5 : Strengthen scientific research and improve the technological capabilities of the industrial sectors of all countries, particularly developing countries, by encouraging innovation, significantly increasing the number of people working in research and development per million inhabitants, and increasing public and private spending on research and development by 2030.

## 10 REDUCED INEQUALITIES

10.2 : By 2030, empower all people and promote their social, economic and political integration, regardless of age, gender, disability, race, ethnicity, origin, religion or economic or other status.

10.3 : Ensuring equality of opportunity and reducing inequality of outcome, in particular by eliminating discriminatory laws, policies and practices and promoting the adoption of appropriate laws, policies and measures in this area.

10.4 : Adopt policies, particularly in the budgetary, wage and social protection fields, and gradually achieve greater equality.

## 11 SUSTAINABLE CITIES AND COMMUNITIES

11.4 : Strengthen efforts to protect and preserve the world's cultural and natural heritage.

11.6 : By 2030, reduce the negative environmental impact of cities per capita, including by paying particular attention to air quality and waste management, especially municipal waste management.

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

12.4 : By 2030, introduce environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with internationally agreed guidelines, and significantly reduce their release into the air, water and soil, in order to minimize their negative effects on health and the environment.

12.5 : By 2030, significantly reduce waste production through prevention, reduction, recycling and reuse.

12.6 : Encourage companies, especially large and transnational ones, to adopt sustainable practices and include sustainability information in their reporting.

## 13 CLIMATE ACTION

13.1 : Building resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

13.2 : Incorporate climate change measures into national policies, strategies and planning.

13.3 : Improve education, awareness and individual and institutional capacities for climate change adaptation, mitigation and impact reduction, and early warning systems.

## 14 LIFE BELOW WATER

14.1 : By 2025, prevent and significantly reduce marine pollution of all types, in particular that resulting from land-based activities, including marine litter and nutrient pollution.

14.3 : Reduce ocean acidification as far as possible and combat its effects, in particular by strengthening scientific cooperation at all levels.

14.5 : By 2030, preserve at least 10% of marine and coastal areas, in accordance with national and international law and taking into account the best available scientific information.

## 15 LIFE ON LAND

15.1 : By 2030, ensure the preservation, restoration and sustainable use of terrestrial and freshwater ecosystems and related services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.

15.3 : By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a world without land degradation.

15.5 : Take urgent and decisive action to reduce the degradation of the natural environment, halt the loss of biodiversity and, by 2030, protect threatened species and prevent their extinction.

15.9 : By 2030, integrate the protection of ecosystems and biodiversity into national planning, development mechanisms, poverty reduction strategies and accounting.

## 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

16.5 : Significantly reduce all forms of corruption and bribery.

16.6 : Establish effective, accountable and transparent institutions at all levels.

16.7 : Ensure that decision-making is characterized by dynamism, openness, participation and representation at all levels.

16.10 : Guarantee public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.

## 17 PARTNERSHIPS FOR THE GOALS

17.16 : Strengthen the global partnership for sustainable development, with multi-stakeholder partnerships to mobilize and share knowledge, expertise, technologies and financial resources, to help all countries, particularly developing countries, achieve sustainable development goals.

17.17 : Encourage and promote public partnerships, public-private partnerships and partnerships with civil society, building on existing experience and financing strategies in this area.

\*Sustainable development objectives.



CSR REPORT - 2024 - CASTEL VINS

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