



Somos
Personas

Gerencia de Personas - VSPT Wine Group



Diversity, Equity and Inclusion policy

VSPT WINE GROUP



Words from our CEO



As CEO of VSPT Wine Group, I am proud to present our **Diversity, Equity and Inclusion Policy**. At VSPT Wine Group, we are committed to our mission, vision and purpose, which, aligned with our values and competencies, seek to put people at the centre of our business and organisation.

Our commitment to people includes not only respect, but also appreciation for the diversity of our workers. This translates into **SER MÁS**, a programme that promotes a **more diverse, equitable and inclusive culture**, where we commit to being agents of change in cultural transformation.

In recent years, we have made steady progress on this path, carrying out:

- A **Diversity Diagnosis** throughout the organisation, which has given us our maturation level.
- The first **diversity and inclusion guidelines**, which directed our organisation's first steps in this area.
- **A Mentoring Programme for Women** in 2020 and 2021.
- Adherence to **Pride Connection** in 2017 and participation in mentoring with large companies with a commitment to diversity, equity and inclusion (DEI).
- Management of indicators with a focus on **Gender Equity** and an increase in female staff at VSPT.
- **Permanent communications** on Diversity and Inclusion, including the stories and experiences of people from the VSPT Wine Group.

We know that we have made progress, but our challenge is to continue promoting a work environment in which diversity, equity and inclusion prevail for everyone. Through our policy, **we seek to recognise the identity of each person**, in order to generate a safe work environment free of discrimination.

Through the above, we have identified our affinity groups – corresponding to **Gender Equity, People with Disabilities, LGBTIQ+ People, Intergenerationality and Interculturality** – as priority approaches in our strategy.

*We invite you to be an agent of change on this path, and adopt the values of **SER MÁS** Diversity each day.*

Pedro Herane
CEO VSPT Wine Group



Introduction

SER is the cultural model that defines the identity of VSPT Wine Group, based on our Mission, Vision, Purpose and values of Excellence, Passion for Wine, Innovation, Sustainability and Integrity; as well as our competencies of Analytical Capacity, Communication, Integrated Teams and Empowerment. This model aims to put people at the centre of our business and organisation, as they are our distinctive seal.

In this context, our commitment to people starts with a respect and admiration for the diversity of our workers. From this, **SER MÁS** was born, a programme that promotes a more diverse, equitable and inclusive culture, guaranteeing the full participation of people with different realities, origins, stories and visions.

To affirm these guidelines, we have developed our **VSPT Wine Group Diversity, Equity and Inclusion Policy**, in which we commit to valuing diversity and being agents of change in cultural transformation.



Diversity, Equity and Inclusion (DEI) Concepts:

Diversity is variety. It is recognising people's identities and differences, such as ethnicity, nationality, economic status, language, political opinion, religion, (non) union membership, sex, sexual orientation, gender identity and gender expression, marital status, affiliation, age, disability, appearance, illness, and anything else that characterises them collectively or as individuals.

Equity implies that people receive fair treatment, guaranteeing equal rights, responsibilities and opportunities to everyone, without discrimination, considering, in turn, the gaps that exist in different diversity groups.

Inclusion implies not only being aware of people's differences, but valuing them, not ignoring them. It means recognising, understanding and promoting diversity to Be.more from different perspectives and experiences.

DEI Policy Objective

To promote and stimulate a culture that values SER MÁS Diversity, recognising the identity of each person, and generating safe work environments that are free of discrimination.

DEI Affinity Groups

Although all diversity groups must have safe, developmental and inclusive spaces in order to implement specific actions to advance in this area, we have identified our affinity groups, corresponding to **Gender Equity, People with Disabilities, LBGTIQ+ People, Intergenerationality and Interculturality.**

We describe the characteristics of these groups below:

- **Gender Equity:** refers to equal rights, opportunities and responsibilities between men and women in all areas of life, including work, family and personal life. It is important to emphasise that it is not just to talk about women, but how men and women at VSPT Wine Group develop more balanced and fair spaces.
- **People with Disabilities:** is anyone who, having one or more physical or mental deficiencies, whether due to mental, intellectual or sensory causes of a temporary or permanent nature, when interacting with various barriers present in the environment, sees their full and effective participation in society, on equal terms with others, prevented or restricted. (Art. 5, Law 20.422 establishes standards on equal opportunities and social inclusion for people with disabilities).
- **LBGTIQ+ People:** refers to people whose sexual orientation and gender identity are different from cisgender and heterosexual norms. By sexual orientation, we refer to different forms and intensities of emotional, romantic, intellectual and/or sexual attraction towards other people. Among them, we can find: heterosexuality; gays; lesbianism; bisexuality; pansexuality; asexuality; and aromanticism. By gender identity, we refer to the personal and internal conviction of being a man or a woman, as each person perceives themselves, which may or may not correspond to the sex and name given in the civil registry at the time of birth. Trans and non-binary people are included in this space.
- **Intergenerationality:** refers to the relationship and coexistence between people of different generations (ages), recognising that there is a mutual and appreciative learning process between different generations.
- **Interculturality:** is an approach that recognises and values different cultures, with the possibility of generating shared cultural expressions through dialogue and mutual respect . Examples include indigenous peoples and migrants.

The diversity of each person will allow us to continue celebrating lives and inspiring experiences from VSPT Wine Group to the rest of the world.

¹ Cisgender person: one whose gender identity is the same as the gender assigned at birth

² Convention on the Protection and Promotion of the Diversity of Cultural Expressions.



DEI Strategy

In order to carry out work with the different diversity groups and the transformational changes of **SER MÁS Diversity**, we will reinforce these four key areas and always seek to promote and ensure their full compliance:

NON-DISCRIMINATION:

We will not accept arbitrary discrimination based on sex, socio-economic status, race or ethnicity, nationality, age, sexual orientation, gender identity, personal appearance, disability or any other dimension that lacks justification. All people participate in VSPT Wine Group without being limited, threatened or excluded.

RESPECT AND DIGNITY:

People are at the centre of our organisation; therefore, we assume the commitment to build a work environment based on respect and dignity for all those who are part of this organisation. We aspire to build a work environment conducive to the development and expression of diversity in its different forms.

DIVERSE AND INTEGRATED TEAMS:

We are committed to creating an inclusive environment that allows the attraction of diverse opinions and beliefs, as they enrich our professional and personal experiences, with collaborative, creative and innovative teams. We want all people to show their maximum potential, and we understand that this will happen to the extent that they can show themselves as they are.

TRANSVERSAL RESPONSIBILITY:

At VSPT Wine Group, the culture of diversity and inclusion is built by all of us who are part of this organisation. This is why we are all responsible for our actions and decisions associated with diversity, inclusion and non-discrimination.

This policy includes our collaborators, contractors and temporary service companies who are physically carrying out their work in our company facilities.

What do we expect from collaborators and leaders?

Five SER MÁS Diversity, Equity and Inclusion actions at VSPT

1.

Be authentic.

We value individuality and encourage each person to express themselves as they really are. We believe that by allowing people to be their authentic selves and embrace their identity, we foster a strong sense of belonging and connection to our mission as a company: celebrating lives and inspiring experiences.

2.

Be responsible.

Diversity, Equity and Inclusion is the task of everyone. Therefore, each VSPT Wine Group employee is responsible for respecting the dignity of all people, promoting spaces that are free of discrimination in a conscious and intentional manner.



3. Be learners. In this area, it is important to unlearn some established concepts and myths, and learn new ways of relating, ensuring that we act and work in an inclusive manner. Therefore, participate in the VSPT Be.more activities that will help you live and promote a culture of DEI.

4. Be visible against discrimination. We do not tolerate arbitrary discrimination based on any diversity characteristic. In the face of any action that violates people's dignity, we must raise our voices and stop these behaviours.

5. Be an engine for change. Each person is responsible for promoting and making visible actions that achieve an individual and collective impact, empowering others, and ensuring safe and inclusive work interactions.

Reportability



This Diversity, Equity and Inclusion Policy applies to all of our practices and procedures, and different levels of the organisation are responsible for its implementation:

- **Management:** Must constantly promote DEI in the work place, defining visions and responsibilities in this area, ensuring necessary resources and measuring progress.
- **Team Leaders:** Must ensure that their work places are respectful, diverse and inclusive, through the application of this policy and action against cases of discrimination.
- **Diversity Committee:** Must define and make known this policy's implementation plan to the entire organisation, through internal collaboration networks and reporting to the management committee.
- **VSPT Wine Group Areas:** Responsible for implementing the corresponding assigned measures, reporting progress to the Diversity Committee.
- **Collaborators:** Must embody this policy, as well as the five steps of Be.more Diversity, Equity and Inclusion every day.



Channels of Communication

Diversity, Equity and Inclusion depend on everyone. Therefore, when faced with doubts or having identified barriers that prevent the full participation of diversity groups, we invite you to use the channels of communication, via:

▶ The Complaints Channel on **Hola!** and the **VSPT Wine Group website**, which is available 24 hours a day and guarantees confidentiality.

▶ **Requesting support** from your direct supervisor, or the person responsible for VSPT People Management or Labour Relations at your facility.

Our complaints channel is available 24 hours a day. It is free and available for everyone to use. You can identify yourself when making the complaint, or remain anonymous. It is safe, and guarantees investigation without reprisal for the complainant.

¡Together We are More!

