

## Code of Conduct for Ethical Practices

Yealands Wine Group is committed to the following Code of Conduct and Ethical Practices and has implemented the companies Ethic's policy to provide direction and compliance.

<p><b>1. Employment is freely chosen</b></p> <ul style="list-style-type: none"> <li>• There is no compulsory labour such as prison labour, debt bondage, human trafficking or illegal immigration practices.</li> <li>• There is no exploitation of employees or migrant workers including the holding of the employee's identity papers.</li> <li>• Employees are free to leave Yealands after reasonable notice.</li> </ul>	<p><b>2. No discrimination is practiced</b></p> <ul style="list-style-type: none"> <li>• Yealands will provide a safe and healthy workplace free from discrimination and will embrace diversity and equality.</li> <li>• There is no discrimination in hiring, remuneration, access to training, promotion, pregnancy, or termination based on ethnicity, gender, sexual orientation, religion or ethical beliefs, age, family or marital status, disability, union membership or political affiliation.</li> </ul>
<p><b>3. Freedom of Association</b></p> <ul style="list-style-type: none"> <li>• In the absence of a union, employees are encouraged to select worker representatives.</li> <li>• Workers' representatives are not discriminated against and have access to carry out their representative functions in the work place.</li> <li>• Yealands respects the rights of employees to freely join a union or organisation of their choice.</li> </ul>	<p><b>4. Working conditions are safe and hygienic</b></p> <ul style="list-style-type: none"> <li>• A safe and hygienic working environment shall be provided, including access to clean toilet facilities, potable water and if appropriate sanitary facilities for food storage shall be provided.</li> <li>• Workers, contractors and visitors are given the highest level of protection from workplace health and safety risks, so far as is reasonably practicable. This includes risks to both physical and mental health. Workers will receive regular H&amp;S training.</li> <li>• Accommodation, where provided, shall be clean, safe, and meet the basic needs of workers.</li> </ul>
<p><b>5. Child labour shall not be used</b></p> <ul style="list-style-type: none"> <li>• Yealands does not accept any form of child labour.</li> <li>• Young workers under the age of 16 shall not be employed on a full time permanent basis unless excused under the education act.</li> <li>• Young workers under the age of 16 will be protected from working with tractors, machinery and substances in accordance with legislation and the policy.</li> <li>• No person under the age of 18 will be employed in roles where the tasting or sale of alcohol is an inherent requirement of the role.</li> </ul>	<p><b>6. Living wages are paid</b></p> <ul style="list-style-type: none"> <li>• Yealands will pay at a minimum, the national minimum wage and will benchmark against industry standards.</li> <li>• The remuneration level provided will ensure an adequate standard of living comparable to the local job market.</li> </ul>
<p><b>7. Working hours are not excessive</b></p> <ul style="list-style-type: none"> <li>• Working hours will comply with national legislation.</li> <li>• Fatigue will be managed and excessive hours avoided where-ever practical.</li> <li>• As agreed in the Individual Employment Agreement seasonal operations require additional hours to be worked over and above the employee's normal working hours. Other overtime is voluntary.</li> <li>• All hours worked shall be paid at the workers ordinary rate of pay.</li> <li>• Regular employment will be provided in accordance with the Individual Employment Agreement.</li> </ul>	<p><b>8. Entitlement to Work</b></p> <ul style="list-style-type: none"> <li>• Only workers with a legal right to work in the country shall be employed.</li> <li>• All employees will have a written employment agreement with the company.</li> <li>• Original documents verifying the worker and contract / agency workers right to work will be sighted and copies held on file.</li> <li>• Relationships with labour contract agencies will be covered by a Contract for Services Agreement which will meet national legal requirements.</li> </ul>
<p><b>9. No harassment, bullying or unfair treatment is allowed</b></p> <ul style="list-style-type: none"> <li>• Physical abuse, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidations shall be prohibited.</li> <li>• The workplace will be free from modern slavery. Yealands will not possess or control its workers or contractors, including migrant workers to any practices including forced labour, physical or emotional abuse or exploitation.</li> </ul>	<p><b>10. Environment and Sustainability</b></p> <ul style="list-style-type: none"> <li>• Yealands commits to comply with and whenever possible exceed our legal obligations in managing our environmental impact, we also commit to continually improve our environmental performance and reduce our carbon footprint.</li> <li>• We will work with suppliers and growers that carry out activities compliant with national and local regulations.</li> </ul>

