

# De Bortoli Wines Corporate Governance and Risk Management Policy

The De Bortoli Family Motto: Sempa Ad Majora  
"Always striving for better"

The De Bortoli family aim is to create a resilient long-term business with a zero harm or injury target. A workplace culture of integrity and flexibility with a strong sense of community, openness and consultation, where all staff act ethically, manage business risks appropriately and always seek to improve the business, forms the foundation of this business model. All staff must understand the legal framework within which they work and the potential risks to which both the business and they themselves are exposed and that they are empowered to manage those risks.

## Our process is to:

- Identify the legal and regulatory frameworks within which we operate.
- Meet or exceed legal and regulatory requirements in the markets in which we operate.
- Identify and document the risk profiles of our business activities, then declare how we will manage those risks.
- Set and meet targets of zero harm or injury.
- Provide the appropriate training and hold people accountable in these activities.
- Test, Measure and Audit our business activities.
- Obtain second and third party certification as appropriate.
- Maintain a Risk Management System.

## The Standards to which we intend to operate.

The Integrated Risk Management System is intended to meet the core requirements of the following:

### Risk Management

- All De Bortoli Sites are to maintain a risk management system and are encouraged to extend on the minimum requirements of the risk management system commensurate with the risk profile of their business activities<sup>[1]</sup>.

### Quality and Food Safety

- De Bortoli Staff are to work to ensure that the business is seen as a "Trusted Supplier", over delivering on "quality for value", Delivering in Full, on Time and in Specification with a working ethic of "Don't take it, Don't make it, Don't send it!"<sup>[2]</sup>.
- De Bortoli Staff are to work to ensure that our products meet our customer expectations, are fit for intended use, with product authenticity guaranteed<sup>[3]</sup>.
- We strive to continuously provide our employees with the resources, including information and training, which they require to understand and be competent in applying these practices. We will continuously review these practices to identify gaps and communicate to our employees any opportunity to improve our performance to ever higher levels of product safety and quality<sup>[3]</sup>.
- Our commitment is to never compromise on the safety, compliance and quality of our products and services. This requires everybody to be engaged, to understand their responsibility and to be empowered to take action in order to protect our customers and our brands.<sup>[3]</sup>
- We are fully committed to building a strong, positive food safety and quality culture, backed by commitment from all levels of the organisation. We believe that our success will be achieved by:<sup>[3]</sup>
- Managers commitment to leading by example, following our documented procedures, clearly and open communication with our staff our intention to produce safe, legal and authentic products to the specified quality and our responsibility to our customers, the ongoing review and continuous improvement of our business food safety and quality culture and food safety plan, providing initial and refresher training and education to our staff, contractors and visitors, requiring all staff members to participate and play own their part in achieving high standards.<sup>[3]</sup>
- This policy and the Food Safety Plan will be reviewed to ensure it continuously meets the goals and objectives of this organisation<sup>[3]</sup>.

### Occupational Health and Safety

- De Bortoli Staff are to work to ensure that the business is seen as a "Trusted Employer" conducting as a minimum Job Safety Risk Assessments for all business tasks, utilising OH&S Consultative processes and applying a Duty of Care to all employees.<sup>[4]</sup>

### Environmental

- De Bortoli Staff are to work to ensure that the business is seen as a "Trusted Business and Neighbour", understanding our environmental aspects and acting to minimise our impacts.<sup>[5]</sup>
- Our focus is to minimise our impact to air, water and land, managing our carbon emissions and carbon offsets, our water usage and dispersal and within our farming properties encouraging biodiversity, managing salinity and improving amenity.
- DBW use the Freshcare Australian Wine Industry Standard of Sustainable Practice Winery, Viticulture to ensure sustainable practices are maintained or improved.

### Ethical and Corporate Social Responsibility

- De Bortoli Staff are to work to ensure that the business is seen as a "Trusted Corporate Citizen".<sup>[6]</sup>
- De Bortoli Wines expects all employees to observe the highest standards of ethics, integrity and behaviour during their time with the company. This expectation extends to how we interact with suppliers, customers and the general public.<sup>[6]</sup>
- De Bortoli Wines is committed to work collaboratively with suppliers that have similar values and operate with integrity.<sup>[6]</sup>
- De Bortoli Wines has a zero-tolerance approach to modern slavery and is fully committed to preventing slavery and human trafficking both in its operations and supply chain.<sup>[7]</sup>

De Bortoli Wines Managing Director:



Date: 04/07/2024

[1] Guidelines:

AS/NZS ISO 31000:2009 Risk Management  
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[2] Guidelines:

AS/NZS ISO 9001:2015 Quality Management Systems  
AS/NZS ISO 10002:2014 Guidelines for complaint management in organisations  
Australian Grape and Wine Codes of Practice and Guidelines  
Wine Australia Compliance Guide  
The Code of Good Manufacturing Practice for the Australian Grape and Wine Industry  
Lean Production

[3] Guidelines:

Food Standards Australia New Zealand (FSANZ)  
HACCP / Food Safety : Codex Alimentarius  
BRC Global Standard Food Safety

[4] Guidelines:

AS/NZS 45001:2018 Occupational Health and Safety Management Systems  
Commonwealth Work Health and Safety Act 2011, Regulations and Codes of Practice  
State and Territory governments Work Health and Safety Acts, Regulations and Codes of Practice

[5] Guidelines:

AS/NZS ISO 14001:2016 Environmental Management Systems  
Environment Protection and Biodiversity Conservation Act 1999  
National Environment Protection Council Act 1994 (Cth) (NEPC Act) and mirror state and territory legislation  
Freshcare Australia Wine Industry Standards of Sustainable Practice in Viticulture (AWISSP-VIT1) and Winery (AWISSP-WIN1)  
Sustainable Winegrowing Australia - National program  
Australian Packaging Covenant Organisation

[6] Guidelines:

AS/NZS 8003:2003 Corporate Social Responsibility  
ISO 26000:2010 Guidance on social responsibility  
ETI Base code  
Australian National and State laws and regulations

[7] Guidelines:

Modern Slavery Act 2018