

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 and openness, 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.

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

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 third party certification as appropriate.
- Maintain a Risk Management System.

The Standards to which we intend to operate.

The Risk Management System 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^[1].

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!"^[2].
- De Bortoli Staff are to work to ensure that our products meet our customer expectations, are fit for intended use. And product authenticity is guaranteed^[3]
- 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.
- 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.
- We believe that our success will be achieved by: All managers leading by example, following our documented procedures, the ongoing review and continuous improvement of our food safety plan, providing initial and refresher training and education to our staff, contractors and visitors, requiring all staff members to play own their part in achieving high standards of food safety.
- We are fully committed to building a strong food safety culture backed by the commitment from all levels of the organisation.
- This policy and food safety objectives will be reviewed to ensure it continuously meets the goals and objectives of this

organisation

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. ^[4]

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. ^[5]
- 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.

Corporate Social Responsibility

- De Bortoli Staff are to work to ensure that the business is seen as a “Trusted Corporate Citizen”. ^[6]

De Bortoli Wines Managing Director:



Date: 15/02/2019

[1] Guidelines: AS/NZS 4360:2004 Risk Management.

[2] Guidelines: Australian Wine and Brandy GMP, Lean and Visual Manufacturing, AS/NZS ISO 9001:2000 Quality Management Systems

[3] Guidelines: AS/NZ ISO 22000:2005 Food Safety Management Systems and HACCP / Food Safety : Codex Alimentarius

[4] Guidelines: NSW OHS Law, AS/NZS 4801:2001 Occupational Health and Safety Management Systems

[5] Guidelines: AS/NZS ISO 14001-4:1996 Environmental Management Systems, EntWine WFA Environmental Marque

[6] Guidelines: Australian National and State Laws, AS/NZS 8003: 2003 (ISO 26000 CSR) Corporate Social Responsibility