

	<h1>SOCIAL RESPONSIBILITY POLICY</h1>	Ver. 03
		24/02/2021
		Page 1 of 2

Deeply rooted in the past with a view to the future

Cantine Riondo Spa is a company in perfect harmony: deeply rooted in the past yet forward-thinking with its sights set on the future. It was founded in 2008 as an offshoot of the Collis Veneto Wine Group, the leading cooperative group in Italy, to market the wine made with the grapes from the 2,000 member producers in the Hotel and Restaurant industry, as well as to large-scale retailers, both in Italy and abroad.

In reality, Cantine Riondo Spa is a young company, only founded in 2008.

It is a subsidiary of the Collis Veneto Wine Group. Together they form one of the largest and most important wine production companies in the Veneto region and across the whole of Italy, playing a leading role in Italian viticulture with over 6,000 hectares of vineyards across Verona, Vicenza and Padua, tended to daily by more than 1,800 member farmers. Its vineyards extend throughout all the main wine-making areas in the Veneto region: Prosecco, Soave, Valpolicella, Ripasso, Amarone, Pinot Grigio, Chardonnay, Garganega and Corvina are among the best known products for consumers both in Italy and abroad.

In accordance with specific quality protocols drawn up by the Group's agronomic team in collaboration with the research organisations most representative of the region, members receive constant, well-founded guidance to help them make their agronomic decisions, with the aim of getting the most out of the various grape varieties. The grapes are made into wine at 5 collection points, in cellars equipped with technology which is state-of-the-art when it comes to both preserving and highlighting the characteristics intrinsic to each grape variety.

The wines produced are then bottled by Riondo, a successful company which also distributes the wines which embody the quality production typical of the Veneto region under six different brand names. The brands are: Riondo and Riondo Collezione (DOC and varietal sparkling wines), Casa Burti (general sparkling wines), Lunardi (Doc and varietal still wines), Ceccato (Doc and varietal still wines from the Veneto region), Casalforte (premium Doc varietal wines) and i-Spritz (cocktail).

Values

The cooperative spirit palpable throughout the company results in entrenched values which may be basic, but lie at the heart of the business and are shared by every single employee:

the energy shared by a young team motivated to achieve new milestones; a sense of familial belonging expressed through the willingness to collaborate, share and help each other; regional pride through the bond felt with our own origins, firmly anchored to the region as roots are to the ground; sustainability, a commitment which extends beyond claims, shown through concrete actions in terms of circular economy, equalisation and water recovery; and finally, the value of stripping back to the essentials, based on the Kaizen philosophy which the company has followed for years to optimise processes and activities as part of a process of continuous improvement.

From the very beginning, Collis's commitment and efforts with Cantine Riondo Spa have been focused, first of all, on the production of quality products, made by carefully selecting the grapes, using cutting-edge production equipment and meticulously studying the image and characteristics of the packaging. There is an equally important focus on constantly satisfying the needs of customers, for whom the company acts as a business partner, ensuring excellent quality standards, in terms of both product characteristics and service and availability.

All of this is made possible by investing significantly in human resources, who have always been considered of fundamental importance for the company to achieve success. Company representatives have always believed that any result can be achieved if natural, proper relationships are defined between people.

The emphasis on human resources and teamwork and the attention paid to workers' safety as well as the needs, inclinations and potential of each worker, have made it possible to create a positive working environment.

A satisfied worker with a smile on their face will be more driven to work hard and for the common good.

In the same way, the company has endeavoured to invest in long-lasting, sincere relationships with all stakeholders, seeking to increasingly share ethical principles throughout the supply chain.

	<h1>SOCIAL RESPONSIBILITY POLICY</h1>	Ver. 03
		24/02/2021
		Page 2 of 2

Commitment to Social Responsibility

The company's objective is to foster a culture of social responsibility at all levels (among staff, suppliers, neighbouring companies, etc.).

Cantine Riondo Spa bases all of its activities on ethical principles and promotes the values of quality of life while respecting the environment and people.

Cantine Riondo Spa has therefore decided to develop and implement a Corporate Social Responsibility System in compliance with the international standard SA8000:2014.

To this end, Cantine Riondo Spa undertakes to endorse and comply with the following:

- all the requirements of the SA8000:2014 standard;
- the International Labour Organisation (ILO) Conventions;
- the United Nations Convention on the Rights of the Child;
- the Universal Declaration of Human Rights;
- the United Nations Convention on the Elimination of All Forms of Discrimination against Women and All Forms of Racial Discrimination;
- the International Covenant on Civil and Political Rights and on Economic, Social and Cultural Rights;
- all national and international laws in this regard, including (Italian) Legislative Decree no. 81/2008 and subsequent amendments on workplace health and safety, and the GDPR no. 679/2016 on personal data protection and processing;
- the code of conduct included as part of its own Company Regulations.

The main aims of introducing a Social Responsibility System to Cantine Riondo Spa are:

- to prevent situations that infringe human rights
- to increase the efficiency of its organisational structure and supply chain
- to foster a culture of social responsibility through a permanent process of staff training, engagement and empowerment
- to streamline the structure and procedures with a clear and well-balanced definition of tasks and responsibilities
- to create a stimulating and rewarding work environment for the professional growth of personnel
- to participate in and contribute to solidarity/social initiatives, paying particular attention to welcoming local students as interns
- to commit to sharing ethical principles among all stakeholders
- the desire to make production and products increasingly sustainable by disseminating, over coming years, protocols regarding ethics and social responsibility to be signed by partners, with the intention of controlling the entire supply chain

The company is committed to respecting the principles laid down by the Social Responsibility System and, when carrying out its activities, it requires its employees/collaborators/suppliers to comply with regulatory requirements regarding:

- Child labour
- Voluntary work
- Health and safety
- Freedom of association and the right to collective bargaining
- Discrimination
- Disciplinary procedures
- Working hours
- Remuneration

Monteforte d'Alpone, 24 February 2021

Cantine Riondo SpA

Gianfranco Gambesi
General Manager
(signed in Italian version)