



ORANGE AREA

ORANGE AREA CHAPTERS

CHAPTER 1: GOVERNANCE.

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CHAPTER 3: GRAPE AND WINE PRODUCERS.

CHAPTER 4: HUMAN RIGHTS.

CHAPTER 5: ENVIRONMENTAL MANAGEMENT AND CLIMATE CHANGE.

CHAPTER 6: WORKERS/COLLABORATORS.

CHAPTER 7: COMMUNITY.

CHAPTER 8: CLIENTS AND CONSUMERS.

CHAPTER 9: ECONOMIC SUSTAINABILITY.

CHAPTER 10: CONTINUOUS IMPROVEMENT.

TOTAL SCORE:

EP: 544 points.

EM-EG: 992 points.

CHAPTER 1: GOVERNANCE

CHAPTER 1.1: SUSTAINABILITY MANAGEMENT.

CHAPTER 1.1: ETHICS AND TRANSPARENCY.

TOTAL SCORE:
EP: 64 points.
EM-EG: 120 points.

CHAPTER 1.1.- SUSTAINABILITY MANAGEMENT.

Principle

Sustainable development is recognized as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs”. To this end, wineries should respond to the impacts that their decisions and activities have on society and the environment, through ethical and transparent behavior that:

- 1. Contributes to sustainable development, including the health and well-being of society;*
- 2. Takes into account the expectations of its stakeholders;*
- 3. Complies with applicable legislation and is consistent with international standards of conduct,*
- 4. Is integrated throughout the organization and is put into practice in its relationships throughout its value chain.*

Requirements

1. The company must have a Sustainability Policy that reflects the following aspects:
 - The company's commitment to sustainability.
 - Compliance with current national legislation.
 - Due diligence and responsibility in its value chain, engaging all parties involved in its compliance.
 - Identification and commitment to its main stakeholders, e.g. Workers, Suppliers, Clients, Consumers and Community.
2. The company must adhere to the declaration of principles of the Sustainability Code as the company's commitment to sustainability.
3. A sustainability strategy must be defined with objectives, lines of action and established goals. The objectives can be short, medium and long term, through the definition of pillars or stakeholders of the company.
4. There must be a clear commitment from senior management or owners of the company to sustainability objectives. This will allow effective governance in which the principles of social responsibility are incorporated into decision-making and its implementation. In turn, the necessary resources must be provided for the development of action plans, defining responsibilities according to the profile in the organization and finally reviewing of the impact and scope of compliance with the same objectives according to the activities carried out.
5. The sustainability policy must be disseminated and made transparent to the main stakeholders declared by the company, through at least 2 means.
6. There must be a person in charge of the Sustainability Code and the coordination of the areas that participate in the implementation of the standard. This can be verified through the employment contract, organizational chart, job description or other verifier.

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7. There must be a mechanism to evaluate legal compliance in the environmental and social field and have all the necessary permits, as the case may be, for the operation of the company, such as:
 - Certificate of validity.
 - Commercial patent.
 - Certificates of authorization from the Ministry of Health for different wineries.
 - RCA.
 - Sanitary Resolution (DS 594).
 - Record of start of activities (SAG).
 - Alcohol license.
 8. The company must identify and analyze the specific Sustainable Development Goals (SDG) and their targets that are applicable to its operations. In addition, it must analyze how it can contribute to the fulfillment of the identified SDGs.

CHAPTER 1.2.- ETHICS AND TRANSPARENCY.

Principle

A statement of the ethical principles that govern the company, together with its position with respect to stakeholders and the obligations and commitments that will be assumed in social matters, allows the company to humanize its work with its workers and its environment. This, in turn, motivates employees, clarifies the standards of action and values that serve as a reference when making decisions, and represents a solid line of ethical guidance that regulates power relations within the company.

Requirements

1. The company must have an updated Code of Ethics or other similar document, which establishes its policy and ethical principles, explaining the means and ends of the organization to the community, workers and itself. This document must guide the relationship with staff, clients, suppliers, public bodies and the community, incorporating requirements and guidelines for permanent employees, executives, temporary staff, suppliers, advisors, contractors and subcontractors. The Code of Ethics must be publicly accessible and must contain, at a minimum, standards for the management of confidential information and ethical conduct for decision-making, evaluation and hiring of staff, management of conflicts of interest, commitment to compliance with current laws and regulations, policy for the prevention of unethical conduct, management of complaints, sanctions in case of non-compliance and control mechanisms and those responsible. It must be known by the main stakeholders declared by the company, at least; workers, suppliers, clients, consumers and the community. In this manner, its dissemination will be achieved across the company. It must clearly indicate the prohibition of any type of corruption in general, bribery.
In the case of belonging to a holding company or group of companies, adherence to a corporate Code of Ethics is permitted.
2. The Code of Ethics must be largely disseminated, trying to achieve the greatest possible reach.
3. It must train workers, both permanent and temporary, in the different topics covered by the Code of Ethics.
4. There must be training on the code of ethics for senior management, whether they are boards of directors, directors, shareholders' meetings or other similar body. If it does not have this body, the senior management must be trained.
5. The company must identify situations, processes or activities in which acts that are unethical are more likely to occur, mainly acts of corruption, extortion and bribery. This analysis can be incorporated into the company's general risk matrix. Based on the identification, the company must establish measures or actions to avoid or control these risks, which may be contained in the Code of Ethics or in another document.

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6. It must have a procedure that includes the form and channel through which complaints regarding the Code of Ethics will be addressed, including corruption or bribery practices.
 7. The company, as part of a strategy of transparency of information with its stakeholders, must communicate internally and externally in a transparent manner, aspects related to the company's performance, through various means.
 8. The company, as part of a strategy of transparency of information with its stakeholders, must share and make transparent the information corresponding to its financial results with its workers.
 9. It must have a procedure or declaration regarding gifts and presents that senior management and workers in general may receive. The procedure must be known to all.

CHAPTER 2: SUPPLIERS.

TOTAL SCORE:

EP: 28 points.

EM-EG: 44 points.

CHAPTER 2.- SUPPLIERS.

Principle

Choosing suppliers that operate in a sustainable and socially responsible manner can have a positive impact on a company's reputation. Their ability to provide reliable, high-quality supplies, coupled with their focus on sustainability and innovation, helps to build a better supply chain.

Requirements

1. The company must carry out the identification of its suppliers and a documented risk assessment, based on environmental, social and economic sustainability criteria.
2. It must carry out an analysis of its suppliers in relation to delivery time, quality, quality certificates and price.
3. Based on the results of the social risk assessment, it must be verified that its high-risk suppliers comply with the contractual terms they maintain with their workers and with current labor legislation (payment of contributions and non-use of child labor), indicating opportunities for improvement when appropriate and in case of repeated non-compliance, their services could be terminated.
4. It must have all the contracts or written agreements it has with its service providers. For example, pest control, cleaning, repair and maintenance, transportation, waste management, security, among others.
5. There must be rules, procedures, contracts or internal policies that regulate the relationship with suppliers, both in the commercial field (payments, deadlines, shipments or others) and in terms of sustainability, which allow the dissemination of the company's principles and generate a cascading effect in the supply chain.
6. Alliances must be made with critical suppliers, with the aim of creating a culture of sustainability in the supply chain.
7. Sustainability criteria must be incorporated into the selection of inputs and services.

CHAPTER 3: GRAPE AND WINE PRODUCERS.

TOTAL SCORE:

EP: 0 points.

EM-EG: 28 points.

CHAPTER 3.- GRAPE AND WINE PRODUCERS.

Principle

Choosing raw material suppliers who operate in a sustainable and socially responsible manner can have a positive impact on a company's reputation. By working with suppliers who care about the environment and fair working conditions, a company can demonstrate its commitment to sustainability and business ethics.

Requirements

1. The company must have a Management System for its grape suppliers with a contract (regardless of its duration, excluding spot purchases), which must review the level of compliance of each of them, based on the requirements of the green area according to the producer's classification (small or medium/large), and the applicable requirements of the orange area under the same classification.
The company must carry out an analysis of the results of the review and determine how it will work with its producers. The company must support producers who do not comply with any requirement, transferring information to them and/or supporting them through different means, so that they can resolve real and potential non-compliance. A general work plan must be developed, showing the approach and planning of the work for the following years. An audit must be carried out on 100% of the producers in the system, at any time during the certification cycle (3 years), and the evidence must be presented in the certification or recertification audit. If the producer has a CS certificate, it will not be necessary to carry out an audit, but the winery must present this evidence to the OC.
2. To demonstrate the implementation of the Management System (MS), the OC will audit a % of the result of the square root of the total number of producers in the SG, as shown in the following table. The result will always be adjusted to the highest integer when the applied percentage gives a decimal number greater than or equal to 0.5.

Number of producers	% to be audited by the OC
1-13	100% of $\sqrt{}$
14-65	80% of $\sqrt{}$
+65	70% of $\sqrt{}$

Examples:

Case 1: If the vineyard has 13 producers, the square root is 3.6, therefore, the OC will audit 4 producers.

Case 2: If the vineyard has 65 producers, the square root is 8.06, therefore, 8 producers are considered for the calculation. Of this number, 80% will be audited, which corresponds to 5.6, with 6 producers being audited.

Case 3: If the vineyard has 100 producers, the square root obtained is 10, therefore, 10 producers are considered for the calculation. Of this number, 70% will be audited, which corresponds to 7, with 7 producers being audited.

3. You must provide technical information related to the CS to your spot producers or to specific purchases.
4. In the case of purchasing wine, you must request the sustainability certificate from the vineyard you are buying from and if it is not certified, the company in the process of certification must audit, prior to purchase, the level of compliance of the red area according to the company classification (small or medium/large) and the applicable requirements of the orange area, according to the same classification.

CHAPTER 4: HUMAN RIGHTS.

TOTAL SCORE:
EP: 56 points.
EM-EG: 80 points.

CHAPTER 4.- HUMAN RIGHTS.

Principle

Human rights are recognized in all types of organizations, as those rights that correspond to any human being simply by virtue of being one. The recognition and respect of human rights is a fundamental pillar of good corporate behavior, considered essential both at the level of legality and in terms of equity and social justice. In light of this, organizations must respect, protect, fulfil and enforce these fundamental rights by their stakeholders throughout their sphere of influence.

Requirements

- 1. It must be verified that there are no children working within the company under the legal minimum age (15 years), in accordance with current national legislation and the provisions of the ILO Conventions and the United Nations Conventions.**
Verification can be through a procedure that considers the review of the ages of new hires through identity cards and training for managers or human resources managers; along with internal audits, applying corrective measures if appropriate.
This considers subcontractors, personnel selection agencies and service providers, if they exist.
- 2. In the event that there is youth employment in the company (between 15 and 17 years old), for student internships, for example, the provisions of current national legislation must be complied with, which establishes a series of norms and special protections for young workers under 18 years old. Some of the main provisions are as follows:**
 - Minimum age for work: The minimum age for work is 15 years, with the authorization of their parents or legal guardians to be able to work.
 - Working hours: Young workers under 18 years of age have a reduced working day compared to adults. They cannot work more than 8 hours a day or more than 40 hours a week.
 - Rest and night hours: Adolescents have the right to a break of at least 30 minutes if they work more than 4 continuous hours. In addition, they are prohibited from working at night, that is, between 10:00 p.m. and 7:00 a.m.
 - Hazardous work: It prohibits young people from working in certain jobs that are considered hazardous or that may be harmful to their health and safety.
 - Health and safety at work: Young workers have the right to a safe and healthy work environment. Employers must take the necessary measures to protect their physical and emotional well-being.
 - Education and work: Establishes that work should not interfere with regular attendance at school
 - Employment contract: Young people who work have the right to a written employment contract, which should include employment conditions, salary, working hours and other important details.
- 3. A remediation plan should be established in cases of child labor, youth work that does not comply with the provisions of the law, discrimination, violence, harassment at work and any violation of human rights. The plan should indicate solutions and measures to correct the problems detected.**

The plan should: identify the source, identify solutions, establish a person in charge of implementation, allocate a budget, define the strategy and monitor implementation. Confidentiality of information is essential.

4. Discrimination should not be carried out or supported, including in the supply chain, with respect to: gender, sexual orientation, age, race, religious belief, political opinion, nationality or immigration status, disability, social origin or for any other reason unrelated to the work to be performed in the position or profile in question. In this manner, the company ensures that it supports and respects the proposals made by the State, regarding the labor inclusion of the most vulnerable groups.
5. Workplace and sexual harassment and violence must be prevented and punished. In this way, the company respects the dignity of people and makes this known as a fundamental value of human rights.
6. The company must declare that, according to current legislation, there is no forced labor, human trafficking, exploitation, forms of modern slavery, use of corporal punishment, mental or physical coercion, verbal abuse and/or inhuman treatment of its workers.
7. When hiring immigrants, it must ensure that current labor legislation is complied with.
The employment contract for foreigners must be signed in Chile, before a Notary Public and must include, in addition to the minimum stipulations of the Labor Code, clauses indicated in Annex 4.
8. A channel for reporting human rights and working conditions (child labor, forced labor, discrimination, violence, harassment at work, among others) must be established. Grievances must be analyzed and managed and the results shared with the people involved within a reasonable period of time. The channel must be available to people inside and outside the company, accepting anonymous complaints, respecting confidentiality and having a person in charge. Grievances about human and labor rights must be remedied according to the remediation plan requested in requirement 4.3. Workers must be informed of the existence of the channel, how it works and how the process works, clearly indicating that there will be no sanctions or retaliation for filing complaints.

CHAPTER 5: ENVIRONMENTAL MANAGEMENT AND CLIMATE CHANGE.

CHAPTER 5.1: ENVIRONMENTAL MANAGEMENT.

CHAPTER 5.2: CLIMATE CHANGE.

TOTAL SCORE:
EP: 36 points.
EM-EG: 88 points.

CHAPTER 5.1.- ENVIRONMENTAL MANAGEMENT AND CLIMATE CHANGE – ENVIRONMENTAL MANAGEMENT.

Principle

The company must be aware of the positive and negative effects that the development of its activities creates on the environment, the health of its workers and the social environment, committing all areas of its organization to the compliance with environmental legislation.

Requirements

1. There must be a diagnosis of the main positive and negative environmental impacts caused by the company's activities, which must be updated at least every 3 years or for any relevant change that may affect the diagnosis. This must include quantitative indicators.
2. The solid and hazardous waste generated in the office(s) must be managed, considering the handling, storage and final disposal and identifying actions to reduce and/or add value.
3. The use of good environmental practices in the post-consumption phase must be promoted, normally associated with recycling.
4. Periodic maintenance must be carried out on company vehicles to prevent leaks and reduce emissions. Additionally, it is important to encourage employees to do the same with their own vehicles.
5. Sustainability criteria must be incorporated into the purchase of company vehicles.
6. Company workers must be involved in saving energy and water through awareness, training and/or providing information on the management of these resources within the company.

CHAPTER 5.2.- ENVIRONMENTAL MANAGEMENT AND CLIMATE CHANGE – CLIMATE CHANGE.

Principle

Some air pollutants, such as carbon dioxide (CO₂) and other greenhouse gases, contribute to global warming and climate change. The burning of fossil fuels and other human activities release large amounts of CO₂, causing global temperatures to rise and triggering extreme weather events such as more intense droughts, hurricanes and heat waves.

1. The company must keep a record of the type and quantity of recharged coolants due to expansion of the facilities, breakage or leak in refrigeration and air conditioning equipment. You must also indicate the Ozone Depletion Potential (ODP) and Global Warming Potential (GWP) of each of them.
2. The Ozone Depletion Potential (ODP) is a measure that indicates the impact that a chemical compound has on the destruction of the ozone layer in the stratosphere. The unit used to measure the ODP is the Ozone Depletion Potential (ODP), and it is compared to the ODP of chlorofluorocarbon (CFC-11), which is taken as a reference with an ODP of 1. Compounds with a higher ODP have a greater impact on the degradation of the ozone layer.
3. Global Warming Potential (GWP) is a measure that assesses a gas's potential to contribute to global warming compared to carbon dioxide (CO₂), which has a GWP of 1. GWP is expressed in terms of equivalent CO₂ (eCO₂). Greenhouse gases such as carbon dioxide, methane, and nitrous oxide trap heat in the atmosphere and contribute to global warming. The GWP of a gas indicates how many times more potent its heat-trapping ability is compared to CO₂, over a specific time period (typically a 20-, 100-, or 500-year horizon is used).

In summary, both the Ozone Depletion Potential (ODP) and the Global Warming Potential (GWP) are important tools for assessing the environmental impact of coolants and other gases used in various applications. These measures help to identify and promote the use of more environmentally friendly substances with a lower impact on ozone layer degradation and global warming.

4. Based on what is determined in the previous requirement, improvements must be made in the efficiency of the refrigeration and/or air conditioning systems. Applies to improvements made in the last 5 years.
5. Periodic maintenance must be carried out on temperature control equipment, whether cooling or air conditioning, to avoid leaks and recharging of coolants.
6. A GHG intensity indicator must be maintained, according to a reliable methodology: ISO 14064-1:2019, ISO 14067-1:2019 or GHG Protocol. The indicator can be expressed in:
 - tons of equivalent CO₂ /ha.

- tons of equivalent CO₂ /ton of grapes.
- tons of equivalent CO₂ /liter of wine.
- tons of equivalent CO₂ /bottle of wine.
- tons of equivalent CO₂ /box of wine.

Note: - Applicable from the first control audit of the first cycle.

7. There must be a plan with specific goals and implemented actions, which allow to reduce and/or compensate the emission of greenhouse gases, at least in categories or scopes 1 and 2, according to a reliable methodology: ISO 14064-1:2019, ISO 14067-1:2019 or GHG Protocol.

There are various measures recognized as an effective contribution to the reduction of greenhouse gases (GHG) that contribute to global warming:

- Plant covers
- Incorporation of plant remains in soil
- Use of organic fertilizers
- Rationalization and improvement of the efficiency of nitrogen use
- Reduction of the dependence on fossil fuels and increase the use of renewable energy
- Energy efficiency: Use of more efficient technologies, improved thermal insulation and adoption of low-emission vehicles are important.
- Protect existing biodiversity and promote reforestation with native species.
- Adoption of regenerative agricultural practices with the aim of reducing emissions of gases such as methane and nitrous oxide.
- Carbon capture and storage technologies.

The plan must be consistent with the emission sources that have been determined and quantified, assigning a budget, the responsible persons and deadlines. It must be updated every year, if there is a significant change in the level of production or management, otherwise the update time will be every 3 years.

The reduction goal must be set at least 5% with respect to the base year, which must be adjusted in the updates of the plan. In the case of certified companies, the base year must be defined by the company and can show as evidence the evolution of the reduction or clearly justify why it has not been possible to reduce it in a certain year. In the case of companies that certify for the first time, the base year will be the one in which the diagnosis was made.

CHAPTER 6: WORKERS/COLLABORATORS.

CHAPTER 6.1: INCLUSION AND GENDER EQUITY.

CHAPTER 6.2: PARTICIPATION IN THE COMPANY MANAGEMENT.

CHAPTER 6.3: RELATIONSHIP WITH ORGANIZED WORKERS GROUP.

CHAPTER 6.4: CONTRACTS, REMUNERATION AND WORKING HOURS.

CHAPTER 6.5: ADDITIONAL BENEFITS.

CHAPTER 6.6: SUBCONTRACTED PERSONNEL.

CHAPTER 6.7: PROFESSIONAL DEVELOPMENT.

CHAPTER 6.8: OCCUPATIONAL HEALTH AND SAFETY.

CHAPTER 6.9: WORKING CONDITIONS AND HEALTHY LIFE.

CHAPTER 6.10: DISMISSAL AND RETIREMENT,

TOTAL SCORE:

EP: 160 points.

EM-EG: 300 points.

CHAPTER 6.1.- WORKERS/COLLABORATORS – INCLUSION AND GENDER EQUITY.

Principle

There should be no discrimination towards any type of person, giving everyone the same opportunities for professional development and job security.

Requirements

1. The company must identify vulnerable groups within its company and, based on this information, facilitate their inclusion and protection, assigning assigned jobs that do not represent a potential danger to them. Vulnerable groups are understood to be the group or subset of people with a certain physical, social, political or economic characteristic or condition, which makes the group more exposed to social, economic or environmental risks, derived from the operations of an organization. Vulnerable groups include, among others, children and young people, the elderly, people with disabilities, internally displaced people, refugees or repatriated refugees, families affected by HIV/AIDS, indigenous peoples and ethnic minorities. Vulnerabilities and impacts may vary depending on sex. The information must be protected and kept confidential.
2. The labor inclusion of personnel with some type of disability must be facilitated, without this affecting the production processes. This can be demonstrated through a policy, which is known to the workers or through real cases. It must be considered that the type of work assigned must not represent a potential danger for the contracted personnel or for the rest of their coworkers.

Disability is defined according to the International Convention on the Rights of Persons with Disabilities, as: Long-term physical, intellectual or sensory deficiency that, when interacting with various barriers, may prevent their full and effective participation in society, on equal terms with others.

3. The facilities must allow people with disabilities to access the facilities and perform their work. This not only considers reduced mobility, but also visual, hearing, and other disabilities.
4. There must be a commitment to gender equality through a formal commitment or company policy and indicators to measure the results of its implementation.
These indicators are:
 - a) Percentage of women at different levels of the company (directors, executives, workers)
 - b) Relationship between men's and women's remuneration at different levels of the company.

If the results of the indicators do not match the formulated commitment, an action plan must be implemented to achieve the proposed goals.

CHAPTER 6.2.- WORKERS/COLLABORATORS – PARTICIPATION IN THE COMPANY MANAGEMENT.

Principle

Since employees are the company's main asset, they should be encouraged to make suggestions to improve internal processes, take initiatives and assume personal responsibility for results.

Requirements

1. There must be channels of communication between the executives or owners of the company and the workers, to discuss issues of mutual benefit, incentives and work environment.
2. Mechanisms must be established to incorporate the ideas, suggestions and complaints of the workers in the general management of the company. These mechanisms can be used to jointly seek other ways to improve management.

CHAPTER 6.3.- WORKERS/COLLABORATORS – RELATIONSHIP WITH GROUPS OF ORGANIZED WORKERS .

Principle

The organization and unionization of workers is a right, and as such, the existence of this type of organization should be facilitated and a good relationship should be sought that helps to create good relations and a working environment in the company.

Requirements

1. Workers must be aware of their right to freely associate in unions or other types of organizations and to engage in collective or individual negotiations. To do so, this must be established in a formal declaration through a policy, internal regulations or code of ethics. In the case of small companies, verbal communication is accepted as a means of verification.

Note: - The Joint Committee on Hygiene, Health and Safety is not considered a workers' association and is not valid for the purposes of this requirement.

2. If there is any type of workers' organization, its members must have access to freely elect their representatives and leaders.
3. No type of discrimination, harassment, intimidation or retaliation must be carried out against those who are part of unions, associations or other forms of workers' organization.

CHAPTER 6.4.- WORKERS/COLLABORATORS – CONTRACTS, REMUNERATION AND WORKING HOURS.

Principle

It is important that workers are selected according to an objective and transparent process, that labor relations are established in accordance with current labor legislation, such as working hours, overtime, wages, among others; demonstrating the absence of precarious employment. In addition, they should receive a decent salary, which allows them to meet their basic needs of food, clothing and housing, as well as to provide necessary income for themselves and their family group.

Requirements

1. The company must have an objective and transparent staff selection and hiring process, keeping the respective records. This must be demonstrated through a procedure that describes the positions that require this selection process.
2. **Regardless of the regime to which the workers belong, whether they are contracted or subcontracted, permanent or temporary, they must have a valid employment contract and receive a remuneration that complies at least with the provisions of current labor legislation. In turn, the corresponding legal payments and discounts must be made as stipulated by the same law.**

(According to the 2023 Compensation Study, carried out by consulting firm LGV, the salaries paid by the wine sector in all cases are higher than the current legal minimum and, on average, higher than those paid by other companies in the agro-industrial sector. This reference from an independent source should be taken into account when establishing the remunerations of its collaborators.)

3. The working hours established in the contract must be respected, in accordance with current national legislation. The hours may exceed the legally established ones in any seven-day period and in exceptional circumstances, when the employer can demonstrate that these circumstances occur, such as a peak in production and the consent of the workers is obtained. According to current legislation, the working day cannot be distributed over more than six days in the week.
4. Overtime must be considered when the working day established in the contract is exceeded and it has been jointly agreed between the employer and the worker. They must be paid in accordance with the provisions of current labor legislation.
5. The right to vacations of workers must be respected, as stipulated in current legal regulations.
6. Pre- and post-natal parental leave must be respected, as stipulated in current legislation.

7. Pregnant women, women who are breastfeeding and young workers must not perform potentially dangerous work.

CHAPTER 6.5.- WORKERS/COLLABORATORS – ADDITIONAL BENEFITS.

Principle

Additional employee benefits are an important aspect of improving the quality of life of employees and fostering a positive work environment. These benefits go beyond basic compensation and benefits and can have a significant impact on both employee satisfaction and motivation, as well as company performance and productivity.

Requirements

1. Work flexibility must be provided to allow workers to balance their personal and professional lives, implementing actions such as flexible schedules for mothers or fathers with small children, teleworking, leave after a work trip, leave to care for a sick family member, support for child care, a private environment for breastfeeding, administrative days, birthdays, additional days for birth or death, among others.
2. A remuneration system must be implemented that considers salary increases or additional economic benefits, according to defined guidelines. These additional benefits may include variable performance bonuses or support for the education of the children of their collaborators, among others.
3. The delivery of special working conditions and benefits additional to the legal ones to pregnant workers or parents with newborn children must be considered and implemented. These benefits must be previously agreed upon together with the company's workers. It may be in accordance with the provisions of requirement 7.5.1.
4. Supplementary health, dental or life insurance should be considered for its employees and extended to their families.
5. The company should offer some kind of facility so that its employees can fulfill some justified obligations. To do this, flexible systems of permits and benefits adapted to the diverse needs of the staff can be used, which do not involve monetary discounts or the use of vacation days.

CHAPTER 6.6.- WORKERS/COLLABORATORS – SUBCONTRACTED PERSONNEL.

Principle

The well-being of subcontracted workers is very important, therefore, external companies that provide this type of workforce must ensure that they comply with all current labor legislation and have a system of remuneration and benefits similar to those enjoyed by personnel hired by the company.

Requirements

1. The company must have all contracts, commercial agreements or updated agreements that it has with its personnel subcontractors and/or personnel selection agencies.
2. Subcontracting companies must be asked to guarantee compliance with labor laws. This can be, for example, through contracts. The company must also apply the child labor verification procedure it has, when reviewing the subcontractor's documentation and also in person at the different facilities and fields.
Additionally, the winery must offer subcontracted workers working conditions, safety and training similar to those offered to its direct workers.

CHAPTER 6.7.- WORKERS/COLLABORATORS – PROFESSIONAL DEVELOPMENT AND EMPLOYMENT.

Principle

The professional development of employees directly benefits company management and therefore their ongoing training should be encouraged and facilitated through training activities that allow for the permanent improvement of their skills and knowledge.

Requirements

1. Workers must be continuously trained and educated, either internally or with external support. To do this, a training plan must be in place and, as a result of its execution, there must be an indicator of average hours of training per worker per year.
2. There must be evidence of training of workers and business owners in agricultural and wine-related topics, as appropriate.
3. The company must have a diagnosis of the work competencies of its staff and, based on the results, certify them with the current national work profiles, through a center accredited by CHILEVALORA. If the workers do not pass the certification, training must be created to help reduce the gaps found.
4. There must be concrete measures that allow those who require it to finish their basic and/or secondary education, or to continue developing professionally.
5. There must be a procedure for the internal mobility of workers, favoring their promotion or hiring when they meet the required profile.
6. There must be a system that encourages and recognizes outstanding performance of its employees.

CHAPTER 6.8.- WORKERS/COLLABORATORS – SAFETY AND OCCUPATIONAL HEALTH. (THIS CHAPTER CAN BE APPROACHED JOINTLY WITH THE GREEN AND ORANGE AREAS AND BE AUDITED ONLY ONCE IN THE AUDIT FOR THIS AREA).

Principle

Within the organizational culture, it is important to care for the health, safety and well-being of its workers, for this reason adequate working conditions must be sought, in a healthy, safe and contamination-free environment.

Requirements

1. The company must implement a program of actions aimed at the occupational health and safety of its workers, which considers the sanitary and environmental conditions in the facilities and work spaces, including, for example, air quality, temperature, lighting, among others. This program must include a risk analysis and consider training and education as central elements for prevention.
2. The company must be aware of the risks and inform its workers.
3. Based on the risks identified in point 6.8.2, all measures must be taken to reduce the occurrence of work accidents and ensure at all times that safe work conditions are met, in a healthy and contamination-free environment.
4. The company must have an occupational health and safety policy.
5. If the company has more than 100 workers, it is required to have an Occupational Risk Prevention Department, which must be directed by a Prevention Expert, with the characteristics and hours established by the D.S. 40, of the Ministry of Labor and Social Security. Companies that are not required to establish a Risk Prevention Department must keep the basic information for the calculation of frequency and severity rates.
When more than 25 people work, one or more Joint Health and Safety Committees must operate.
With between 10 and 24 workers, it is recommended to have a person within the company who is trained in health and safety issues.
6. The company must have first aid kits in the facilities and expired items must be replaced when appropriate. They must be accessible in permanent work places and in case of specific tasks, they can be moved to these places. The basic elements of a first aid kit are:
 - Soap.
 - Cotton.
 - Disposable gloves.
 - Physiological serum.
 - Gauze.

- Sterile dressings.
 - Bandages.
5. Workers must have the possibility to participate in discussions on working conditions, health and safety. This requirement considers the work of the Joint Committee or another organized group.
 6. The company must have rules or procedures to follow in case of accidents and hygiene measures for the operations and functioning of the company. This is with the objective of aiming to develop its activities with the appropriate safety measures.
 7. It must have at least one person with first aid training (Reference: one person for every 50 workers). It must have the certificate or similar document that verifies his/her training. In the case of small companies with less than 5 workers, only having a first aid kit will apply.
 8. A record must be kept of all incidents, occupational diseases and accidents related to the company. On the other hand, accidents must have documentation of the investigations and follow-up to corrective actions. The accident rate record must be kept.
 9. In the event that housing or lodging is required for some workers, it must be ensured that it is provided with optimal hygiene and habitability conditions (e.g.: clean, safe, with access to natural light and water, lighting, ventilation, heating, clean sanitary facilities, furniture for sleeping and resting, among others). Special attention must be paid to vulnerable workers identified in the chapter on human rights.

CHAPTER 6.9.- WORKERS/COLLABORATORS – WORKING CONDITIONS AND HEALTHY LIFE.

Principle

Having good working conditions and a healthy lifestyle helps improve people's quality of life.

Requirements

1. Surveys on the work environment within the company must be conducted at least every three years, and their results must serve to take concrete actions that allow for continuous improvement in this aspect.
After the first certification cycle, the evaluation must be directed at 100% of permanent workers.
2. The company must have a prevention and treatment program for drug and alcohol addictions, establishing the procedures to be applied in these cases. These procedures may consider the support of public or private institutions or organizations.
3. A healthy lifestyle and preventive health of its workers must be encouraged. This may include health and nutrition workshops, health and nutrition counseling, practices that are rewarded to the worker and that are related to a healthy lifestyle, healthy eating options in the cafeteria or snack stations, and access to medical equipment in the company facilities.

CHAPTER 6.10.- WORKERS/COLLABORATORS – DISMISSAL AND RETIREMENT.

Principle

Job security is very important for the development of its employees and the company, for this reason, in the event of dismissals, they must be carried out in a well-founded manner and recognizing the years of service.

Requirements

1. There must be the possibility for workers to choose for voluntary severance, obtaining benefits in addition to the legal ones. This can be expressed in a policy or communicated to its workers. The guidelines for choosing this option must be defined by the company.
2. The company must consider additional retirement benefits. The guidelines for choosing this option must be defined by the company.

CHAPTER 7: COMMUNITY.

TOTAL SCORE:

EP: 12 points.

EM-EG: 48 points.

CHAPTER 7.- COMMUNITY.

Principle

Corporate social responsibility encompasses its local environment, and therefore it must contribute to the development of the communities in which it operates, integrating into its activities all the externalities generated in the social, environmental and economic spheres.

Requirements

1. The company must identify its local community(ies) and assess the impacts produced on it(them) due to its productive activities. Once this process has been carried out, the result must be used to develop and implement an action plan with the company.

Note: - For already certified companies, it is mandatory to have a plan in place.

The local community is defined as: People or groups of people who live or work in areas that are affected (positively or negatively) from an economic, social or environmental point of view by the organization's operations. The local community may be made up of people who live in areas adjacent to the operations or in settlements isolated from the operations that may be impacted by said operations.

2. The company must identify and know its local community(ies) and establish communication channels that allow involvement with it.
3. It must have a person responsible for channeling work related to community support projects, who can help with the planning and execution of these projects.
4. The company must help the development of the community through the implementation of specific projects or by directly involving itself in community projects.
5. Agreements must be established with public schools, technical-professional high schools or universities to support the educational work of these institutions and the training of their students.
6. The participation of workers and collaborators in projects with the local community must be facilitated.
7. Communication channels with the community must be implemented to allow involvement with the community. Through these channels it is possible to find out what the expectations and interests of the community are with the company.

8. As part of the effort to cooperate in the development of the community close to the company, preference must be given to the hiring of local suppliers and services, as long as they are available and meet the requirements sought by the company.

CHAPTER 8: CLIENTS AND CONSUMERS.

CHAPTER 8.1: QUALITY MANAGEMENT SYSTEM.

CHAPTER 8.2: MARKETING AND COMMUNICATION.

CHAPTER 8.3: COMMUNICATION WITH CLIENTS AND CONSUMERS.

CHAPTER 8.4: RESPONSIBLE CONSUMPTION.

CHAPTER 8.5: ETHICAL SALES.

TOTAL SCORE:

EP: 112 points.

EM-EG: 196 points.

CHAPTER 8.1.- CLIENTS AND CONSUMERS – QUALITY MANAGEMENT SYSTEM.

Principle

Consumers should be provided with good quality, safe products, produced in a socially responsible manner and with a low environmental impact in their production process.

Requirements

1. There must be a quality management system in place with qualified personnel, aimed at protecting the quality, hygiene and safety of all its products.
2. There must be a document management system that guarantees the correct handling and quality of the product. This considers, for example, wine blends, product applications, oenological corrections, among others.
3. The company's senior management must be committed and involved with quality management, through the allocation of resources, meetings with the quality team, and implemented actions.
4. There must be a procedure or instruction to respond quickly and transparently to claims and complaints from customers and consumers regarding product quality aspects.
5. There must be a documented procedure for the recall or withdrawal of products with the person responsible and the notification mechanisms. Effectiveness exercises of the procedure must be carried out annually and the results must be recorded.
6. The company must have a HACCP (Hazard Analysis and Critical Control Points) plan in place to address the biological, chemical and physical hazards of the process.
7. There must be multi-residue sampling and analysis procedures to verify that the maximum limits are met for both its own and purchased grapes. There must be documentary evidence to show that the sampling procedures are applied.
8. The company must have a documented action plan that describes what to do in the event that a maximum residue limit (MRL) is exceeded, both nationally and in the destination countries. The documented action plan must incorporate communication channels with customers and may be part of the product recall and withdrawal procedure.

9. Research and studies must be carried out or you must participate in them with the aim of improving the quality and conservation of the wine that reaches the end consumer.

CHAPTER 8.2- CLIENTS AND CONSUMERS – MARKETING AND COMMUNICATION.

Principle

The company's marketing plan must respect fair competition and be guided not only by the orientation towards obtaining economic benefits, but also by the impact on society. For this reason, the company must promote the values on which its corporate ethics program has been developed and ensure that its advertising campaigns are framed under the legislation that protects consumer rights.

Requirements

1. The company must be transparent in its decisions and activities related to sustainability and the fulfillment of its objectives, communicating its impacts on society and the environment. A formal report must be available, developed using a recognized methodology.
2. There must be an internal and external communication and/or marketing policy, aligned with the company's values and ethical principles.
- 3.
4. If the company is a member of Wines of Chile, it must adhere to the Advertising Self-Regulation Code. If it is not a member, adherence is voluntary. Advertising and marketing are essential tools to allow wine producers to position their products and explore new markets. Given the above, consumer information and education are essential to promote consumption compatible with a healthy lifestyle. In this context, Vinos de Chile A.G. has decided to update its code of responsible practices regarding the sale and advertising of wines, so that member companies adopt it in their advertising and marketing actions. To verify the implementation of this requirement, you must sign the certificate of adherence provided in Annex 5, send it to Wines of Chile and attach it to the dossier of documents presented in the document review prior to the audit.
5. Advertising campaigns, promotional actions and communication strategies must use truthful content that does not mislead consumers.

CHAPTER 8.3- CLIENTS AND CONSUMERS – COMMUNICATION WITH CLIENTS AND CONSUMERS.

Principle

The creation and establishment of channels of dialogue with the different interested parties, and especially with clients and consumers, will allow the company to provide and make decisions regarding its product and processes in an informed manner. In turn, it will allow us to respond in a timely manner to concerns and problems that may arise in our relationship, both in the delivery of the product and in the production processes.

Requirements

1. One or more communication channels must be established to respond in a timely and reliable manner to queries or complaints from clients and/or consumers.
2. There must be an authority or person responsible for customer service, who must act in accordance with the company's business strategies and organizational values.
3. Improvements must be implemented in the quality of its processes, products and/or services, based on its own evaluations or as a result of complaints or suggestions from clients and/or consumers.

CHAPTER 8.4.- CLIENTS AND CONSUMERS – RESPONSIBLE CONSUMPTION.

Principle

The wine sector must make a commitment to inform consumers about the risks of excessive consumption and the benefits of moderate wine consumption. This should be done through the implementation of responsible advertising and communication.

Requirements

1. The company must consider the message of responsible wine consumption as part of its communications, advertising and marketing policy. This information must be provided in a balanced way, including the risks of inappropriate consumption and the advantages of moderate consumption.
2. The message of responsible consumption must be disseminated to consumers and/or workers, through different means depending on the target audience.
3. Consumers must be educated about moderate and responsible wine consumption in order to influence a healthy lifestyle and promote cultural change in consumption.
4. It must educate its workers regarding responsible wine consumption and, in the same manner, so that they are capable of educating consumers or visitors to the vineyard.
5. Information must be included on labels that aims to prevent consumption by minors, pregnant women and drivers of vehicles or other means of transport. If you sell in the national market, this will be a legal requirement from 2024.
6. The company must be part of national and/or international initiatives that guide communication about moderate wine consumption.

CHAPTER 8.5.- CLIENTS AND CONSUMERS – ETHICAL SALES.

Principle

Unethical sales practices must be formally and explicitly prohibited. This principle must be the basis for the development of commercial and sales activities.

Requirements

1. The use of unethical sales practices, such as pressure, deception, undue influence, extra payments, etc., must be prohibited.
2. The sales department must be aware of the company's ethical sales practices.
3. It must have procedures in place to prevent the misuse of its customers' information.

CHAPTER 9: ECONOMIC SUSTAINABILITY.

TOTAL SCORE:
EP: 20 points.
EM-EG: 20 points.

CHAPTER 9.- ECONOMIC SUSTAINABILITY.

Principle

In order to make way for economic sustainability in companies, it is necessary to have adequate management systems that allow them to evaluate growth and make projection comparisons. To do this, commercial objectives and goals must be established beforehand.

Requirements

1. As a way of managing and controlling the business, the company must have financial management mechanisms or systems that include inventories, expense and income controls, company profits and other aspects that are considered relevant when it comes to correctly leading the business and complying with the company's business plan.
2. To allow for good management of the company's business plan, the company must have a person in charge of the financial or accounting area. For this position, it is suggested to previously determine their profile and responsibilities.
3. As a support for compliance with the business plan and the economic sustainability of the company, the company must have a pool of management indicators that allow it to adequately compare the growth and achievement of the previously stipulated objectives. In turn, it must have data that allow it to adequately compare the productivity and growth of the company and carry out the relevant business analyses.

CHAPTER 10: CONTINUOUS IMPROVEMENT.

TOTAL SCORE:
EP: 48 points.
EM-EG: 68 points.

CHAPTER 10.- CONTINUOUS IMPROVEMENT.

Principle

It is necessary to organize actions to implement the Sustainability Code and to properly disseminate its requirements, especially among its employees. It is necessary to organize actions to implement the Sustainability Code and to permanently monitor them, along with the level of compliance with the requirements, within a process of continuous improvement of the company.

Requirements

1. As part of the implementation and compliance with the objectives of the CS, companies must make their requirements known to permanent and temporary workers through different means of dissemination.
2. They must record and keep updated the indicators in the Annex 6 form.
3. They must keep an annual comparison of the indicators requested in requirement 10.2 of this chapter and perform an analysis of the results.
4. They must evaluate the level of compliance with the CS through annual internal audits. These must be under the responsibility of a person who meets the necessary competencies, either with an internal auditor course for other standards or well trained in the courses taught by Wines of Chile, specific to the Sustainability Code. It is not mandatory to have a specific CS auditor course.

Note: - Companies requesting certification for the first time must carry out their internal evaluation before the third-party external audit.

5. The company must have a short-, medium- and long-term continuous improvement action plan for the requirements that did not obtain the maximum score or obtained 0 points as a result of the external audit. The plan will be reviewed in the control and recertification audits.
This plan must:
 - Describe the corrective measures for the requirements mentioned above.
 - Assign those responsible for their implementation and reporting.
 - Define implementation deadlines for the measures.

If the vineyard has obtained a total score equal to or greater than 95%, it may argue that the requirements are not implemented.

6. The company must implement communication channels through which it responds in a timely manner to claims, suggestions, complaints and/or queries that are related to compliance with this code. This communication channel must accept that the person can remain unidentified and have a person in charge of its management and implementation.

ANNEX 4: CONDITIONS FOR FOREIGN CONTRACTS.

1. Remuneration Clause: the remuneration of the contracted worker must be paid in Chile, in legal currency;
2. Validity Clause. This clause must be worded as follows: "The obligation to provide services arising from this contract may only be fulfilled once the worker has obtained the corresponding residence visa in Chile or the special work permit for foreigners with a visa in process";
3. Pension Regime Clause, where the employer agrees to make the corresponding withholdings and pay them into the Chilean social security and pension institutions, unless the parties comply with Law No. 18,156, and must be worded as follows: "It is noted that the worker will contribute to the Chilean pension regime, the employer agreeing to make the withholdings and pay them to the corresponding institutions;
4. Income Tax Clause, where the employer agrees to respond to the tax payment corresponding to the foreign worker's remuneration (Single Tax or Global Complementary Tax, as appropriate. Only for salaries higher than 13.5 UTM), worded as follows: "The employer has the obligation to respond to the payment of the corresponding income tax in relation to the remuneration paid."
5. Travel Clause (for the residence visa subject to an Employment Contract): "The employer agrees to pay, at the termination of the employment relationship (whether due to contract termination, dismissal or resignation), the return ticket of the worker and the members of his or her family as stipulated, to his or her country of origin, or to the one agreed upon by the parties, in accordance with the provisions of section 2 of article 37 of the D.S. No. 597 of 1984. In this regard, it should be noted that the aforementioned obligation of the employer will exist until the foreigner leaves the country or obtains a new visa or permanent residence."

The visas that exist in the field of work for foreigners are:

1. Residence visa subject to work contract: The granting of a residence visa subject to work contract for foreigners, who have been hired by a company with residence in Chile, has a maximum duration of two years.
2. Temporary residence visa for work reasons, which allows work for a maximum period of one year, renewable to two years, with one or more employers.
3. Special work permit with a temporary visa for work reasons in process, which is requested at the time of sending the application for temporary residence, and work can be done once the application is accepted for processing.
4. Visa for artists who come to work for less than 90 days.
5. Authorization to work as a Tourist: Tourists are prohibited from carrying out paid activities, even when these are paid abroad.

6. The Ministry of the Interior and Public Security, in very qualified cases, may authorize tourists who have a valid permit to work in the country for a period of no more than 30 days, extendable for equal periods until the tourist permit expires.

*For further details, refer to the Labor Code and the General Directorate of Labor.