

# SUSTAINABILITY REPORT — 2015 —

EMILIANA  
ORGANIC ✿ VINEYARDS



A peacock with vibrant blue and purple plumage stands on a stone wall in the foreground. Behind it is a lush vineyard with rows of grapevines. In the background, a dense forest covers a hillside. The scene is bathed in natural light, creating a serene and picturesque atmosphere.

—  
LOOK DEEP INTO NATURE AND YOU WILL  
UNDERSTAND EVERY THING BETTER  
—

ALBERT EINSTEIN



# DEAR READERS

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In 2015 Emiliana continued to strive towards its objective of being the most important organic vineyard in Chile and the world. Our efforts over many years have resulted in a recognition that fills us with pride: winery of the year according to Wines of Chile.

This recognition is a new signal that the path we have followed since 1998 is correct, and that the adoption of ethical and environmentally responsible production practices have contributed to creating a sustainable, innovative and profitable business model.

During the year 2015 we worked intensely on the implementation of initiatives that allow us to contribute to the improvement of the quality of life of our workers in 3 key pillars: education, housing and health. For this reason, we have strengthened one of the foundations of our company, namely fair trade. This has allowed us to help 186 workers with health issues, thanks to the fund created specifically for this matter. In addition, 243 workers were able to repair their houses through the home improvement fund, and finally 2 workers made use of the solidarity fund which is available in case of emergencies.

We strongly support programs to promote a healthy lifestyle which consist of integrated assistance for workers in terms of health operations, agreements with SENDA, training on healthy diets, constant work in the management of organic gardens in each operation, support for workers' entrepreneurial projects such as the development of honey, olive oil and alpaca wool.

With regards to education, we are very proud and satisfied that during the course of the year 26 children of employees studied in higher education institutions through scholarships awarded in a joint effort by Emiliana and the Guilisasti Foundation.

In terms of environmental care, we have improved the management of our corporate carbon footprint and we continue with organic certifications, achieving more than 850 hectares certified under 7 regulations of different countries or areas of the world. In addition, our estates are certified biodynamic.

This has been a year of changes, in which we have undergone a process of professionalizing our internal management through leadership and performance management initiatives. This process also involved an extensive training program across all areas in order to strengthen and align leaders with Emiliana's mission and vision. In this way, we seek to generate a cultural change which consolidates Emiliana's strategy, maintaining our concern for our workers and their social environment, as well as the care for the environment.

It is an honor to have been chosen as Winery of the Year by our peers in the wine industry. It is also a call to continue to work to maintain our leadership in quality and sustainability, which are fundamental pillars in Emiliana. I hope through our Sustainability Report 2015 to convey the efforts of our workers to create more sustainable, innovative and high quality wines; and to reaffirm our commitment to the protection of nature, social responsibility and innovation.

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**CRISTIÁN RODRÍGUEZ LARRAÍN**

CEO, Emiliana

July 2015





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**COMPANY NAME:**  
**VIÑEDOS EMILIANA SOCIEDAD ANÓNIMA**

**TAX PAYER** N° 96.512.200-1

**Type of Company:** Publicly Traded Corporation

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# REPORT PROFILE

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For the seventh consecutive year, Viñedos Emiliana S.A. provides an account of its economic, environmental and social responsibility management, based on the principles and methodology of the Global Reporting Initiative (GRI). This report has been prepared in accordance with the GRI G4 methodology, under the option “Core”. This document discloses the economic-financial, social and environmental performance of the company for the period of 1 January to 31 December 2015, in comparison to previous years, where applicable. The contents of this report were approved by Emiliana’s Management Committee.

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## SUSTAINABILITY REPORTING CONTACTS

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# 1 VALUE CHAIN

1.1  
—

## SUPPLIERS

Grape producers  
Goods and Services Suppliers

1.2  
—

## OPERATIONS

Internal logistics  
Agriculture  
Wine making  
Bottling, Labelling and Packaging

1.3  
—

## CLIENTS









# VALUE CHAIN





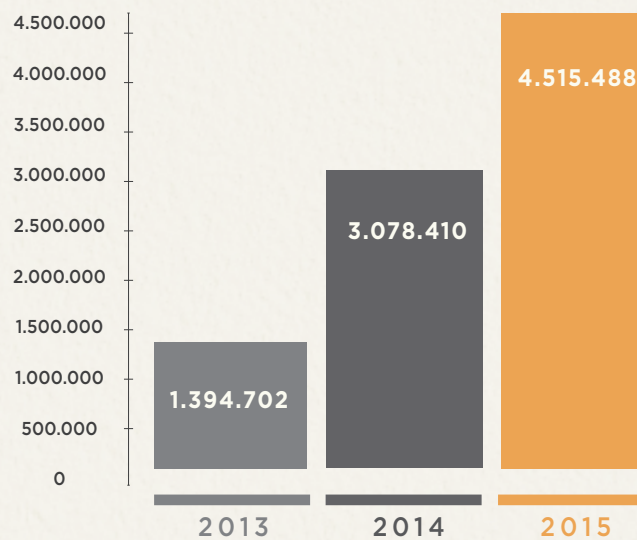


## 1.1 SUPPLIERS

### GRAPE PRODUCERS

Year after year we work with organic grape producers, many of whom with which we have maintained long term relationships as strategic partners. We work closely with them, advising on technical aspects such as pest management, fertilizers and machinery. Environmental and social responsibility requirements and initiatives are also communicated in order to involve the supply chain in sustainability projects. It is important to highlight that Emiliana is an important actor in terms of demand for organic grapes as it is a promoter of organic production in Chile.

#### GRAPE PURCHASES FROM ORGANIC PRODUCERS (IN KG):







## 1.1 SUPPLIERS

### SUPPLIERS OF GOODS AND SERVICES

Emiliana has a large number of suppliers in different areas of the business. We work with local suppliers (eg: services), national suppliers (eg: fuels) and also international suppliers (eg: casks). We have long term relationships with the majority of our suppliers. Emiliana's Code of Ethics establishes an evaluation for the selection of suppliers, ethical behaviour and payment in 30 days, amongst other elements which allow us to have a relationship that is both in line with the law and the company's ethical principles.

Emiliana's philosophy of caring for its workers and for nature is transmitted to and required by its suppliers. Agricultural services contracts explicitly include compliance with national laws, prohibition of discrimination, freedom of association and assurance of healthy working conditions.

Suppliers of inputs, which consists of companies that develop their products, are required to minimise their environmental impact, resulting in products which are recognised by organic regulations and the biodynamic standard.

THE FOLLOWING ARE EMILIANA'S PRINCIPLE SUPPLIERS, BY AREA:



#### AGRICULTURE

##### EQUIPMENT

Tractors  
Harvesters  
Weed cutters  
Leaf strippers

##### INPUTS

Fertilizers  
Agricultural products  
Fuels

##### SERVICES

Irrigation  
Water treatment  
Labour force



#### WINE MAKING

##### EQUIPMENT

De-stemming  
Vats  
Tanks  
Pumps

##### INPUTS

Laboratory items  
Casks  
Wine making products

##### SERVICES

Laboratory  
(Water and Wine analysis)  
Machinery maintenance  
Producers of Grapes and  
Wine Yeasts



#### PRODUCTION

##### EQUIPMENT

Labelling line  
Bottling

##### INPUTS

Lables, Corks, Bottles, Cases,  
Partitions, Capsules, Caps,  
Tapes

##### SERVICES

Machinery maintenance  
Training on equipment  
External freight  
External labour force  
Pest control  
Refrigeration



#### EXTERNAL TRADE

##### CUSTOMS AGENCY

#### TRANSPORTERS





## 1.2 OPERATIONS



### AGRICULTURE



The agricultural area is responsible for the sustainable management of Emiliana's farms, its workers and the natural resources. There is a special concern for strict compliance with social, economic and environmental protection policies. For this reason in 1998, Emiliana began producing organic, and subsequently biodynamic grapes.

### WINE MAKING



The wine making area is responsible for converting grapes to wine. The wine-making process has to comply with organic and biodynamic certification standards, which demand greater effort and innovation by our enology team in order to obtain quality, natural and sustainable products. The products have to compete on quality with any other product on the market, no matter what production method was used. It is in this stage that the advantages of producing organic grapes is demonstrated, since the minimal application of inputs allows for the characteristics of the terroir to be noted.

### BOTTLING, LABELLING & PACKAGING



Once the wine has been made, the production area is responsible for bottling, labelling and packaging. This is done both internally and through the hiring of external services.

### INTERNAL ADMINISTRATION



Includes all procedures and tasks related to the administrative and human resources management within the company. Due to the distance between some of the operations, good coordination is required between the estates and wineries, as well as with the central headoffice in order to provide a product that complies with quality, social responsibility, environmental protection and profitability standards demanded by the company.

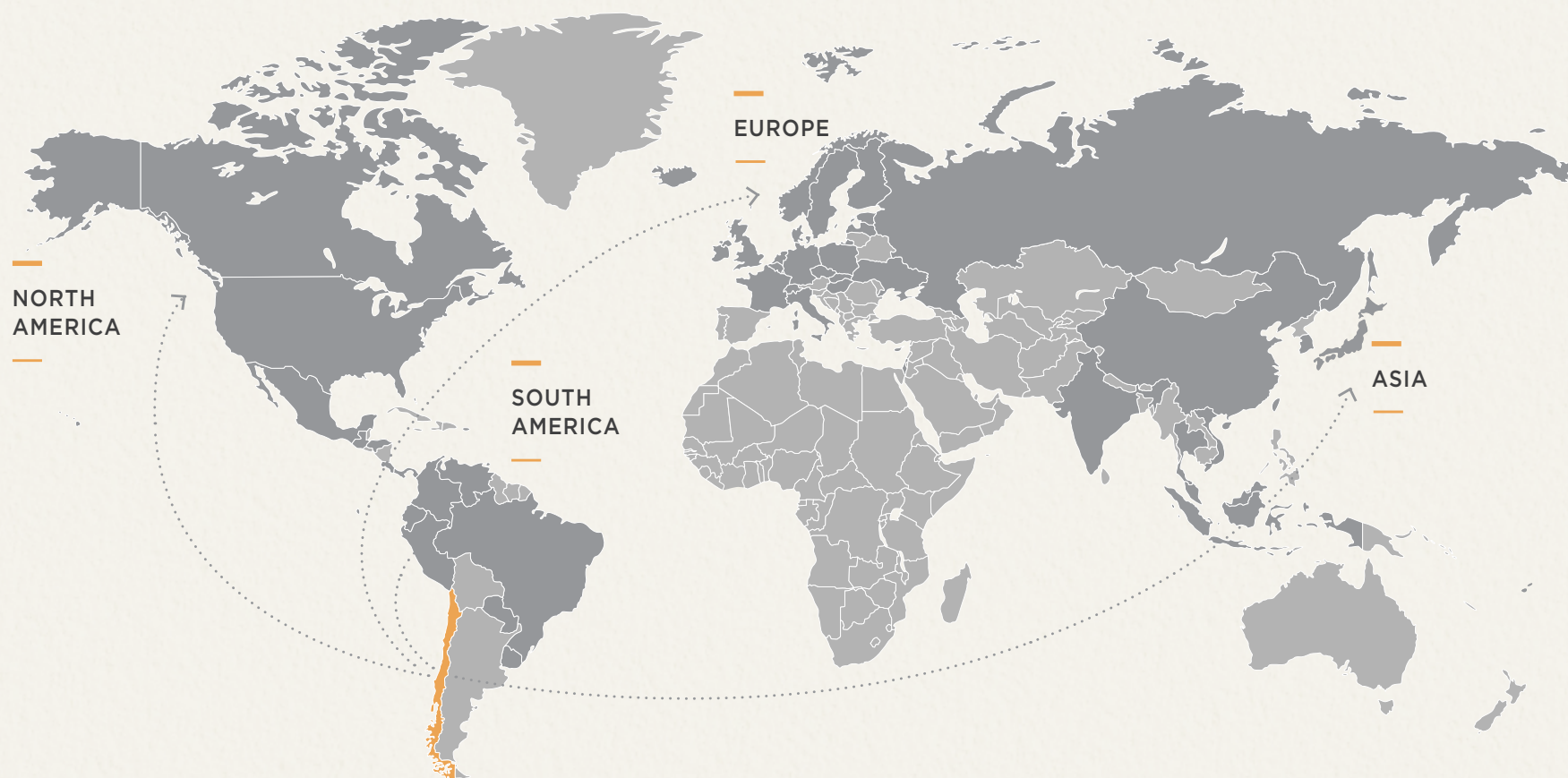








## 1.3 CLIENTS



Our clients are the final stage in the company's value chain, and include international importers, distribution companies, hotels, restaurants and final consumers. Our clients are distributed in almost 50 countries across 4 continents.







# 2 — EMILIANA —

## 2.1 —

### EMILIANA'S HISTORY

## 2.2 —

### EMILIANA'S PROFILE

## 2.3 —

### GOVERNANCE

Ethics and Transparency  
Corporate Governance  
Sustainability Governance

## 2.4 —

### ECONOMIC SUSTAINABILITY

Products and Markets  
Sales and Financial Results







## EMILIANA IS CHOSEN AS “WINERY OF THE YEAR” BY WINES OF CHILE

**Emiliana is the most outstanding vineyard of the year.** That is the conclusion of Wines of Chile after a thorough assessment of the main actors in the winemaking market during 2015.

Mario Pablo Silva, President of Wines of Chile, announced the news, stating that “Emiliana, since its foundation has made a tremendous contribution to sustainability and to the production of organic wine grapes, and is a pioneer in this country”. He added that “with its commitment and passion, it has become a reference point, both in Chile and in the world”.

“We are very pleased to receive this recognition, which confirms that production of high quality wines through organic and biodynamic agriculture is possible,” said Cristián Rodríguez, CEO of the vineyard.



Currently, Wines of Chile boasts more than 90 associated vineyards, which gives special importance to this recognition, since it is a prize that is awarded by peers in the domestic industry.

Wines of Chile uses diverse evaluation criteria to make its decision, taking into account export figures, international awards won, participation in initiatives of the industry association, and most of all, stand out significantly in some aspect.

Emiliana is currently the main organic vineyard in the world, with more than 800 certified organic hectares in the best wine valleys in Chile, closing the year with 580,000 organic cases exported and presence in nearly 50 countries.



# EMILIANA'S HISTORY





## 2.1 EMILIANA'S HISTORY

Emiliana's history dates back to 1986 and since its beginnings it has been characterized as an innovative vineyard. Initially the company sought to differentiate itself based on its wine varieties, by seeking the best valleys in Chile with the aim of finding the best places to develop each variety. Continuing its innovative spirit, Emiliana began to introduce pioneer grape varieties into the country. At the end of the 90's the brothers Rafael and José Guilisasti proposed the creation of wines which could compete in quality with any wine in the world, but which respected natural cycles and protected the company's workers. Thus Emiliana started on its transition from conventional to organic agriculture after having planted its own vineyards across Chile in order to promote different red and white varieties. Currently, Emiliana has become one of the biggest organic and biodynamic vineyards in the world, and its strong commitment to its workers and the community is evident in its diverse certifications.

Its vineyards, planted across Chile's most important wine making valleys, reflects the harmony between the high quality of its wines, the expression of its origins and the respect for its workers and the environment.

To achieve its objective, Emiliana's team focused its efforts on sustainable production, free of products which are toxic to people and the environment, in order to return control to the earth and also to its workers. It was thus, that little by little the company began its conversion from conventional vineyards to a system of organic and biodynamic agricultural management, alongside the development of social responsibility programs.

A decade later, what began as a dream, became a complete and differentiated portfolio of the highest quality wines.

During this process it has been critical to be able to be transparent and guarantee our practices via different certifications which are recognized internationally:

- **IMO Chile** for the Organic Markets in the USA, Europe, Brazil, Japan, Korea and Chile, since 1998.
- **COFCC** for Organic Production China since 2014.
- **Demeter** for the Biodynamic market since 2006.
- **FLOCERT** Fair Trade certification for Fair Trade
- **IMO CHILE, FOR LIFE (FL)** certification of Social Responsibility and for the FAIR FOR LIFE (FFL) of Fair Trade
- Wines of Chile **Sustainability Code** since 2012.
- **DNV ISO 14001:2004** Environmental Management since 2001.
- **CarboNZero** (Enviro Mark Solutions) and previously TUV SUD for the measurement and neutralization of the Gê and Coyam carbon footprints since 2009.



## 2.2 EMILIANA'S PROFILE

### VISION

To be the most recognized organic and biodynamic vineyard in the world, given the high quality of its wines, resulting from this type of agriculture.

### MISSION

Provide the highest quality wine to our consumers, with a unique terroir expression, through the benefits granted by organic and biodynamic agriculture, with deep respect for our employees, the community and the environment.

### VALUES

#### QUALITY

Search for excellence in all aspects of Emiliana.

#### PASSION

Commitment, strength and coherence in every action, idea, or project.

#### NATURAL

Respect for nature, authentic, pure and real.

The aim is the exploitation of the wine industry in all its forms and related activities which are required in all stages of the process, whether with our own musts or those bought from third parties, using our own or rented agricultural lands, the sale of services related to bottling and cellar activities and winery services in general, and investment in transferable values of any type. The company Sociedad Comercializadora La Uva is associated with Emiliana, which supports Emiliana with national commercialization.

As part of its commitment and support for the **National Wine Association**, Emiliana is part of **Wines of Chile**, the training organisation OTIC Chile Vinos and the **Casablanca Valley** organization which brings together businesses in the Casablanca Valley.







IN DECEMBER 2015 THE COMPANY HAD PRODUCTION IN 7 AGRICULTURAL ESTATES  
LOCATED IN THE FOLLOWING VALLEYS:

#### CASABLANCA VALLEY

**259,14** Hás.

**29%**

#### MAIPO VALLEY

**106,85** Hás.

**12%**



Maipo has a wine  
capacity of 4.347.306  
liters

#### COLCHAGUA VALLEY

**325,71** Hás.

**41%**



3 wine cellars are located in the  
Colchagua Valley with a wine capacity  
of 21.849.855 liters

#### CACHAPOAL VALLEY

**157,23** Hás.

**18%**





A TOTAL OF  
**848,9**  
HECTARES

All the vineyards are duly equipped with adequate infrastructure and machinery for their optimal functioning. During 2015 the Lihueimo Estate (37,4 Hectares of planted grapes) was sold.



### PLANTED SURFACE AREA IN EMILIANA'S ESTATES

| ESTATE       |  |  | Total Surface Area<br>in Ha |
|--------------|---|---|-----------------------------|
|              | Area planted with<br>wine grapes<br>in Ha   | Native vegetation<br>(and others)<br>in Ha  |                             |
| CASABLANCA   | 128,24  | 16,44   | 144,68                      |
| CORDILLERA   | 130,9   | 750,18  | 818,08                      |
| LAS PALMERAS | 177,11  | 18,03   | 195,14                      |
| LINDEROS     | 70,49   | 6,01  | 76,50                       |
| LOS MORROS   | 36,36   | 10,94   | 47,30                       |
| LOS ROBLES   | 148,60  | 654,53  | 803,13                      |
| TOTIHUE      | 157,23  | 15,31   | 172,54                      |
| <b>TOTAL</b> | <b>848,93</b>   | <b>1471,44</b>  | <b>2320,373</b>             |

### WINERY CAPACITY IN LITRES BY TYPE OF WINE CELLAR

| WINERY       |  |  |  |  |  | TOTAL             |
|--------------|---|---|---|---|---|-------------------|
|              | CEMENT  | STAINLESS STEEL   | WOOD  | CASKS   | VATS (EGGS)   |                   |
| PALMERAS     | 7.706.920   | 5.855.600   | 8.000   | 734.025   | 12.200  | 14.404.095        |
| MAIPO        | 1.899.666   | 2.447.640   |   |   |   | 4.347.306         |
| PEDEHUE      | 2.275.500   | 860.000   |   |   |   | 3.135.500         |
| LOS ROBLES   |   | 588.630   | 112.800   | 292.800   | 26.200  | 977.380           |
| <b>TOTAL</b> | <b>11.882.086</b>   | <b>9.789.870</b>  | <b>120.800</b>  | <b>1.026.825</b>  | <b>38.400</b>   | <b>22.839.161</b> |







## 2.3 GOVERNANCE



### ETHICS & TRANSPARENCY

In Emiliana, our Code of Ethics establishes the principles and requirements for ethical and transparent behaviour, and anticorruption. This is the basis of our commitment to develop a work of excellence, with the highest level of integrity and ethics, which has characterised us since our beginnings. We believe that work based on honesty, responsibility, loyalty, tolerance and commitment is essential to conserve the confidence and credibility between our clients, shareholders, workers and other stakeholders with which the company interacts. The Code establishes the ethical principles of the company and regulates internal relations and management, as well as relationships with external stakeholders. Emiliana's ethical principles are: Honesty, Loyalty, Responsibility, Legal Compliance, Protection of Confidential Information, Transparency and Protection of the environment.

Internally, issues related to the Code of Ethics are managed through a formal complaints reporting system. This system is available to all workers in each of our operations. Additionally these issues are addressed in different moments of participation between workers, middle management and the Management Committee.





## CORPORATE GOVERNANCE



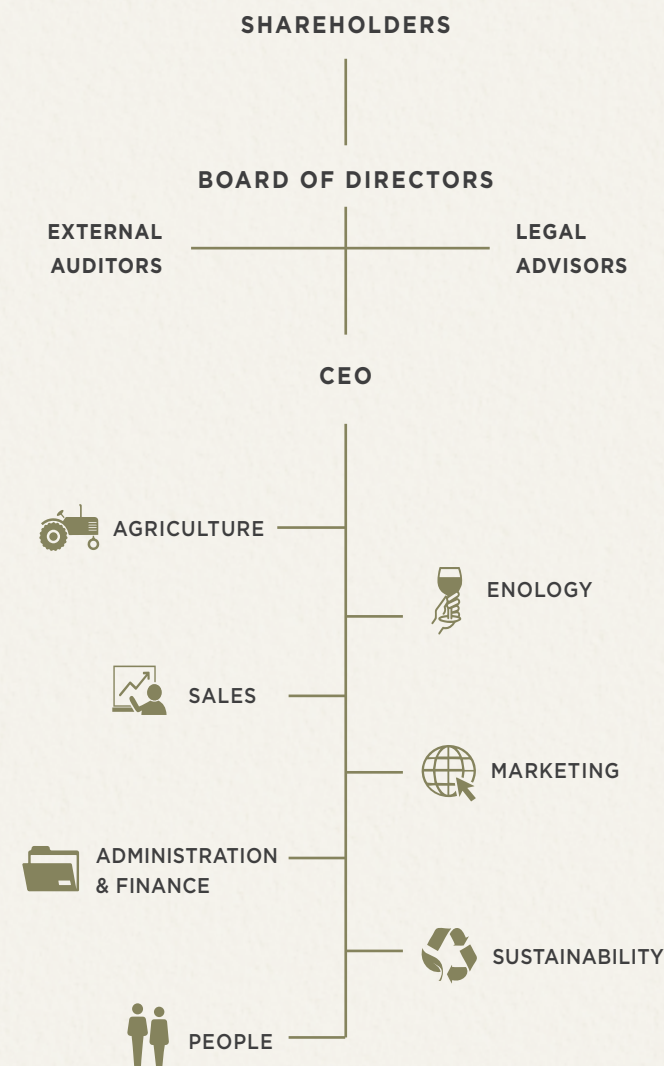
The Company's CEO, who is assigned by the Board of Directors, leads the seven different areas of the business, which are made up of professionals from multiple disciplines all of whom have the necessary qualifications and skills to undertake the work in the different areas of the company.

Viñedos Emiliana S.A. is managed by a Board of Directors consisting of seven members appointed by the Shareholders. The members of the Board of Directors may be shareholders or outsiders, and they remain in their positions for three years. At the end of this period, the Board must be completely renewed and its members may be re-elected indefinitely in consecutive periods.

The current Board of Directors was elected by an Extraordinary Shareholders Meeting on 3 November 2015. During this meeting there was a total renovation of the Board, with the resignation of Mr Jorge Marshall Rivera. Taking this, as well as the interest of

the company into account, during the Board's session number 353 on 29 September 2015, an extraordinary shareholders meeting was called in order to revoke the current Board and choose a new Board for a period of three years.

The Extraordinary Shareholders Meeting on 3 November 2015 renewed the Board in its totality. During this session, the following Directors were chosen: Mr Rafael Guilisasti Gana; Mr José Antonio Marin Jordán; Ms María Isabel Guilisasti Gana; Ms Josefina Guilisasti Gana; Mr Felipe Larrain Vial; Mr Matias Concha Berthet and Mr Fernando Lefort Gorchs. During the Board Session No. 354 of 3 November 2015, Mr Rafael Guilisasti Gana was elected as President of the Board and Mr José Antonio Marin Jordan as Vice-President.







## SUSTAINABILITY GOVERNANCE

Sustainability has been at the centre of the company since its beginning, as part of its workforce and daily processes. We have gradually and continuously developed initiatives related to quality organic and biodynamic production, social responsibility and environmental responsibility. Given the strategic nature of the sustainability initiatives in order to achieve the company's objectives, there is a specific area responsible for sustainability.

Emiliana's Sustainability Area consists of 4 people who are responsible for developing corporate sustainability and community plans and projects. In addition, this team is responsible for supervising the organic and biodynamic certifications and for supporting and coordinating Research and Development initiatives.









## 2.4 ECONOMIC SUSTAINABILITY

### PRODUCTS

The high quality obtained as a result of the inspiration for the origin of things, consistent with the natural rhythms and activities of the planet, as well as concern for energy efficiency and climate change, have resulted in Emiliana's organic portfolio being one of the most complete in both Chile and the world. In this way, Emiliana seeks to satisfy the demand of the new global consumer who values the natural, the pure, the dignity of workers and the respect for the environment without sacrificing quality. This is reflected in the important awards we have received at both national and international levels.



**Gê**  
| Icon Wine



**COYAM**  
| Super Premium



Cabernet  
Sauvignon



Carmenere



Garnacha/Syrah/  
Mourvedre



Syrah



Pinot Noir



Chardonnay/Viognier/  
Marsanne/Roussanne



**EMILIANA**  
| Late Harvest



Cabernet  
Sauvignon



Carmenere/  
Cabernet  
Sauvignon



Syrah/  
Mourvedre



Garnacha/  
Syrah



Pinot  
Noir



Sauvignon  
Blanc



Chardonnay



Viognier



**EMILIANA**  
| Sparkling



Cabernet  
Sauvignon



Carmenere



Merlot



Malbec



Syrah



Pinot Noir



Rosé



Sauvignon  
Blanc



Chardonnay



Viognier



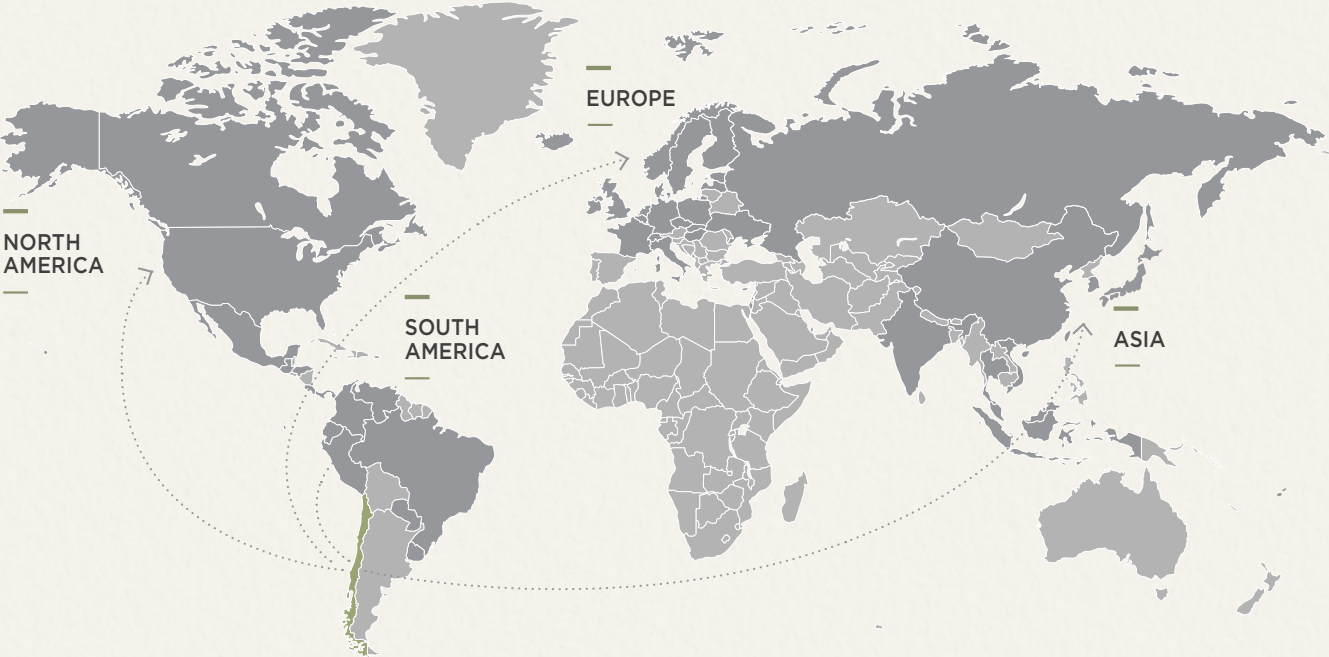
Gewürztraminer

**ADOBE**  
| Reserva









MARKETS

Emiliana operates in Chile and 46 other countries, commercializing its products in: Aruba, Belgium, Bermuda, Brazil, Canada, Chile, China, Colombia, Costa Rica, Chipre, Denmark, Ecuador, Estonia, Finland, France, Germany, Guatemala, Holland, Honduras, Iceland, India, Ireland, Israel, Italy, Japan, Latvia, Malaysia, Maldives, Mexico, Paraguay, Poland, Puerto Rico, Russian Federation, Singapore, Slovakia, South Korea, Sweden, Switzerland, Thailand, Taiwan, Ukraine, United Kingdom, United States, Vietnam, British Virgin Islands and US Virgin Islands.

SALES BY DESTINATION:

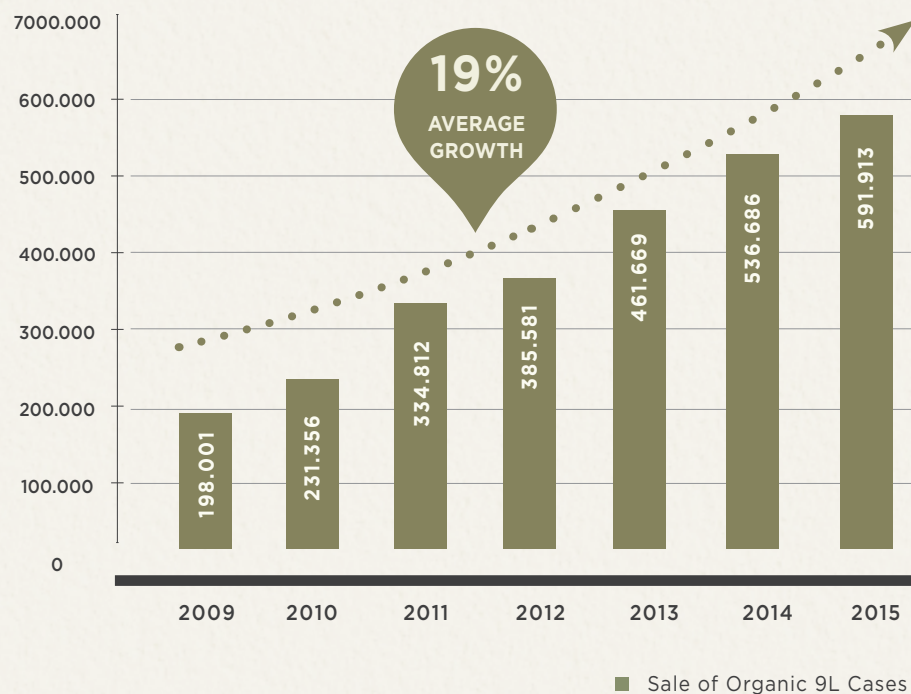
| ZONE     | 2015               |              | 2014               |              |
|----------|--------------------|--------------|--------------------|--------------|
|          | 9 litre Case Units | Sales in USD | 9 litre Case Units | Sales in USD |
| Europe   | 403.101            | 11.823.021   | 400.049            | 12.777.139   |
| Usa      | 246.635            | 7.108.152    | 254.253            | 7.401.466    |
| Asia     | 85.085             | 3.158.044    | 83.286             | 3.595.546    |
| National | 86.889             | 2.373.813    | 70.661             | 2.295.980    |
| Latam    | 74.300             | 2.201.403    | 72.129             | 2.204.046    |
| Canada   | 32.969             | 1.665.338    | 29.413             | 1.656.040    |
| TOTAL    | 928.979            | 28.329.771   | 909.791            | 29.930.217   |



## SALES AND FINANCIAL RESULTS

Since 2009 Emiliana has maintained an increasing trend in the sale of organic wine, and the consolidation of higher sales in volume and price of organic wines should be highlighted.

### ORGANIC BOTTLED WINE SALES (CASES)





## BOTTLED SALES ACCORDING TO PRODUCT LINE

| TYPE         | 2015           |                   | 2014           |                   |
|--------------|----------------|-------------------|----------------|-------------------|
|              | 9 Litre Cases  | Line Total        | 9 Litre Cases  | Line Total        |
| Organics     | 591.913        | 21.130.364        | 536.686        | 21.643.069        |
| Reserves     | 67.299         | 1.557.110         | 57.003         | 1.509.860         |
| Varieties    | 269.767        | 5.642.296         | 316.102        | 6.777.288         |
| <b>TOTAL</b> | <b>928.979</b> | <b>28.329.771</b> | <b>909.791</b> | <b>29.930.217</b> |

## BULK SALES

| TYPE         | 2015             |                  | 2014             |                  |
|--------------|------------------|------------------|------------------|------------------|
|              | Litres           | Sales (USD)      | Litres           | Sales (USD)      |
| Organic      | 1.004.936        | 1.396.279        | 2.935.525        | 4.423.769        |
| Traditional  |                  |                  | 1.300            | 1.096            |
| <b>TOTAL</b> | <b>1.004.936</b> | <b>1.396.279</b> | <b>2.936.825</b> | <b>4.424.864</b> |





## PACKAGED SALES

|              | 2015          |                  | 2014          |                |
|--------------|---------------|------------------|---------------|----------------|
| TYPE         | 9 Litre Cases | Sales (USD)      | 9 Litre Cases | Sales (USD)    |
| Packaged     | 80.814        | 1.334.998        | 43.359        | 789.731        |
| <b>TOTAL</b> | <b>80.814</b> | <b>1.334.998</b> | <b>43.359</b> | <b>789.731</b> |

## ANNUAL RESULTS

| 2013       | 2014        | 2015          |
|------------|-------------|---------------|
| K\$ 37.503 | K\$ 671.488 | K\$ 1.373.277 |

## REVENUE AND OPERATING COSTS

|  | DECEMBER 2015     |                     |
|--|-------------------|---------------------|
|  | Revenue<br>K\$    | Costs<br>K\$        |
| Wine Sales Bottles and in Bulk             | 19.702.336        | (10.745.980)        |
| Others<br>(includes charges for royalties) | 1.194.188         | (3.241.719)         |
|  | <b>20.896.524</b> | <b>(13.987.699)</b> |

|                            | DECEMBER 2015<br>K\$ | DECEMBER 2014<br>K\$ |
|----------------------------|----------------------|----------------------|
| Operational Results        | 1.657.168            | 1.307.407            |
| EBITDA                     | 3.049.291            | 2.731.854            |
| Financial Costs            | (103.221)            | (89.391)             |
| RAIIDAIE (*)               | 2.945.042            | 2.129.045            |
| Results before taxes       | 1.457.552            | 658.890              |
| <b>RESULTS AFTER TAXES</b> | <b>1.373.277</b>     | <b>671.488</b>       |





TAXES PAID DURING THE 2013, 2014 AND 2015 PERIOD ARE SHOWN IN THE FOLLOWING TABLE:

| TYPE                            | 2013 K\$ | 2014 K\$ | 2015 K\$ |
|---------------------------------|----------|----------|----------|
| SINGLE TAX                      | 137.337  | 142.802  | 177.853  |
| FEE RETENTION                   | 20.664   | 21.201   | 16.722   |
| PPM                             | 224.637  | 255.160  | 266.372  |
| ILA                             | 171.377  | 218.740  | 326.457  |
| VAT RETAINED FROM THIRD PARTIES | 756      | 365      | 94       |
| FOREIGN SHAREHOLDERS            | 973      | 1.455    | 1.958    |
| TOTAL                           | 555.744  | 639.723  | 789.456  |







# 3 — OUR PEOPLE —

## 3.1 —

**WHO THEY ARE**

## 3.2 —



**TRAINING &  
OCCUPATIONAL  
SAFETY**





## OUR PEOPLE

WE HAD  
 **337**  
 WORKERS  
 in December 2015

 **99**  
 (29%)
  **238**  
 (71%)

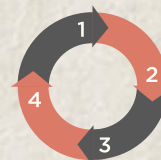
**73%**  
 of the labour force is  
**PERMANENT**


  
 and of these  
 permanent workers

**60,8%**  
 ARE UNIONISED


  
 Start of the  
**PERFORMANCE  
 MANAGEMENT  
 SYSTEM**

consisting of the  
 following stages



1. Setting individual goals
2. Interim evaluation
3. Final evaluation
4. Feedback

**5.400**  
 HOURS  

  
**OF TRAINING**

DEVELOPMENT OF **THE  
 TRANSFORMATIONAL  
 LEADERSHIP  
 PROGRAMME**



in which **52**  
**MIDDLE MANAGERS**  
 participated



## 3.1 WHO THEY ARE

Emiliana's workforce consists of employees who work daily in our vineyards, wineries and offices, thus contributing to the production of our wines. Dignity and improving worker's quality of life is one of Emiliana's cross-cutting objectives which we strive for by maintaining a close and respectful relationship between workers and management.

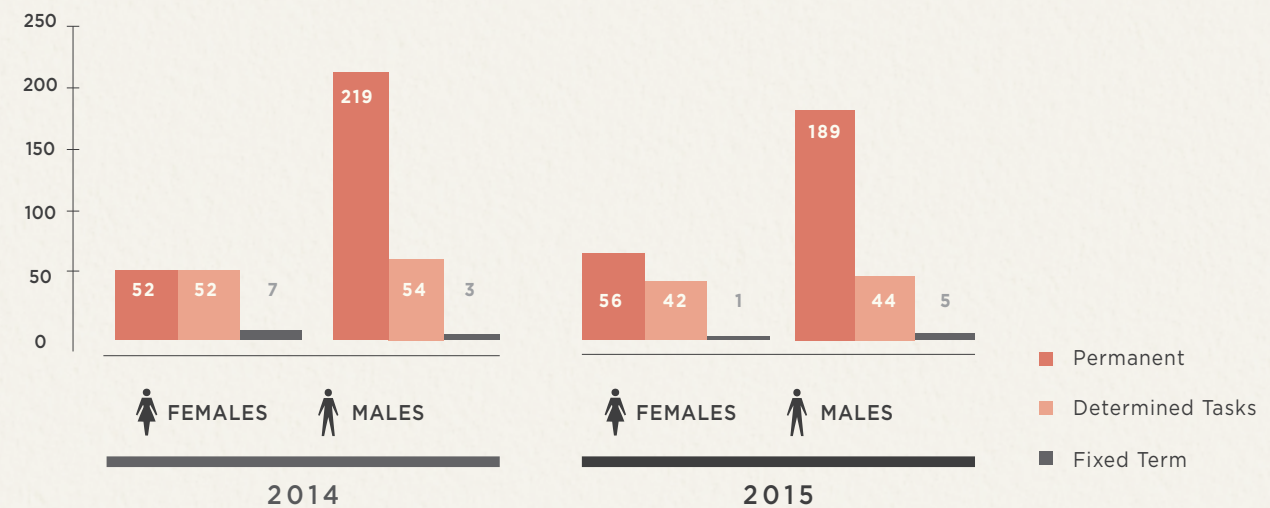
At the end of the year, Emiliana had a total staff of 337 workers. We strive to hire full time workers and 99,4% of our workforce have full time contracts.

An analysis of our workforce shows that the majority are male, which is justified by the type of industry in which the company operates. We aim to provide our workers with job stability and the majority of our workforce have indefinite contracts.

### TOTAL EMPLOYEES BY AREA IN 2015

| AREA           | FIXED TERM | PERMANENT  | DETERMINED TASKS |
|----------------|------------|------------|------------------|
| ADMINISTRATION | 1          | 58         | 0                |
| AGRICULTURE    | 2          | 125        | 69               |
| WINE MAKING    | 0          | 48         | 5                |
| PRODUCTION     | 3          | 14         | 12               |
| <b>TOTAL</b>   | <b>6</b>   | <b>245</b> | <b>86</b>        |

### NUMBER OF WORKERS BY TYPE OF CONTRACT 2014-2015





## LABOUR FORCE BY GENDER AT 31 DECEMBER 2015

| GENDER       |   | TOTAL      |
|--------------|---|------------|
| FEMALE       | ♀ | 99         |
| MALE         | ♂ | 238        |
| <b>TOTAL</b> |   | <b>337</b> |

Women represent 29,37% and men 70,63% of the total workforce.



## LABOUR FORCE BY AGE RANGE AT 31 DECEMBER 2015

| AGE RANGE               | FEMALE ♀  | MALE ♂     |
|-------------------------|-----------|------------|
| LESS THAN 30 YEARS      | 16        | 31         |
| BETWEEN 30 AND 40 YEARS | 32        | 64         |
| BETWEEN 41 AND 50 YEARS | 29        | 54         |
| BETWEEN 51 AND 60 YEARS | 14        | 62         |
| BETWEEN 61 AND 70 YEARS | 8         | 21         |
| OVER 70 YEARS           | -         | 6          |
| <b>TOTAL GENERAL</b>    | <b>99</b> | <b>238</b> |





## LABOUR FORCE BY YEARS OF SERVICE IN THE COMPANY

| YEARS OF SERVICE       | FEMALE  | MALE  |
|------------------------|--|---|
| LESS THAN 3 YEARS      | 63   | 82  |
| BETWEEN 3 AND 6 YEARS  | 14   | 45  |
| BETWEEN 6 AND 9 YEARS  | 5  | 6   |
| BETWEEN 8 AND 12 YEARS | 8  | 10  |
| MORE THAN 12 YEARS     | 9  | 95  |
| <b>TOTAL</b>           | <b>99</b>  | <b>238</b>  |

## GENDER SALARY GAP IN THE COMPANY AT 31 DECEMBER 2015

| TYPE                          | %    |
|-------------------------------|------|
| Workers*                      | 73,7 |
| Professionals and Technicians | 87,9 |
| Managers and Executives       | 91,2 |

\* Does not include temporary workers

**Note:** The % salary gap is equal to the average of the female salaries divided by the average of the male salaries.

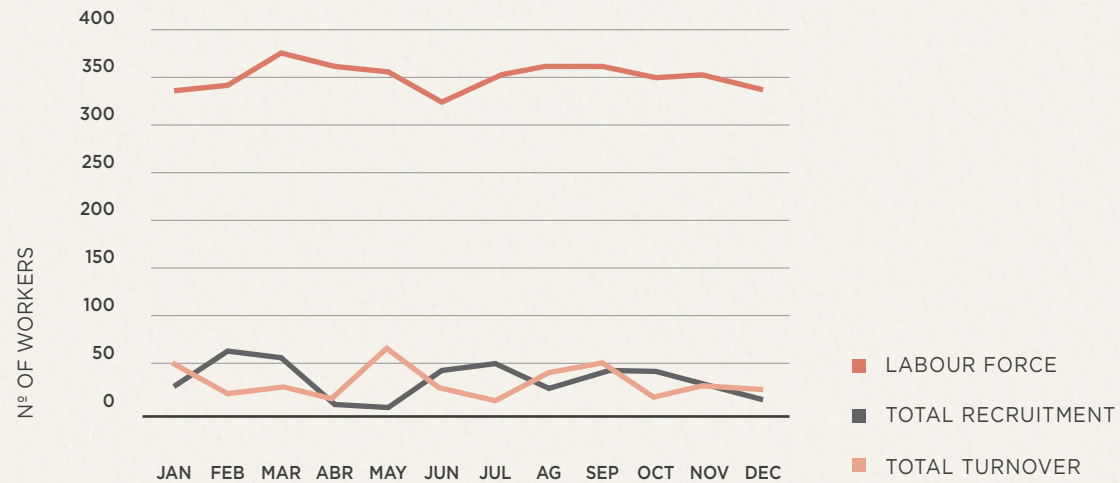




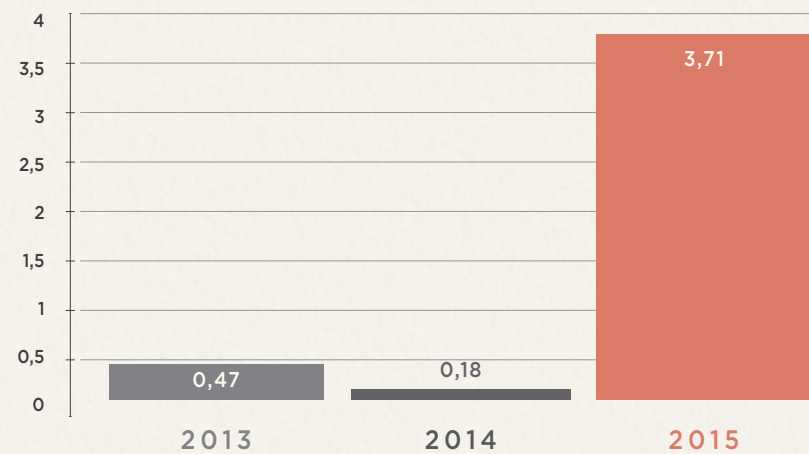
There are 3 trade unions in the company, with which the management works periodically in order to provide solutions to workers needs and requirements. In addition, in Emiliana we have Joint Committees, Bipartite Committees and the Fair Trade Committee, which are all opportunities that allow workers and the company to come together to improve labour conditions. This closeness has allowed for improvements in communication channels and conflict resolution.

In Emiliana we are also concerned with the working conditions in companies that provide us with external services. This means that we require commitment from our contractors to comply with national legislation as well as additional commitments associated with human rights such as the prohibition of forced and child labour.

### TOTAL LABOUR FORCE, RECLUITMENTS AND TURNOVER 2015



### HISTORIC PERSONNEL TURNOVER (%)









## 3.2 TRAINING AND OCCUPATIONAL SAFETY





### TRAINING

Emiliana regularly provides different kinds of training to its workers. The trainings are financed by Emiliana, but also seek support and funding from the Government of Chile, through benefits from the SENCE franchise.

During 2015, the company provided 5 400 hours of training, of which 3 634 made use of the SENCE model. On average, each worker received 16 hours of training over the year.

#### AVERAGE TRAINING HOURS BY GENDER AND AREA

| GENDER |   | SENCE |       | EMILIANA |      | TOTAL |      |
|--------|---|-------|-------|----------|------|-------|------|
|        |   | 2014  | 2015  | 2014     | 2015 | 2014  | 2015 |
| FEMALE |   | 9,9   | 10,56 | 0,72     | 0,83 | 3,28  | 3,88 |
| MALE   |  | 5,6   | 10,87 | 0,70     | 0,80 | 1,80  | 2,55 |

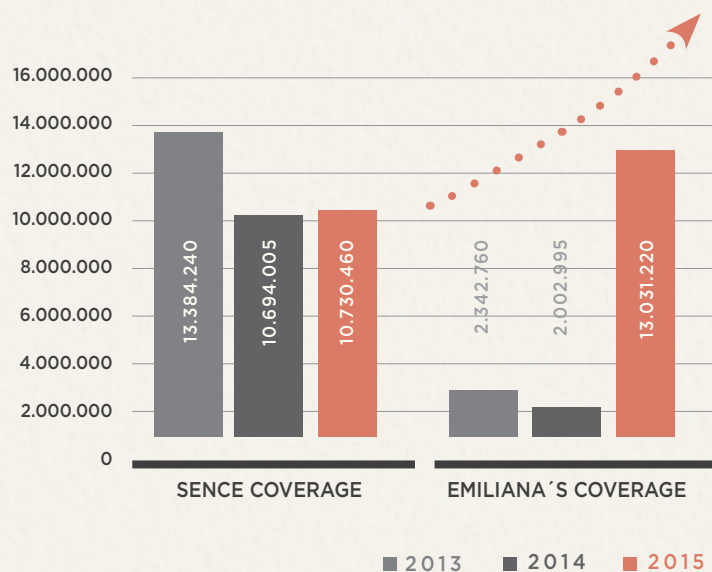
#### AREAS

|                |      |       |      |      |       |      |
|----------------|------|-------|------|------|-------|------|
| ADMINISTRATION | 15,9 | 25,23 | 0,79 | 1,05 | 10,58 | 6,93 |
| WINE MAKING    | 12,2 | 14,56 | 0,71 | 0,74 | 2,20  | 1,56 |
| OPERATIONS     | 8,8  | 16    | 0,83 | 0,67 | 2,51  | 4,91 |
| AGRICULTURE    | 1,5  | 15,93 | 0,69 | 0,82 | 1,38  | 2,34 |



The company is aware of the interest that its workers have to update their knowledge and skills, and therefore it authorizes courses which are not completely covered by SENCE, requiring Emiliana to take responsibility for the costs.

#### INVESTMENT IN TRAINING 2013-2104-2015







## TRANSFORMATIONAL LEADERSHIP PROGRAM

The aim of the program was to provide participants with different tools and techniques to strengthen their leadership skills. This allows them to effectively and efficiently lead teams and reach objectives and targets within their areas of the organization.

A total of 52 people representing all leadership positions in the company participated. Some of the topics covered included leadership styles, communication, delegation, motivation, development of others, feedback, conflict solutions and empowerment.







## PERFORMANCE MANAGEMENT SYSTEM

A Performance Management System was developed in Emiliana with the aim of continuously improving people's performance levels and strengthening their contribution to the company's results.

### THE MAIN OBJECTIVES ARE:

- Align individual and organizational objectives
- Formally review achievement of objectives
- Support the leader's role in managing the development of their team
- Promote giving and receiving feedback
- Achieve better performance as a company







As part of the Annual Occupational Safety Program developed by a risk preventionist in the company, regular trainings are provided to workers, both in the vineyards and wineries, in order to reduce the number of accidents.

In addition, the Joint Committees hold meetings on a monthly basis, in which company and worker representatives participate. These **Safety and Hygiene Joint Committees** represent the safety of **ALL** our workers, regardless of their contract types.

JOINT COMMITTEES



COMPANY REPRESENTATIVES



WORKER REPRESENTATIVES

NANCAGUA COMMITTEE

LUIS RIOS SANDOVAL

FRANCISCO GONZALEZ ALCAINO

BERNARDO VALENZUELA ZUÑIGA

RAUL BECERRA ARAYA

CRISTIAN SALINAS CACERES

BELFOR MUÑOZ VALENZUELA

TOTIHUE COMMITTEE

JOSE OLIVARES CASANGA

MARCELO MALDONADO BARRIOS

ANA RIQUEROS RAMIREZ

ISMAEL RAMIREZ DURAN

RICARDO DONOSO CARO

PEDRO MARTINEZ BRIZUELA

CASABLANCA COMMITTEE

FRANCISCA CERDA TORRES

VICTOR ACEVEDO MUÑOZ

MANUEL OSORIO PEREZ

FRANCISCO ALVEAR CANO

CARLOS VERA ARAYA

MARCOS MOLINA TRUJILLO

LOS ROBLES COMMITTEE

ARMANDO REBOLLEDO BECERRA

NOELIA ORTS AGULLO

DANY CORNEJO FLORES

LUIS BECERRA FARIAS

ENRIQUE ALIAGA DUARTE





Emiliana is affiliated to the **Chilean Safety Association (ACHS)**, which provides medical attention to any workers who suffer any type of work or travel accident, or occupational illness. Emiliana has never presented fatalities as a result of work accident.

It is important to highlight that due to the type of work that is performed in the production process, both of the grapes and the wine, in Emiliana there is a low probability of occupational illnesses.

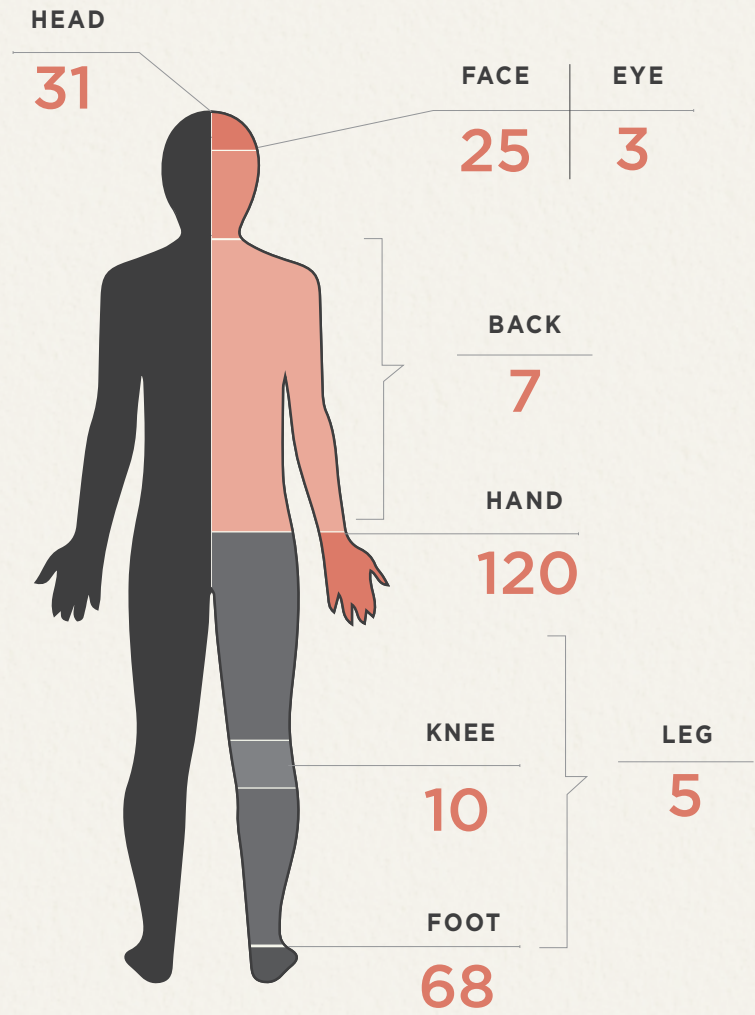
The number of lost days due to accidents fell 34.87% in 2015, mainly as a result of the increase in expert audits and greater awareness amongst workers.

The body area that presents the greatest number of lost days is the hand with 120 days, which is equivalent to 59% of the total number of lost days.

NUMBER OF ACCIDENTS BY GENDER AND REGION

| REGION              | FEMALE  | MALE  |
|---------------------|--|--|
| FIFTH REGION        | 0  | 33   |
| METROPOLITAN REGION | 2  | 12   |
| SIXTH REGION        | 8  | 214  |

NUMBER OF ACCIDENTS:

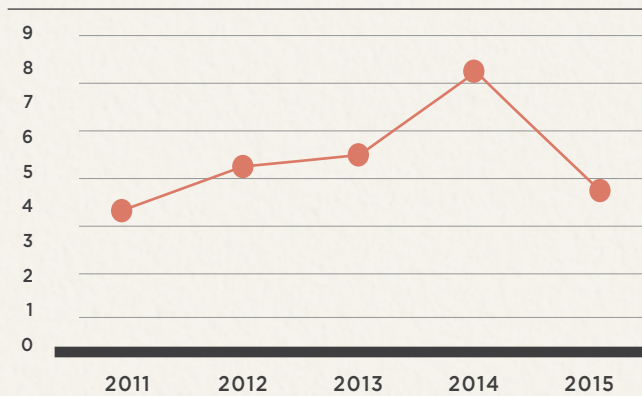


OVERALL  
TOTAL  
**269**  
ACCIDENTS

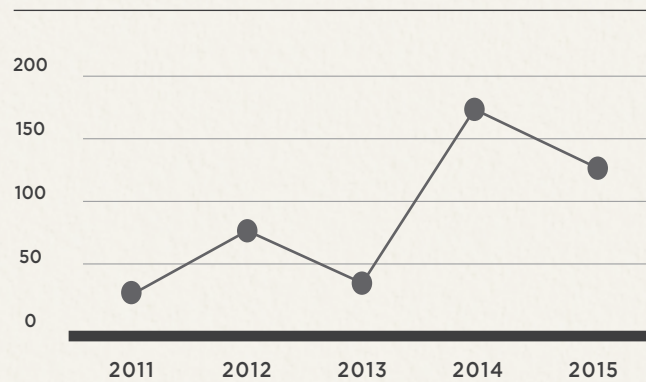


The rate of accidents for the year 2015 was 4.9, which when compared to 2014 showed a decrease of 39,58%. The loss rate also fell 12.80%. Emiliana continues to perform below the generic rate for the wine industry.

### ACCIDENT RATE

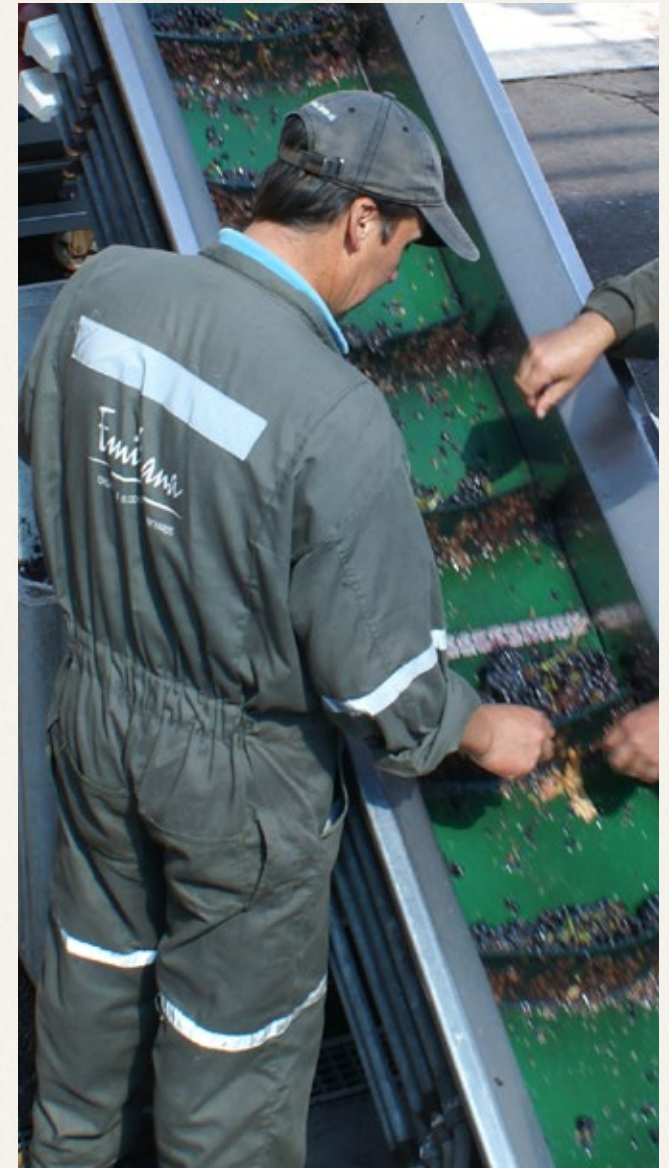
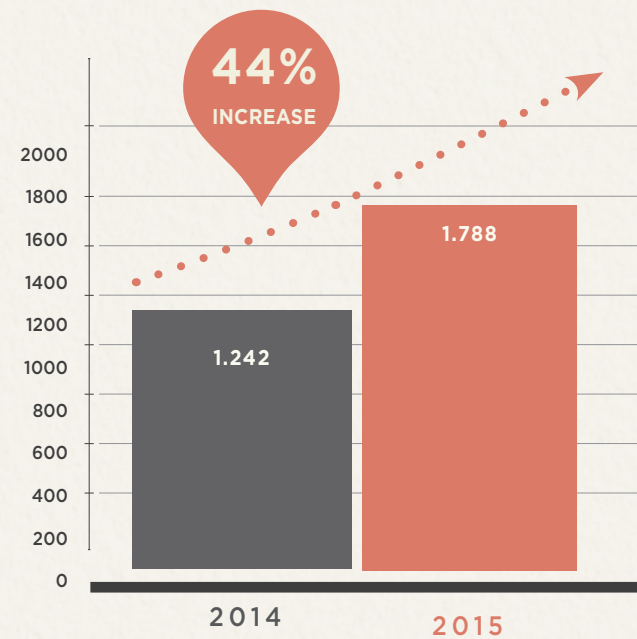


### LOSS RATE



Every year the Health and Safety Specialist provides training on the importance of protection against UV rays and lectures on health and illnesses in each of the company's facilities. Training in prevention in these areas increased 43,96% during 2015.

### HEALTH AND SAFETY TRAINING HOURS









4

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# QUALITY OF LIFE & SOCIAL RESPONSIBILITY

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4.1

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HEALTHY LIFESTYLE

4.2

---

EDUCATION

4.3

---

HOME  
IMPROVEMENT

4.4

---

FAMILY ECONOMIC  
SUPPLEMENTS

4.5

---

COMMUNITY  
SUPPORT







# QUALITY OF LIFE & SOCIAL RESPONSIBILITY



## HEALTHY LIFESTYLE

### MEDICAL ACTIVITIES



117



WORKERS AND

30



FAMILY MEMBERS  
BENEFITED

### AGREEMENT WITH SENDA

Prevention & rehabilitation for the CONSUMPTION of



DRUGS AND ALCOHOL

5



WORKERS  
BENEFITED

Advise and guidance on health issues



INTEGRATED ASSISTANCE

for HIGHLY COMPLEX

medical conditions

9



WORKERS CHOSEN  
for complex surgeries with a zero cost agreement



BIO INTENSIVE ORGANIC GARDENS

for workers



104

COMMITTED WORKERS



BIO INTENSIVE ORGANIC GARDENS

for the community



14

WORKERS PARTICIPATED



ANNUAL COLLECTIVE SOWING



70



WORKERS BENEFITED



## EDUCATIONAL SCHOLARSHIPS




IN  
**2014**  
scholarships for  
..... **100%** .....  
of FEES were  
awarded to  
**27** WORKER'S  
CHILDREN

of these   
**8** STUDENTS  
GRADUATED

IN  
**2015**  
**7** NEW  
STUDENTS  
entered  
reaching  
a total of **26**  
**SCHOLARSHIPS**

..... for .....  
**100%** OF  
ANNUAL FEES

Of these   
**4** STUDENTS  
GRADUATED

## HOME IMPROVEMENT



 **OBTAINING  
HOMEOWNERSHIP**

**22**   
**WORKER'S  
FAMILIES  
BENEFITED**

**HOME  
IMPROVEMENT** 

 **243**  
**WORKERS  
BENEFITED**

## ENTREPRENEURIAL SUPPORT



 **1**   
**WORKER**

**PRODUCTION  
OF ALPACA  
& SHEEP WOOL**



 **6**   
**WORKERS**

**NATURAL HONEY  
PRODUCTION**



## COMMUNITY SUPPORT



 **RECREATIONAL  
CENTRES**

for neighbours in Lo  
Moscoso and La Vinilla

**SUPPORT FOR  
CHILDREN'S  
SPORTING  
EVENTS**



**SUPPORT FOR  
CHILDREN'S  
FESTIVITY  
CELEBRATIONS**





## 4. QUALITY OF LIFE / SOCIAL RESPONSIBILITY

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In Emiliana, respect for the quality of life of our workers is part of our corporate mission and as such this is a constant concern. Thus we have policies on benefits, social responsibility and fair trade that contribute to improving conditions for the dignified development of our workers and their families. These policies are reflected in the initiatives we have implemented that cover the main areas of need detected in the company: health, education, housing and a crosscutting focus on supplements for the family economy.

The Human Resources area and the Sustainability area as well as the Fair Trade Committee developed multiple initiatives for the improvement of the quality of life in three strategic pillars: healthy lifestyle, education, and housing. This concern and commitment to the improvement of worker's conditions is reflected by the renewal of Social Responsibility (For Life, IMO) and Fair Trade (FairTrade International and Fair for Life) certifications.

In Emiliana, we are concerned that our Social Responsibility initiatives generate a positive and sustainable impact over time.

Thus, it is essential to have adequate resources which ensure the continuity of the current initiatives, allow for the financing of new initiatives and guarantee that our efforts benefit all of our most vulnerable workers alike. For this reason, we have decided that the profits generated by the sale of olive oil produced from olives grown in our organic gardens, will be a source of resources for our Social Responsibility initiatives.





# 4.1 HEALTHY LIFESTYLE

In Emiliana, initiatives to promote healthy lifestyles include medical activities and agreements, integrated health assistance and support in the case of highly complex medical cases, as well

as the development of projects that promote the production of organic food products for family diets.

| STRATEGIC LINES OF WORK   | PROJECT  | DESCRIPTION  | N° OF BENEFICIARIES   |
|---|--|--|---|
| <br><b>HEALTHY LIFESTYLE</b><br><b>INTEGRATED HEALTH SUPPORT</b> | <br><b>MEDICAL ACTIVITIES</b>   | Taking into consideration the difficult access to medical specialities in rural areas, we organize visits by medical teams to our farms in order to provide workers and their families with required medical attention.  | <br><b>117 workers and 30 family members</b> |
|   | <br><b>SENDA</b><br>National Service for the Prevention and Rehabilitation of Drug and Alcohol Consumption | An agreement was signed with SENDA in order to initiate activities related to prevention of drug and alcohol consumption. This agreement also includes comprehensive support for workers and/or their families who have problems with alcoholism and drug addiction. | <b>5</b>  |
|   | <br><b>INTEGRATED SUPPORT ON HEALTH ISSUES</b>  | Includes professional support and assistance for workers and their families suffering from serious illnesses. In addition, advise is provided on the use of agreements which provide surgeries at zero cost to workers with highly complex medical conditions.       | <b>9</b>  |





| STRATEGIC LINES<br>OF WORK   | PROJECT  | DESCRIPTION   | <br>N° OF<br>BENEFICIARIES |
|--|--|---|---|
| <br>HEALTHY LIFESTYLE<br><br>HEALTHY DIET<br>AND HABITS | <br>BIO-INTENSIVE ORGANIC<br>GARDENS FOR OUR<br>WORKERS   | <p>We have assigned areas of our farms and wineries as vegetable gardens for our workers. Each worker is responsible for their piece of land (10-12 m<sup>2</sup>), where they sow vegetables according to their preference and a Bio-Intensive sowing calendar. In addition, we provide them with seeds and training on a monthly basis. The monthly production from these gardens provides for the basic vegetable requirements of a family of four people.</p> | 104   |
|  | <br>BIO-INTENSIVE<br>ORGANIC GARDENS<br>FOR THE COMMUNITY | <p>In the same way that we provide gardens to our workers, we provide gardens to our neighbours in Totihue, as well as seeds and training on a monthly basis.</p>   | 14  |
|  | <br>ANNUAL COLLECTIVE<br>SOWING                         | <p>Workers organized in groups of 10 to 20 people are provided with rented or owned plots for the cultivation of potatoes and broad beans, according to the season. In addition to the plot of land, we provide agricultural machinery, organic fertilizers and seeds. The harvest, as well as the labour tasks, are distributed equally amongst the team.</p>  | 70  |







## 4.2 EDUCATION

In Emiliana, Social Responsibility initiatives in education aim to provide opportunities to improve the educational levels of the children of the most vulnerable workers.

For this reason, student bonuses are provided as well as transport assistance for worker's children studying at primary and secondary levels.

In addition, we have continued to work together with the Eduardo Guilisasti Tagle Foundation, financing 100% of the annual fees for tertiary education including technical and professional studies. This includes payment of certain living costs of the students.



### SCHOLARSHIPS



IN  
**2014**  
scholarships for  
..... **100%** .....  
of FEES were  
awarded to  
**27** WORKER'S  
CHILDREN  
.....  
of these   
**8** STUDENTS  
GRADUATED



IN  
**2015**  
**7** NEW  
STUDENTS  
entered  
reaching  
a total of **26**  
SCHOLARSHIPS  
..... for .....  
**100%** OF  
ANNUAL FEES  
.....  
Of these   
**4** STUDENTS  
GRADUATED



# 4.3 HOME IMPROVEMENT

In relation to the topic of housing, the objectives of the Social Responsibility initiatives implemented in conjunction with the Fair Trade Committee include home ownership and the improvement of housing standards for the most vulnerable workers.

| STRATEGIC LINES OF WORK  | PROJECT   | DESCRIPTION  | <br>N° OF BENEFICIARIES |
|--|---|--|--|
| <br>HOME IMPROVEMENT | <br>HOME OWNERSHIP     | Inauguration and official handover of the Eduardo Guilisasti Village with housing for workers. | 22<br>worker's families  |
|  | <br>HOME IMPROVEMENT | Materials for home improvement were provided to 243 of our most vulnerable workers.            | 243<br>workers   |











# 4.4 SUPPLEMENTING THE FAMILY ECONOMY

Along with encouraging a healthy lifestyle, increasing access to education and improving housing conditions for our workers and their families, these initiatives help to improve the family economy and reduce their expenditures. In addition, we support the generation of supplementary income for workers and their families through entrepreneurial support.

| STRATEGIC LINES OF WORK  | PROJECT   | DESCRIPTION   | <br>Nº OF BENEFICIARIES |
|--|---|---|--|
|  | <br>PRODUCTION OF BALLS OF SHEEP AND ALPACA WOOL | The project consists of making artesanal balls of wool, obtained from the sheep and alpacas that live on our farms. One of our workers is in charge of producing the wool, labling it and providing it to the Wineshop for sale to tourists. All profits are transferred back to her. | 1  |
| PROMOTING ENTREPRENEURSHIP   | <br>PRODUCTION OF NATURAL HONEY                | We train a group of workers and provide them with beehives on our farms to produce this noble product. The honey is sent to be bottled and sold in our Wineshop with 100% of the profits going to the workers involved in the initiative.   | 6  |

























## 4.5 COMMUNITY SUPPORT

As active members of the community in which Emiliana's farms and wineries are located, we support local initiatives in conjunction with authorities and social organizations.

| <br><b>Nº OF BENEFICIARIES</b> | <b>DESCRIPTION</b>  | <b>PROJECT</b>   | <b>STRATEGIC LINES OF WORK</b>   |  |
|---|---|--|--|---|
|   |   |  |  |   |
|                                | <p>In Lo Moscoso in Placilla and in La Vinilla in Casablanca, we provide land on loan to the municipalities for the construction of sporting and community recreation spaces.</p>                           | <br><b>RECREATION CENTRES</b>   | <br><b>HELPING THE COMMUNITY</b> |  |
|   |   |  |  |   |
|   |   |  |  |   |
|                                | <p>We sponsored the Placilla Rally Mountain Bike Race in 2015.</p>  | <br><b>SUPPORT FOR SPORTING EVENTS</b>                                      | <br><b>HELPING THE COMMUNITY</b> |  |
|   |   |  |  |   |
|   |   |  |  |   |
|                                | <p>We are aware of the importance of Christmas for children, thus for the fourth consecutive year we have provided presents to the Los Naranjitos Nursery School run by Fundación Integra, in Nancagua.</p> | <br><b>SUPPORT FOR CHILDREN'S FESTIVITY CELEBRATIONS IN THE COMMUNITY</b> | <br><b>HELPING THE COMMUNITY</b> |  |
|   |   |  |  |   |
|   |   |  |  |   |
|                                | <p>As part of the "Children's Day" celebration organized by the Neighbourhood Council, we provided presents for the smallest children.</p>  |   | <br><b>HELPING THE COMMUNITY</b> |  |
|   |   |  |  |   |
|   |   |  |  |   |







5

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# FAIR TRADE

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5.1

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**PARTICIPANTS**

5.2

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**PROJECTS**







## 5. FAIR TRADE



Fair trade is a form of commercializing products based on social, economic and environmentally ethical criteria. The fundamental pillars of fair trade are dialogue, transparency and respect, and the aim is to safeguard worker's rights, as well as improve living conditions and the well-being of workers, their families, and the community; and finally contribute to sustainable development.

Fair Trade helps workers through projects that are developed with the premium generated by the sale of fair trade wines. Specifically, the premium is a percentage of the price of the wine, which can only be used for the development of a project that will improve the quality of life of the workers or the community.

To manage the premium, we have a Premium Utilization Committee which includes representatives of the workers and the company. This Committee represents the social interests of the most vulnerable workers, is responsible for implementing projects that arise from ideas put forward by the committee, and seeks to improve the quality of life and well-being of our people.

### 5.1 PARTICIPANTS

#### MEMBERS OF THE PREMIUM COMMITTEE:



**LIDIA ANDRADE**  
CASABLANCA



**KATHERINE VEAS**  
LAS PALMERAS



**MARCELO SAAVEDRA**  
LAS PALMERAS



**LUIS BECERRA**  
LOS ROBLES



**JORGE GUZMÁN**  
LOS MORROS  
LINDEROS - MAIPO



**MARIETTA MONTENEGRO | LUIS RÍOS**  
COMPANY REPRESENTATIVES



## 5.2 PROJECTS

### FAIR TRADE PROJECTS DEVELOPED IN 2015:



#### 1. Home Improvement:

This iconic project and main focus point for Emiliana's Fair Trade work, consists of a monetary fund used to purchase materials for home improvements whilst the workers provide the labour. The project seeks to improve the living conditions of the workers and ensure that all our workers have minimum living standards.



#### 2. Health Fund

The project consists of a monetary fund for use in any contingency or pre-existing medical issue affecting a worker or their family. It seeks to improve or prevent health problems and improve the quality of life of our workers.

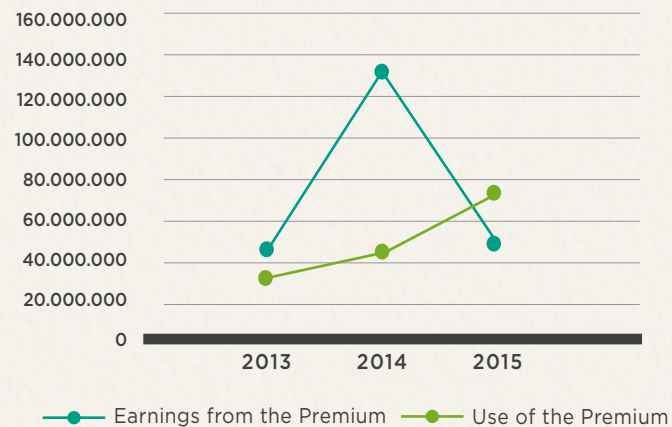


#### 3. Solidarity Fund

The creation of a solidarity fund which will be used to assist any member who suffers a catastrophic event, either related to health, fire or any event that is considered to be catastrophic. It aims to provide assistance to the worker and support the worker in the case of any disaster.

The previously mentioned initiatives seek to contribute to improving the quality of life of the workers and their families. These initiatives are promoted by both Emiliana's Social Responsibility line, and the Fair Trade Committee.

### FAIR TRADE PREMIUM



The work by both Social Responsibility and Fair Trade are certified processes: For Life and Fair For Life, certified by IMO; Fairtrade certified by FLOCERT. These certifications guarantee that the projects benefit the workers and communities related to Emiliana.







6

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# ENVIRONMENTAL RESPONSIBILITY

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6.1

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## CARING FOR NATURE

Caring for nature

Our water

Our soils

6.2

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## CLIMATE CHANGE

Carbon footprint

Energy efficient consumption

6.3

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## WASTE MANAGEMENT

6.4

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## KEY PERFORMANCE INDICATORS







# ENVIRONMENTAL RESPONSIBILITY

## CARING FOR NATURE



**605,9** HA  
destined to  
**BIODIVERSITY  
CONSERVATION**  
which contains mainly



**OAK**  
a species with  
**CONSERVATION**  
status

For each hectare  
planted we have

**0,7** HA   
under  
**CONSERVATION**



We have a nursery to  
propagate  
**OAK**  
and other native species

**10%** of  
**EACH ESTATE**  
is destined to  
**BIODIVERSITY**




**16** MILLION  
LITRES OF  
RESIDUAL  
WATER

were **REUSED IN  
VINE IRRIGATION**



This is equivalent to the  
water use of


**158.910**  
PEOPLE IN  
ONE DAY 

**435** PEOPLE  
IN ONE  
YEAR 



**1.067.726**  
KG OF  
**ORGANIC VINE  
WASTE**


 are used in  
**COMPOST**  
to fertilize  
the **VINEYARDS** 

**8.457**  
KG OF PLASTIC IS  
**RECYCLED** 

**47**    
**ELECTRONIC DEVICES**  
given to Chilenter



**WE RECYCLE**  
**3.697**  
KG OF PAPER AND  
CARDBOARD 

**94** KG OF PRINTER  
TONER  
 which provide

**13** FOOD  
RATIONS  
to children in **María ayuda**

**12.960**  
KG OF GLASS  
sent to **Cristoro**,  
equivalent to  
**100%**  
of our losses. 



## CLIMATE CHANGE



WEED  
CONTROL  
BY SHEEP



..... generating .....

**534.111**  
KG OF MANURE



to fertilize  
**THE SOIL**



BIOMASS USE

reduce  **GAS** CONSUMPTION  
by **50%**

.....  
avoiding the emission of  
**120 TONNES**  
of CO<sub>2</sub>  
in the Los Robles Winery

..... which is equal to .....



changing  
**3.139**  
normal  
lightbulbs  
for energy  
saving bulbs



taking  
**25**  
cars out of  
circulation  
for one  
year



supply  
**11**  
homes with  
renewable  
energy



COYAM



Gê



of CO<sub>2</sub> per bottle



of CO<sub>2</sub> per bottle

.....  
which is less than the average of

..... **2,2 KG** .....  
calculated for wine



## 6. ENVIRONMENTAL RESPONSIBILITY

---

In Emilian, protecting nature, waste management and concerns about climate change are considered priorities in decision making and operations.

Through the development of a preventive and resilient strategy, the company focuses its work on biodiversity and natural resource management on its farms in order to control and decrease the occurrence of diseases and pests in the vineyards, as well as to reduce our impact. For this reason, we also work on studies and projects related to sustainable management and optimization in the management of water, energy and soils. The protection of natural resources and local ecosystems is verified every year through processes of organic and biodynamic certifications. Both certifications enable us to implement the precautionary approach, since they require the use of inputs of natural origin and require the sustainable use of water resources, soil and local biodiversity.

With regards to change climate, we measure the carbon footprint and offset the greenhouse gas emissions of Emiliana's two main wines: Gê and Coyam. In addition, continued efforts are made to reduce energy use and generate energy from renewable sources.

Our final work area is waste management, which focuses on measures to minimize waste generation and promote reuse and recycling at the end of the lifecycle. This approach is applied in our relationship with suppliers, internally and is also considered in the design of our products, extending our management to minimize waste throughout the product cycle.

Based on the involvement and development of these areas of work, we develop voluntary environmental policy commitments. This policy focuses on the following aspects: planning of the

production processes with preventive criteria for pollution, managing significant environmental issues, meeting obligatory legal and voluntary requirements adhered to by the Organization, respecting the health of the people and respecting the flora, fauna and other natural resources.







## 6.1 CARING FOR NATURE



Caring for nature is a fundamental principle of organic and biodynamic production, as well as in agri-ecology. Through more sustainable agricultural practices and the use of natural inputs Emiliana seeks to maintain the biodiversity of the surrounding areas and the interior of our vineyards. This is done in order to maintain healthy ecosystems where ecological processes (also referred to as ecosystem services) directly influence productive zones, such as maintaining soil fertility, pest control, humidity and polinization, amongst others.

### PROTECTION OF BIODIVERSITY

We recognize and appreciate the importance of native ecosystems and their processes in our productive activity. For this reason, we manage biodiversity within our vineyards as well as in the surrounding areas. Our operations are in one of the 35 most important biodiversity areas on the planet, with high levels

of endemism (species that are found only in this area). This is why we have assigned 605 hectares in one of our vineyards to be conserved and in other vineyards 10% of the land is intended for the management of biodiversity in areas that have been restored and are maintained as biological corridors. In the Los Robles vineyard, it is possible to find the Oak (*Nothofagus Glauca*) species which is listed as “near threatened” due to its state of conservation. For this reason, from the year 2014 we have been working on the reproduction of this species, along with other native species such as the Quillay.

In order to increase awareness and implement initiatives we work collaboratively on inter-institutional programs. Initially we worked on the “Wine, Climate Change and Biodiversity” program which contributed to awareness raising and knowledge of the local biodiversity inside our premises. We are currently participating in the project “Development of ecosystem services based on functional diversity and auxiliary flora in wine agro-ecosystems”, which aims to identify the auxiliary use of native flora within the vineyards, both at the level of coverts as headers.









## OUR WATER

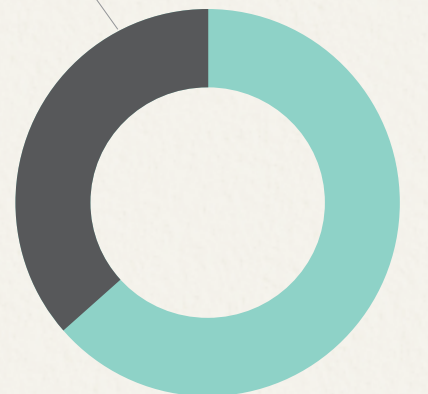
Considering the critical water situation at both local and global levels, in Emiliana we strive to make efficient use of this valuable resource. Our water consumption is associated with specific tasks in the agricultural and winemaking areas, including irrigation of the vineyards and sanitizing of winemaking equipment and machinery. Any extraction of water associated with these purposes, is done so based on our constituted legal rights.

It is important to note that 100% of industrial waste waters are treated and enabled to be used in the irrigation of our vines, thus reducing the additional consumption of water for irrigation. This means that approximately 16 million litres of water are reused in irrigation, reducing the pressure on the water basin.

### TYPE OF WATER SOURCE AGRICULTURE AREA

BOREHOLES

36%



SURFACE  
WATERS

64%

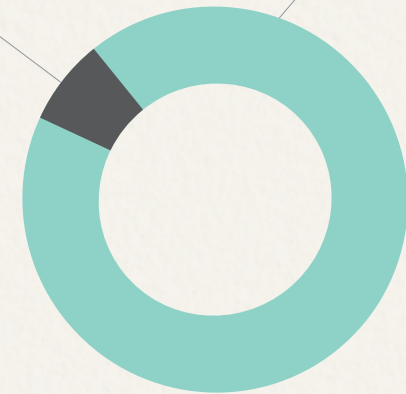
### TYPE OF SURFACE WATER EFFLUENT AGRICULTURE AREA

IRRIGATION  
CANALS

92%

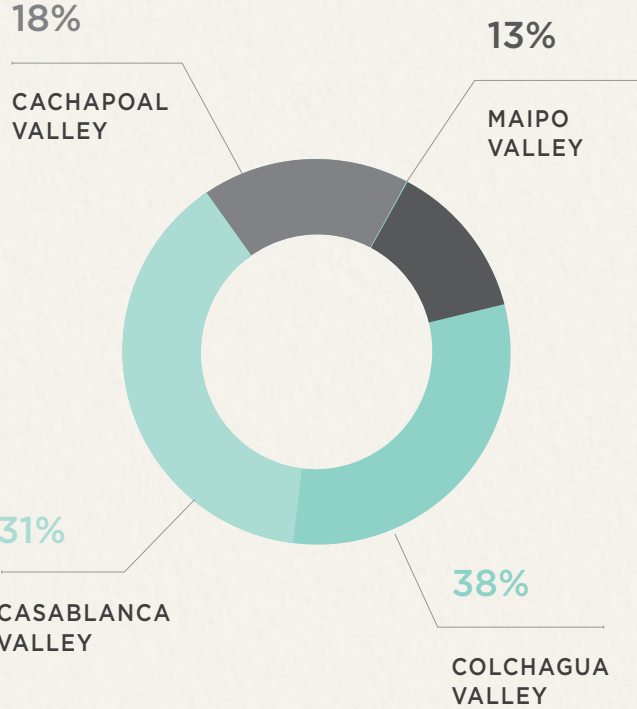
RIVERS

8%

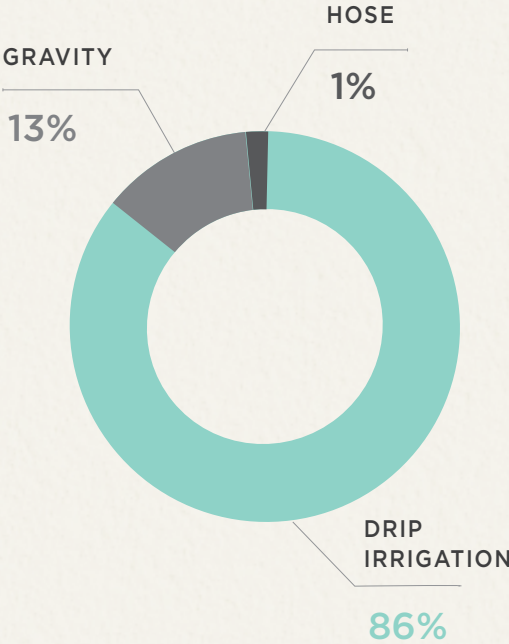




PERCENTAGE WATER EXTRACTION  
BY VALLEY



DISTRIBUTION OF IRRIGATION HECTARES  
EMILIANA 2015











## OUR SOILS

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Soil is a pillar in Emiliana's production process, as this is what provides support and quality to our wines. In Emiliana, we implement various measures to reduce soil degradation. Mainly we seek to reduce erosion and nutrient loss, as well as the compaction and pollution of our soil. For this, we annually plant covering species between rows to reduce wind and water erosion. We also incorporate the organic matter from the remains of pruning, which adds to the use of compost as a fertilizer and soil improver. To avoid the use of machinery and the compaction of the soil, during the winter time weed control is done with sheep, which enter the fields and whilst eating the weeds they also provide 544.311 kilograms of manure annually to the soil, which is a high quality fertilizer.





## 6.2 CLIMATE CHANGE



We recognise Climate Change as a current phenomenon which poses a risk to people's lives, ecosystems and productive processes. In Emiliana we strive to reduce our Greenhouse Gas emissions which contribute to the Greenhouse Effect. We do this through the measurement of our carbon footprint, the implementation of energy efficient mechanisms, the use of renewable energy and agriculture practices that reduce emissions and contribute to carbon capture.



### CARBON FOOTPRINT

With the aim of measuring and designing actions to reduce the emission of gases that contribute to the Greenhouse Effect, in Emiliana we have worked since 2009 in the measurement of our carbon footprint. Between 2009 and 2014 we compensated our footprint through the purchase of carbon credits approved by the Gold Standard (developed by the WWF), which also contribute to initiatives in developing countries. In this way we supported the substitution of fuels in a ceramic family business in Brazil.

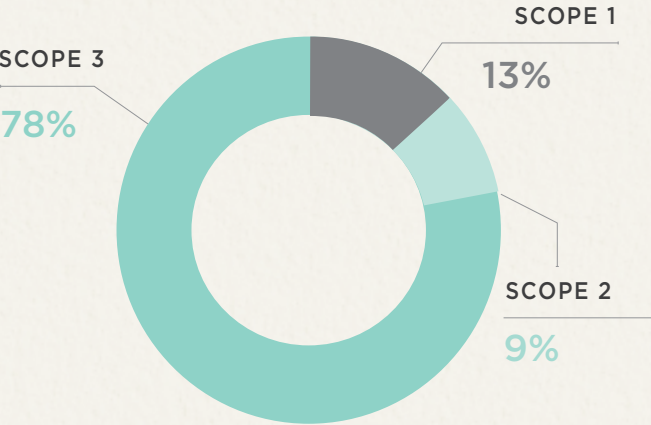






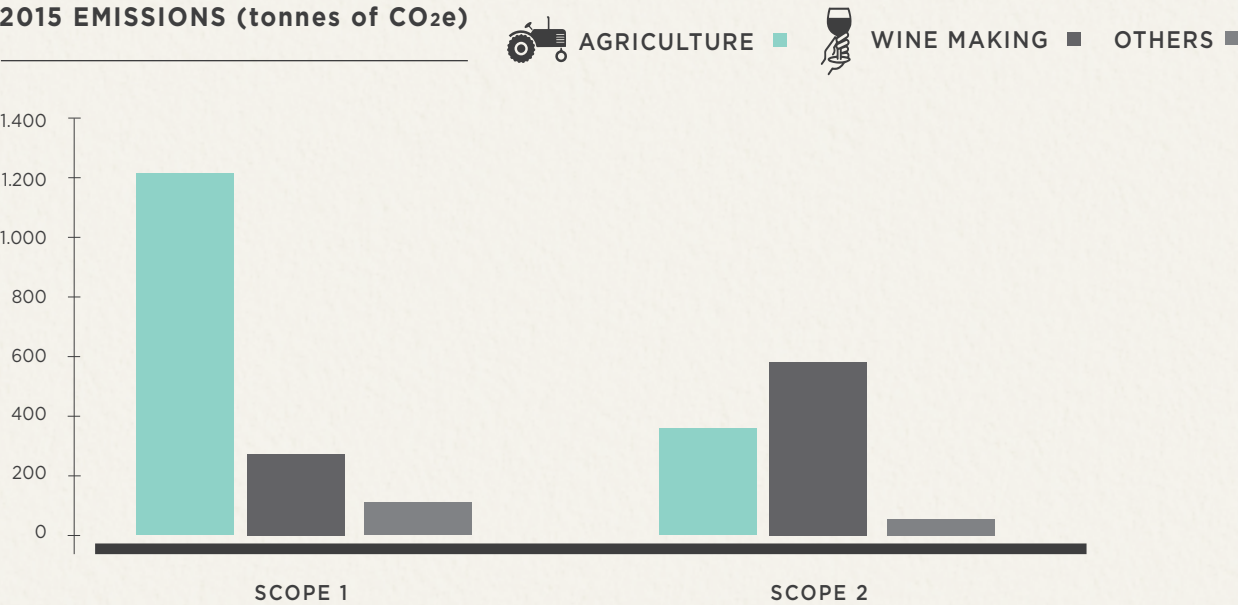
# CORPORATE CARBON FOOTPRINT

CARBON FOOTPRINT (tonnes of CO<sub>2</sub>e)



**Scope 1:** Includes fuels, animals and HFCs.  
**Scope 2:** Corresponds to the consumption of electrical energy.  
**Scope 3:** Includes packaging inputs and executive travel (does not include transport).

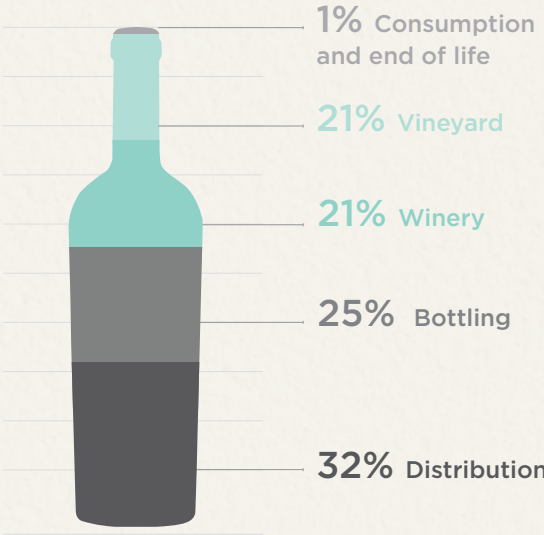
2015 EMISSIONS (tonnes of CO<sub>2</sub>e)



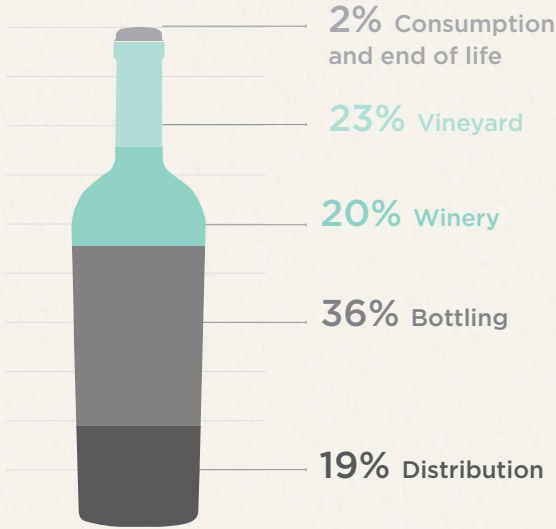


EMISSIONS WERE DISTRIBUTED IN THE FOLLOWING WAY:

PERCENTAGE DISTRIBUTION OF CO<sub>2</sub> EMISSIONS  
BY STAGE OF PRODUCTION - COYAM 2013



PERCENTAGE DISTRIBUTION OF CO<sub>2</sub> EMISSIONS  
BY STAGE OF PRODUCTION - Gê 2013







## ENERGY CONSUMPTION AND EFFICIENCY

To date we have implemented several measures to reduce the emission of Greenhouse Gases. We have a biomass boiler, which replaced gas consumption, thus contributing to the decrease of 120 tonnes of greenhouse gases. In addition, we have solar panels for heating domestic water in 4 of our facilities. We use sheep for the weed control which reduces the use of oil in machinery, thus contributing to the reduction of an estimated of 15.5 tons of CO<sub>2</sub> each year.

From the year 2015 we began work on the implementation of an energy management system, with the support of the Chilean Agency for Energy Efficiency. The objective is to monitor energy consumption, minimize use and assess the use of renewable energy, thus contributing to the reduction of Greenhouse Gas emissions.

### PROJECT

### DESCRIPTION



#### BIOMASS BOILER

We have a biomass boiler for the generation of hot water in one of our wine cellars. This mechanism allows for the reduction of more than 50% of the gas consumption associated with this process in the Los Robles vineyard. To supplement the boiler, Aromo wood is used which is considered to be an invasive species harmful to local biodiversity.



#### NIGHT AIR COOLING

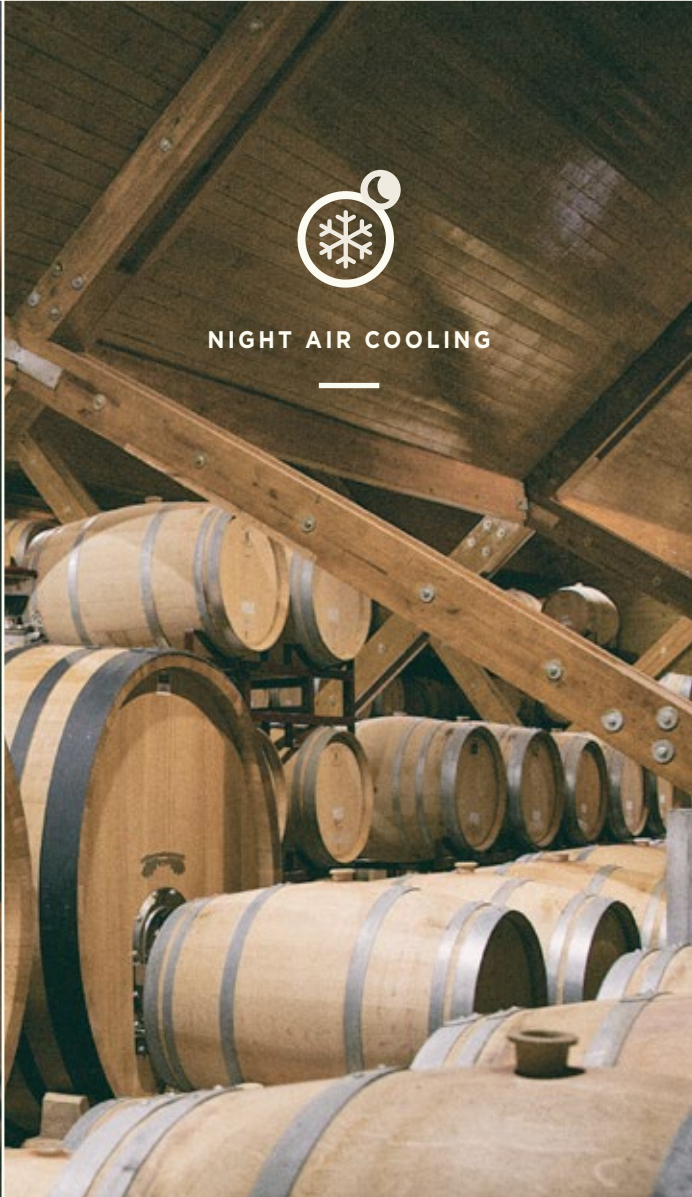
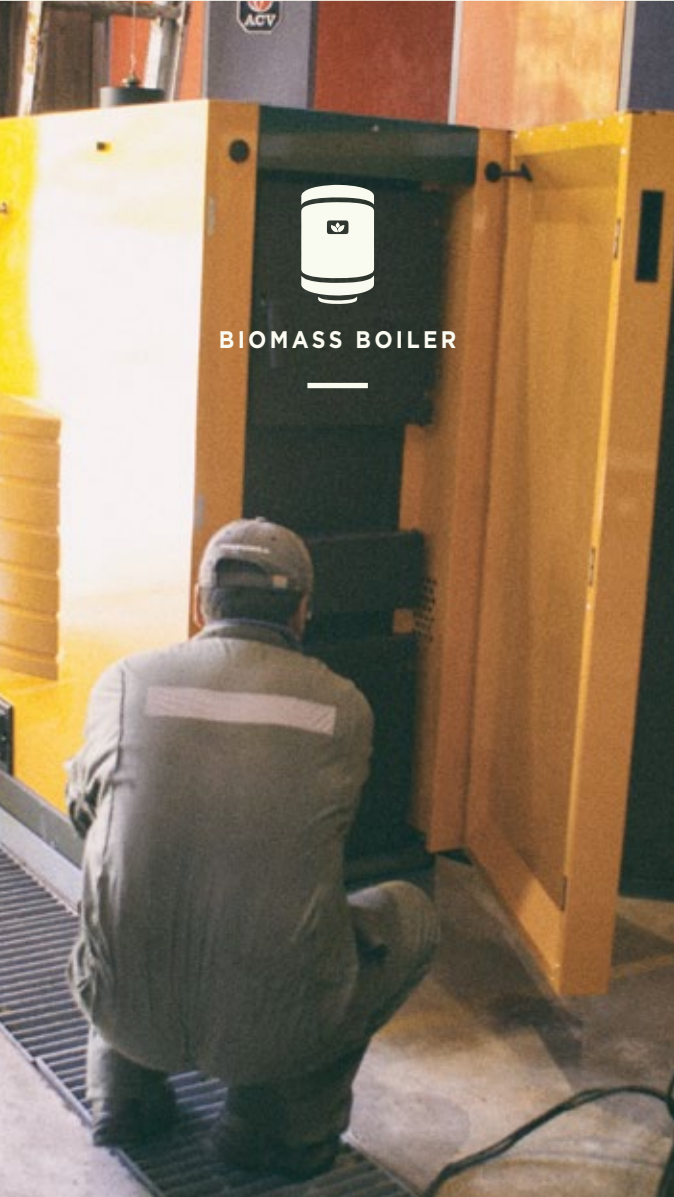
In our cask room we have implemented this system which allows us to make the most of the external environmental temperature and reduce the energy consumption used to control the temperature of the wine casks.



#### SOLAR PANELS

Gradually we are implementing a a solar panel heating system for sanitary water used in our facilities.







# 6.3 WASTE MANAGEMENT



From its beginnings, Emiliana has applied the approach of the 3 R's for the management of waste. This has led to the reuse of 100% of the organic waste produced in wineries and fields. The organic waste from the wineries, approximately 1,500 tonnes annually, are transferred to composting fields, which are managed for later use as a fertilizer and soil improver in the vineyards. The pruning waste is left on the ground in the vineyards, to increase organic soil matter and 100% of liquid

industrial wastes are treated and reused in irrigation in one of our farms.

In terms of recycling, we have recycling points in the vineyards and wineries where wastes are classified and stored for subsequent shipment to recycling facilities.



REDUCE - REUSE - RECYCLE













## PACKAGING

At the product level we strive to reduce contamination through the sustainable design of our wine packaging according to available technology. Packing cases, bottles and corks are made from 100% recyclable materials, which can be recycled by the final consumer.

### INPUTS USED IN PACKAGING (KG)

| INPUTS  |                 | 2014      | 2015      | RENEWABLE | RECYCLABLE |
|---|-----------------|-----------|-----------|-----------|------------|
|    | BOTTLES         | 4.191.875 | 3.818.230 | *         | Yes        |
|    | CARDBOARD BOXES | 355.516   | 315.496   | Yes       | Yes        |
|    | WOODEN CASES    | 5.183     | 4.230     | Yes       | Yes        |
|  | CORKS           | 13.395    | 11.250    | Yes       | Yes        |
|  | BOTTLE TOPS     | 36.883    | 35.465    | No        | Yes        |
|  | CAPSULES        | -         | 7.391     | No        | No         |
|  | LABELS          | -         | 60.380    | Yes       | *          |
|  | PARTITIONS      | -         | 95.615    | Yes       | Yes        |

\* On average, 13% of glass is from a recycled origin.



In terms of sustainability of the products specifically used in bottling, the following should be noted:

| INPUTS  | DESCRIPCIÓN   |
|---|---|
|  BOTTLES           | <p>Emiliana, in its constant search for more environmentally friendly inputs, changed 81% of its bottles to Ecoglass Bottles with a weight of no more than 430g per unit. This is a 5% lighter glass than traditional bottles which reduces GHG emissions in the transport of products.</p>   |
|  CORKS             | <p>For the Ge and Coyam lines from 2012, Emiliana privileged the use of FSC certified corks. The FSC cork certification guarantees that the cork comes from a tree which is grown and managed under responsible forest management standards which ensure adequate current and future conservation.</p>  |
|  LABELS           | <p>Currently, based on the new alternatives that are being offered in the market, Emiliana's policy with regards to wine and sparkling wine labels focuses on favoring the use of FSC certified paper - in the same way as corks - which is paper originating from responsibly managed forests. Currently, the Novas, Signos de Origin and Natura lines of wine use FSC certified paper. In the case of the Adobe line of wines, the material used for the labels is made of 30% recycled paper and 70% normal fibre. In addition, the Novas line, the backing used in the labels is PET which allows for post-use recycling.</p> |
|  CARDBOARD BOXES | <p>The largest percentage of cardboard boxes bought by Emiliana focuses on companies that comply with corresponding standards and certifications in the use of raw materials - recycled and recyclable inputs - and the entire productive chain of the products.</p>  |
|  WOODEN CASES    | <p>The wooden cases used by Emiliana for its Ge and Coyam lines are manufactured with Chilean pine certified by PEFC - Program for the Endorsement of Forest Certification. This program recognises forestry certification systems provided by an international, non-governmental and non-profit organization whose objective is to "promote appropriate environmental, socially beneficial and economically viable management of the world's forests".</p>   |





## 6.4 KEY PERFORMANCE INDICATORS 2015

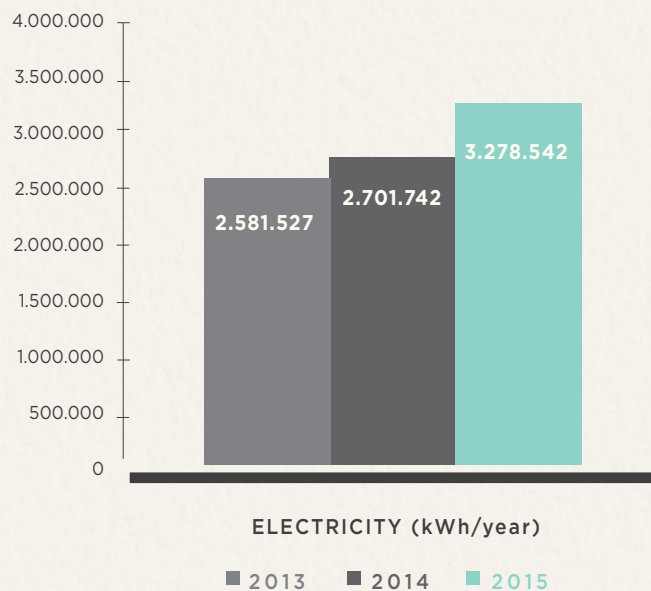
Below, details on corporate Key Performance Indicators are provided, including energy and water consumption values as

well as consumption intensity related to the number of litres of wine produced and the kilograms of grapes harvested.

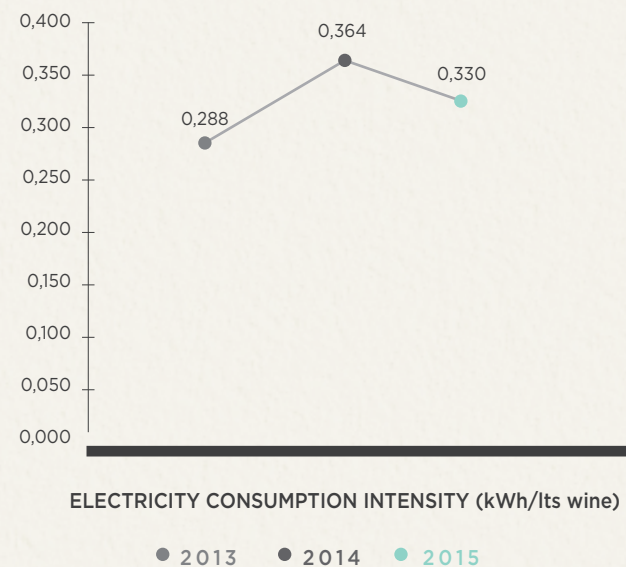
### ELECTRICITY



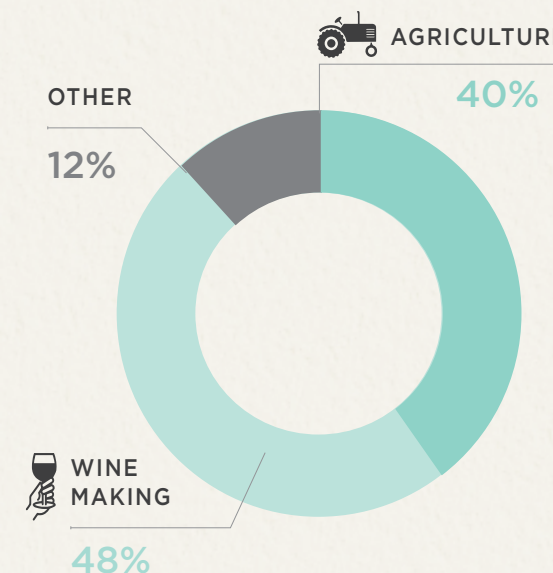
#### COMPARISON OF ELECTRICITY CONSUMPTION 2013-2014-2015



#### COMPARISON OF ELECTRICITY CONSUMPTION INTENSITY 2013-2014-2015



#### ELECTRICITY CONSUMPTION BY AREA 2015

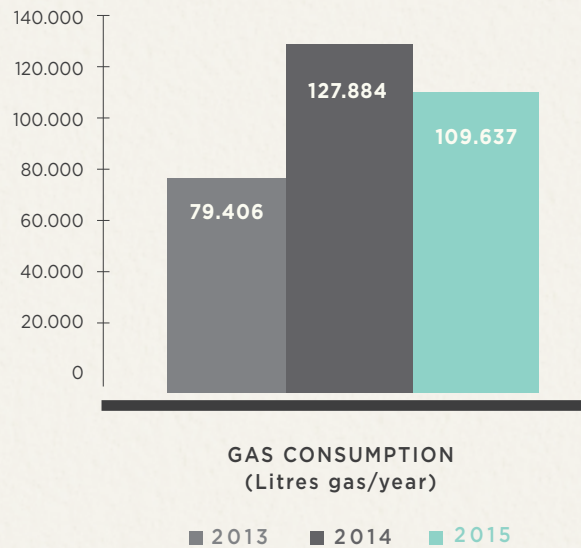




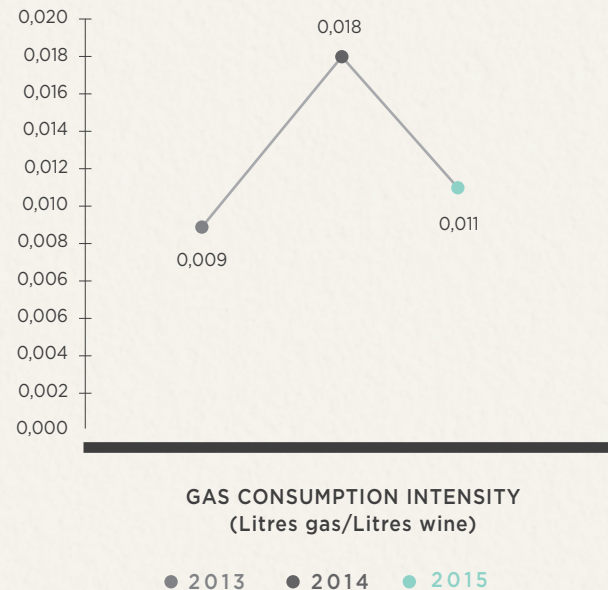


GAS

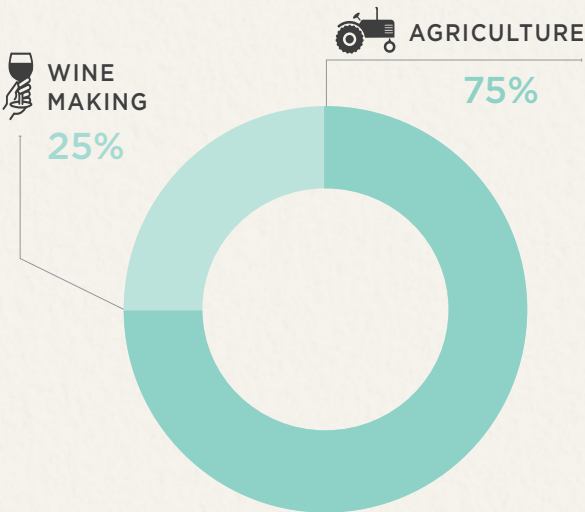
COMPARISON OF GAS CONSUMPTION  
2013-2014-2015



COMPARISON OF GAS CONSUMPTION  
INTENSITY 2013-2014-2015



GAS CONSUMPTION BY AREA 2015

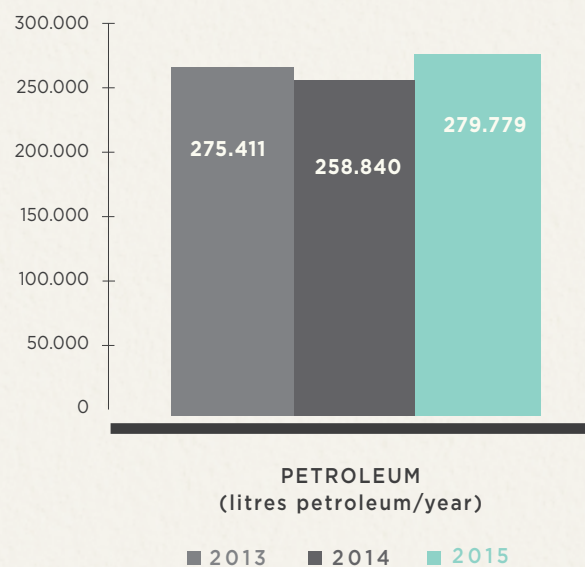




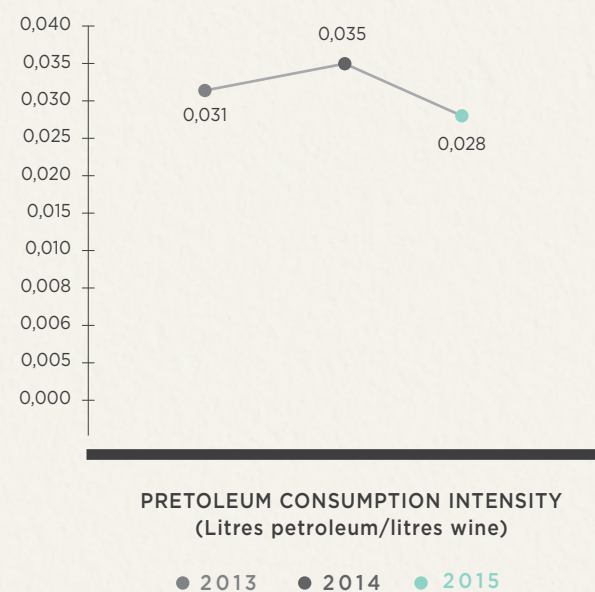


## PETROLEUM

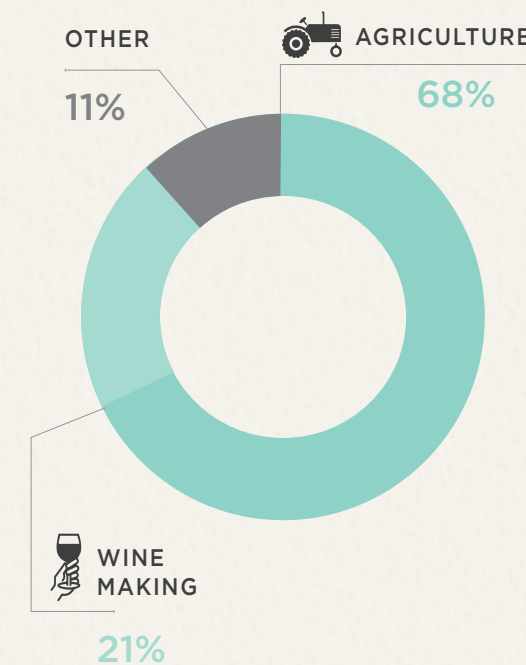
### COMPARISON OF PETROLEUM CONSUMPTION 2013-2014-2015



### COMPARISON OF PETROLEUM CONSUMPTION INTENSITY 2013-2014-2015



### PETROLEUM CONSUMPTION BY AREA 2015

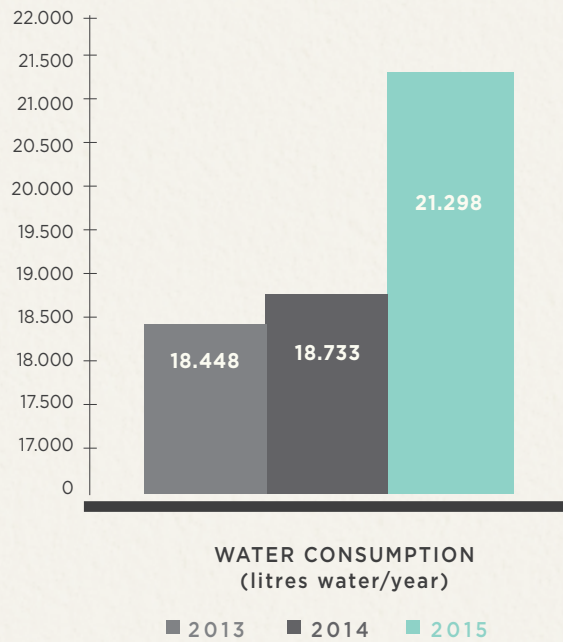




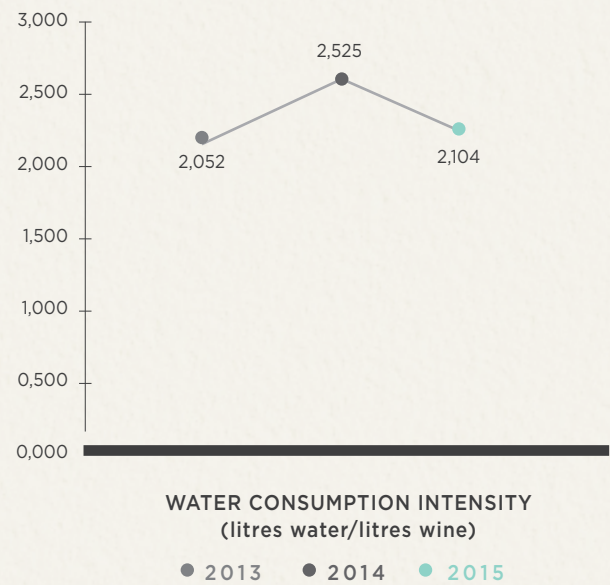


WATER

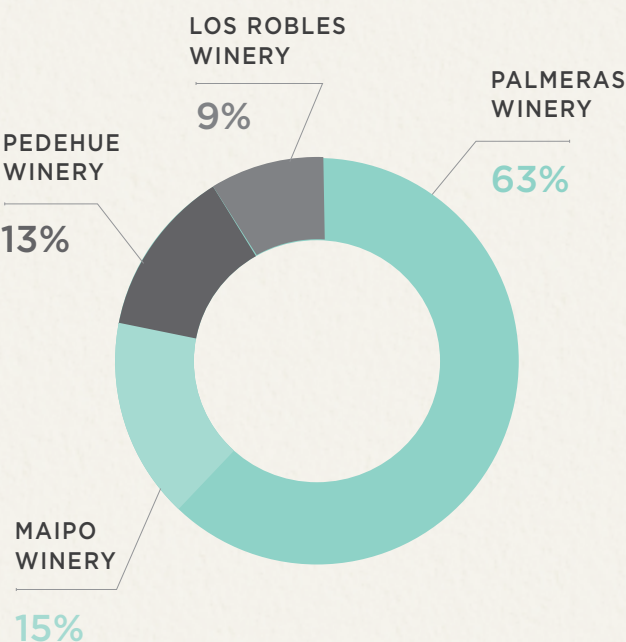
WATER CONSUMPTION WINE MAKING AREA  
2013-2014-2015



COMPARISON OF WATER CONSUMPTION  
INTENSITY 2013-2014-2015

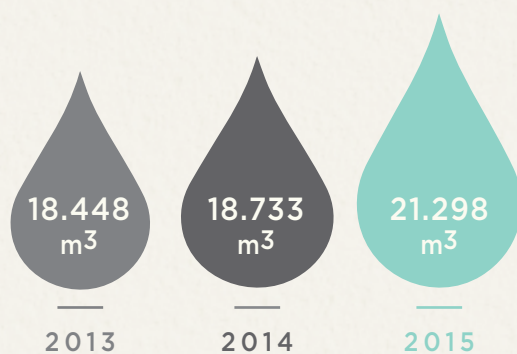


DISTRIBUTION OF WATER CONSUMPTION IN  
WINE MAKING 2015





## COMPARISON OF WATER CONSUMPTION - WINE MAKING AREA 2014-2015



Water is used in the wine making area in order to cleanse different equipment that is used in the productive process.

In 2014 and 2015, the energy intensity of the organization was the following:

## CORPORATE INDICATORS 2014 AND 2015

|                               | 2014           |          |                      | 2015           |          |                      |
|-------------------------------|----------------|----------|----------------------|----------------|----------|----------------------|
| WINE PRODUCTION (L)           | 7.419.000      |          |                      | 10.122.759     |          |                      |
|                               | Petroleum<br>L | Gas<br>L | Electricity<br>(kWh) | Petroleum<br>L | Gas<br>L | Electricity<br>(kWh) |
| CONSUMPTION                   | 258.840        | 127.884  | 2.701.742            | 279.779        | 109.637  | 109.637              |
| CONSUMPTION/<br>LITRE OF WINE | 0,03           | 0,02     | 0,36                 | 0,02           | 0,01     | 0,32                 |









ABOUT THIS REPORT

# CERTIFICATIONS EMILIANA

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ORGANIC AND  
BIODYNAMIC

SOCIAL RESPONSIBILITY  
AND FAIR TRADE

ENVIRONMENTAL







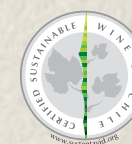
# CERTIFICATIONS



Gê 2003 is the first Chilean and Latin American wine to receive the biodynamic certification, Demeter from Germany



Gê and Coyam wines certified Carbon Neutral as well as the Los Robles Estate, TUV SUD Certifiers, Germany



Certification of the Wines of Chile Sustainability Code

2001

2006

2007

2009

2011

2012

2014

1st wine in Chile and 7th in the world to receive the ISO 14001 certification (environmental management).

Certification of the grapes and the organic production systems, by IMO Switzerland.



IMO certified Emiliana in Social Responsibility (For Life), for its good working conditions and its fair and transparent operations.



Emiliana certified its practices as Fair Trade.



Certified CarbonZero

...



Organic Certification China

**EMILIANA**  
ORGANIC VINEYARDS



## CERTIFICATIONS

In Emiliana we have International Certifications, which verify our commitment to Sustainable Production, respect for our workers, the environment and the community.

### ORGANIC AND BIODYNAMIC CERTIFICATIONS

In 1998 Emiliana began the process of converting to **organic production**, which is now practiced in **100% of our vineyards**. We have organic certifications for the **USA and Canada (NOP)**, **Brazil, Chile, Japan, South Korea, China and Europe**, which provide us with international level endorsement. Being organic means we produce our grapes and wines without using synthetic inputs (pesticides and fertilizers) as well as a sustainable management of natural resources and the integration of surrounding biodiversity.

Emiliana was the first Latin American Winery to produce wine with a **biodynamic certification in 2006**. From this year onwards we have accredited the use of biodynamic practices in our farms



NOP



BRAZIL



CHILE



JAPAN



KOREA



CHINA



EUROPE



DEMETER

and wineries, and currently **100% of our estates are certified**. Biodynamic agriculture contemplates the application of biodynamic preparations, consideration of the farm as an autonomous sustainable productive system (reducing the use of external inputs), recognition of the importance of cosmic forces in agricultural management and visualisation of the soil as a living entity, where visible and invisible forces of nature relate to create healthy ecosystems.





## SOCIAL RESPONSIBILITY AND FAIR TRADE CERTIFICATIONS



### FAIRTRADE / FOR LIFE / FAIR FOR LIFE

Fair Trade is a commercial relationship based on dialogue, transparency and respect, which seeks equality in international trade. It contributes to sustainable development by offering improved commercial conditions while protecting the rights of small producers and workers. It is an alternative form of commercialization where the consumer, conscious of how their purchasing power contributes to improving the quality of life of producers and workers, choose products from socially, environmentally and economically ethical businesses.

Since 2011, Emiliana has been certified Fair Trade and Fair for Life (Fair Trade and Social Responsibility). Since 2012 we are proud to have sold Fair Trade wines and in 2013 we began to develop Projects for the Utilization of the Premium.





## ENVIRONMENTAL CERTIFICATIONS



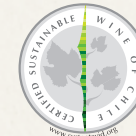
### ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM

In 2001 Emiliana became the first Chilean winery to voluntarily adopt international standards for the implementation of an management system to protect and care for the environment. We were pioneers in obtaining the **ISO 14.001 certification**. We use this management system as a complement to the organic, biodynamic and emission offset standards we have in place, thus managing to minimise the environmental impact of our productive processes.



### CARBON FOOTPRINT MEASUREMENT AND NEUTRALIZATION OF EMISSIONS

With the aim of knowing our greenhouse gas emissions, since **2007** we have measured the carbon footprint of our Ge and Coyam wines as well as the Los Robles Estate. Currently, the Ge and Coyam products from the 2012 harvest are certified **CarboNZero** by the New Zealand company **EnviroMark**, based on the **PAS 2050** and **ISO 14064-1** methodologies. This certification considers the wine production process from the “cradle to the grave”, incorporating emissions associated with inputs until transport to the final consumer. The first years (2007-2011 harvests) were certified by the German company **TUVSUD**, using the **GHG Protocol methodology**. In addition to the emission reduction measures, since 2007 Emiliana has offset its GHG emissions through the purchase of carbon credits from projects which avoid new emissions. To date we have offset more than 2000 tons of CO<sub>2</sub>.



### WINES OF CHILE CERTIFICATION OF THE NATIONAL SUSTAINABILITY CODE

Emiliana was a pioneer in the implementation of this certification in 2012. This standard was developed specifically for the Chilean wine sector, which provides a recognition for Emiliana's sustainable practices in social and environmental responsibility at a national level.









ABOUT THIS REPORT

# MATERIALITY MATRIX

MATERIALITY

LIST OF MATERIAL ISSUES  
EMILIANA 2015



# MATERIALITY MATRIX

## MATERIALITY

The contents of this report were defined on the basis of the materiality process, which considered the internal and external sustainability context of the company. This process allowed us to identify the issues which reflect the main economic, social and environmental impacts of the company and those which are important for our stakeholders.

The first stage of this analysis was the identification of the stakeholders within our value chain. For this, each department identified internal and external stakeholders with whom they interact in different levels of intensity and frequency.

### PARTES INTERESADAS:

- Suppliers of goods and services (Agricultural, Enology, others)
- Shareholders
- Directors
- Workers
- The media
- Local Communities
- Clients (Importers, Distributors, Final Consumers)

The materiality analysis was done through discussions with the stakeholders on the most relevant issues associated with Emiliana's value chain.

### THE ANALYSIS INCLUDED THE FOLLOWING ACTIVITIES:

- Analysis of secondary information
- Press Analysis
- Analysis of Annual and Sustainability Reports
- A survey of 17 clients
- Interviews with 4 suppliers
- Interviews with 7 managers
- Interviews with 7 administrative staff members
- Interviews with 16 workers
- A materiality workshop with the Management Committee

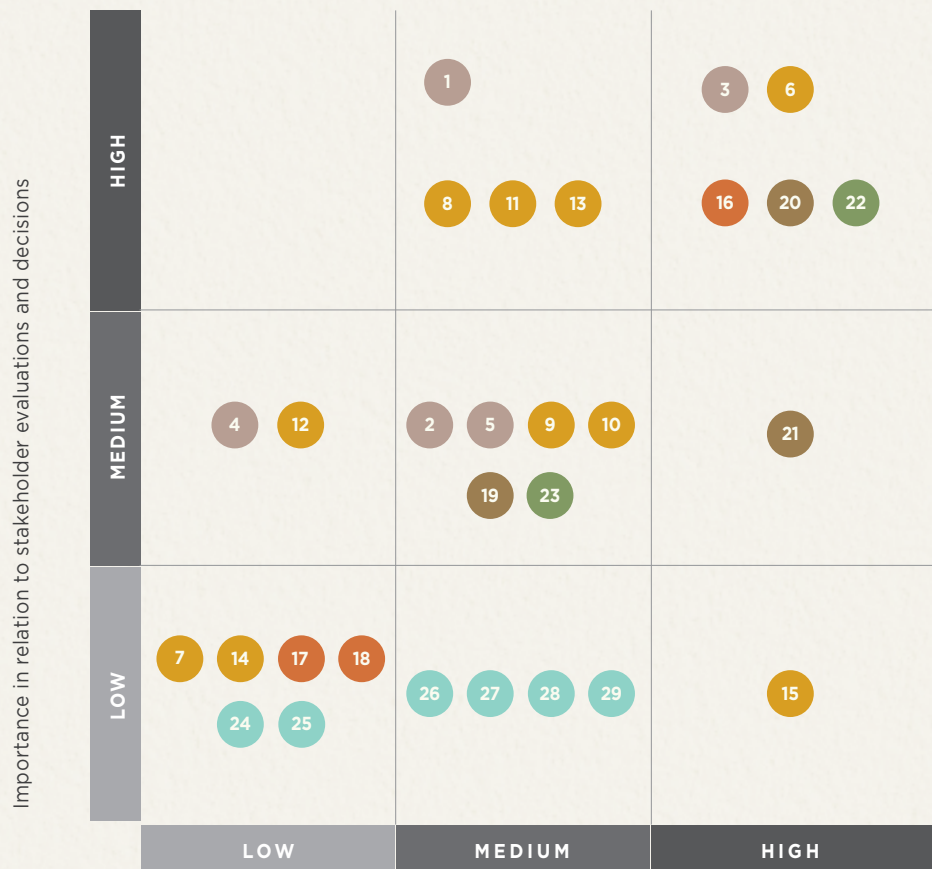
A TOTAL OF  
**29**  
RELEVANT ISSUES  
were identified

which were evaluated in terms of their importance to the company as well as to relevant stakeholders



## LIST OF MATERIAL ISSUES EMILIANA 2014 AND 2015

### EVALUATION OF THE IMPORTANCE OF THE ISSUES RESULTED IN THE FOLLOWING PRIORITIZATION



Impactos económicos, ambientales y sociales para la empresa.



#### CLIENTS

- 1 Quality of relations
- 2 Innovation in products
- 3 Certifications
- 4 Logistics
- 5 Consumer education



#### WORKERS

- 6 Closeness
- 7 Scarcity of qualified labour
- 8 Quality of life
- 9 Training / Development
- 10 Performance evaluation
- 11 Labour relations
- 12 Occupational Health and Safety
- 13 Temporary workers
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GLOBAL REPORTING INITIATIVE G4



# GRI INDEX

## GENERAL STANDARD DISCLOSURES

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|------------------------|--|-------------------|
| <b>G4-1</b>            | Statement from the most senior decision maker in the organization about the relevance of sustainability to the organization and the strategy for addressing sustainability | 3                 |
| ORGANIZATIONAL PROFILE |  | Page              |
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| <b>G4-4</b>            | Primary brands, products and services  | 30                |
| <b>G4-5</b>            | Location of the organization's headquarters  | 4, 23             |
| <b>G4-6</b>            | Countries in which the organization has operations   | 4                 |
| <b>G4-7</b>            | Nature of ownership and legal form   | 4                 |
| <b>G4-8</b>            | Markets served (including geographic breakdown, sectors served and types of clients and beneficiaries)   | 32                |
| <b>G4-9</b>            | Scale of the organization  | 32, 34, 40        |
| <b>G4-10</b>           | Workforce data   | 40 - 43           |
| <b>G4-11</b>           | Percentage of total employees covered by collective bargaining agreements  | 39                |
| <b>G4-12</b>           | Describe the supply chain of the organization  | 9, 10, 11         |
| <b>G4-13</b>           | Significant changes during the reporting period regarding size, structure, ownership or the supply chain of the organization   | 23                |
| <b>G4-14</b>           | Report whether and how the precautionary approach is addressed by the organization.  | 3                 |
| <b>G4-15</b>           | Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or endorses.                       | 70, 102, 103, 104 |
| <b>G4-16</b>           | Associations (for example industrial associations) and national or international advocacy organizations to which the organization belongs.                                 | 21                |

| IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES |   | Page |
|--|---|------|
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| <b>G4-18</b>                               | List all material Aspects identified in the process for defining the report contents.                                   | 107  |
| <b>G4-19</b>                               | List all material Aspects identified in the process for defining the report contents.                                   | 108  |
| <b>G4-20</b>                               | The internal boundary of each material Aspect.  | 107  |
| <b>G4-21</b>                               | The external boundary of each material Aspect.  | 108  |

| STAKEHOLDER ENGAGEMENT |  | Page    |
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| <b>G4-25</b>           | The basis for the identification and selection of the stakeholders with whom the organization engages.                       | 107     |
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| REPORT PROFILE   | Page |
|--|------|
| <b>G4-28</b> Reporting period (fiscal or calendar year)  | 5    |
| <b>G4-29</b> Date of most recent, previous report (if any).  | 5    |
| <b>G4-30</b> Reporting cycle (annual, biennial etc).   | 5    |
| <b>G4-31</b> Contact point for questions regarding the report or its contents.                                       | 5    |
| <b>G4-32</b> a) Report the “in accordance” option the organization has chosen  | 5    |
| b) Report the GRI Content Index for the option chosen  | 5    |
| c) Provide the reference to the External Assurance Report if the report has been externally assured.                 | 5    |
| <b>G4-33</b> The organization’s policy and current practice with regard to seeking external assurance of the report. | 5    |

| GOVERNANCE  | Page    |
|---|---------|
| <b>G4-34</b> Governance structure of the organization, including committees of the highest governance body, responsible for decision making on economic, environmental and social issues.   | 26 - 28 |
| <b>G4-35</b> The process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.  | 27      |
| <b>G4-36</b> Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body. | 26      |
| <b>G4-38</b> Describe the composition of the highest governance body and its committees.  | 27      |

| GOVERNANCE  | Page |
|---|------|
| <b>G4-39</b> Report whether the Chair of the highest governance body is also an executive officer, and if so his or her function within the organization’s management and the reasons for this arrangement).  | 27   |
| <b>G4-42</b> Report the highest governance body’s and senior executive’s roles in the development, approval and updating of the organization’s purpose, value and mission statements, strategies, policies and goals related to economic, environmental and social impacts. | 27   |
| <b>G4-48</b> Report the highest committee or position that formally reviews and approves the organization’s sustainability report and ensures that all material Aspects are covered.  | 5    |

| ETHICS AND INTEGRITY  | Page |
|---|------|
| <b>G4-56</b> The values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics. | 26   |









## SPECIFIC STANDARD DISCLOSURES

| ECONOMIC CATEGORY     |  |         |
|-----------------------|--|---------|
| Material Aspects      | Indicators   | Page    |
| Economic Performance  | <b>G4-EC1:</b> Direct economic value generated and distributed   | 32 - 36 |
|                       | <b>G4-EC2:</b> Financial implications and other risks and opportunities for the organization's activities due to climate change. | 77, 85  |
|                       | <b>G4-EC4:</b> Financial assistance received by the government.  | 46      |
| Procurement Practices | <b>G4-EC9:</b> Proportion of spending on local suppliers at significant locations of operation.                                  | 10      |

| ENVIRONMENTAL CATEGORY |   |         |
|------------------------|---|---------|
| Material Aspects       | Indicators  | Page    |
| Materials              | <b>G4-EN1:</b> Materials used by weight or volume   | 91      |
| Energy                 | <b>G4-EN3:</b> Energy consumption within the organization   | 93 - 95 |
|                        | <b>G4-EN5:</b> Energy intensity   | 93 - 95 |
| Water                  | <b>G4-EN8:</b> Total water withdrawal by source   | 81 - 82 |
|                        | <b>G4-EN10:</b> Percentage and total volume of water recycled and reused.   | 75      |
| Biodiversity           | <b>G4-EN11:</b> Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.                                | 79      |
|                        | <b>G4-EN12:</b> Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. | 77 - 93 |
|                        | <b>G4-EN13:</b> Habitats protected or restored  | 75, 79  |

| ENVIRONMENTAL CATEGORY             |  |                             |
|------------------------------------|--|-----------------------------|
| Material Aspects                   | Indicators   | Page                        |
| Biodiversity                       | <b>G4-EN14:</b> Total number of IUCN Red List Species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. | 79                          |
| Emissions                          | <b>G4-EN15:</b> Direct Greenhouse Gas (GHG) emissions (Scope 1).   | 86                          |
|                                    | <b>G4-EN16:</b> Indirect Greenhouse Gas (GHG) emissions (Scope 2).   | 86                          |
|                                    | <b>G4-EN17:</b> Otras emisiones indirectas de gases de efecto invernadero (Alcance 3).   | 86                          |
|                                    | <b>G4-EN17:</b> Other Indirect Greenhouse Gas (GHG) emissions (Scope 3).   | 85, 88                      |
| Effluents and Waste                | <b>G4-EN22:</b> Total water discharge by quality and destination   | 75                          |
|                                    | <b>G4-EN23:</b> Total weight of waste by type and disposal method.   | 75, 90                      |
| Compliance                         | <b>G4-EN29:</b> Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.               | 28                          |
| General                            | <b>G4-EN31:</b> Total environmental protection expenditures and investments by type.   | 28                          |
| Environmental Grievance Mechanisms | <b>G4-EN34:</b> Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.                                     | No complaints were received |



| SOCIAL CATEGORY                                |  |         |
|--|--|---------|
| Material Aspects                               | Indicators   | Page    |
| SUB-CATEGORY: LABOUR PRACTICES AND DECENT WORK |  |         |
| Employment                                     | <b>G4LA1:</b> Total number and rates of new employee hires and employee turnover by age group, gender and region.  | 39 - 43 |
| Occupational Health and Safety                 | <b>G4-LA5:</b> Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes. | 39, 49  |
|  | <b>G4-LA6:</b> Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of worker-related fatalities, by region and by gender.                     | 50, 51  |
|  | <b>G4-LA7:</b> Workers with high incidence or high risk of diseases related to their occupation.   | 50      |
| Training and Education                         | <b>G4-LA9:</b> Average hours of training per year per employee by gender and by employee category.   | 45      |
|  | <b>G4-LA10:</b> Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.                           | 47, 48  |
|  | <b>G4-LA11:</b> Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.  | 39, 47  |
| Diversity and Equal Opportunity                | <b>G4-LA12:</b> Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.    | 41      |
|  | <b>G4-LA13:</b> Ratio of basic salary and remuneration of women to men by employee category, by significant location of operation.   | 42      |
| Supplier Assessment for Labour Practices       | <b>G4-LA15:</b> Significant actual and potential negative impacts for labour practices in the supply chain and actions taken.  | 11      |



| SOCIAL CATEGORY                             |  |  |
|---|--|--|
| Material Aspects                            | Indicators   | Page                                   |
| SUB-CATEGORY: HUMAN RIGHTS                  |  |  |
| Non-discrimination                          | G4-HR3: Total number of incidents of discrimination and corrective actions taken.  | There were no cases of discrimination. |
| Child Labour                                | G4-HR5: Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour. | 43                                     |
| Supplier Human Rights Assessment            | G4-HR11: Significant actual and potential negative human rights impacts in the supply chain and actions taken.   | 11                                     |
| Human Rights Grievance Mechanisms           | G4-HR12: Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.   | To date, we have had none              |
| SUB-CATEGORY: SOCIETY                       |  |  |
| Local Communities                           | G4-SO1: Percentage of operations with implemented local community engagement, impact assessments, and development programmes.  | 60, 67                                 |
| Anti-Corruption                             | G4-SO5: Confirmed incidents of corruption and actions taken.   | To date we have had none               |
| Grievance mechanisms for impacts on society | G4-SO11: Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.   | To date we have had none               |
| SUB-CATEGORY: PRODUCT RESPONSIBILITY        |  |  |
| Customer health and safety                  | G4-PR1: Percentage of significant products and service categories for which health and safety impacts are assessed for improvement.  | 30                                     |







