



Pernod Ricard

GINPOSIUM – JUNE 9TH, 2023

GOOD TIMES FROM A GOOD PLACE

Our approach to sustainability



Coming up...

Agenda



Pernod Ricard in the UK: an introduction



Sustainability: why it matters



Our journey to sustainability



Key learnings and recommendations



Introducing ...



Pernod Ricard

#2 in wines and spirits



19,000
employees





Introducing ...

Pernod Ricard in the UK



Chivas Brothers
Pernod Ricard



Pernod Ricard
Créateurs de convivialité



The Gin Hub
Pernod Ricard



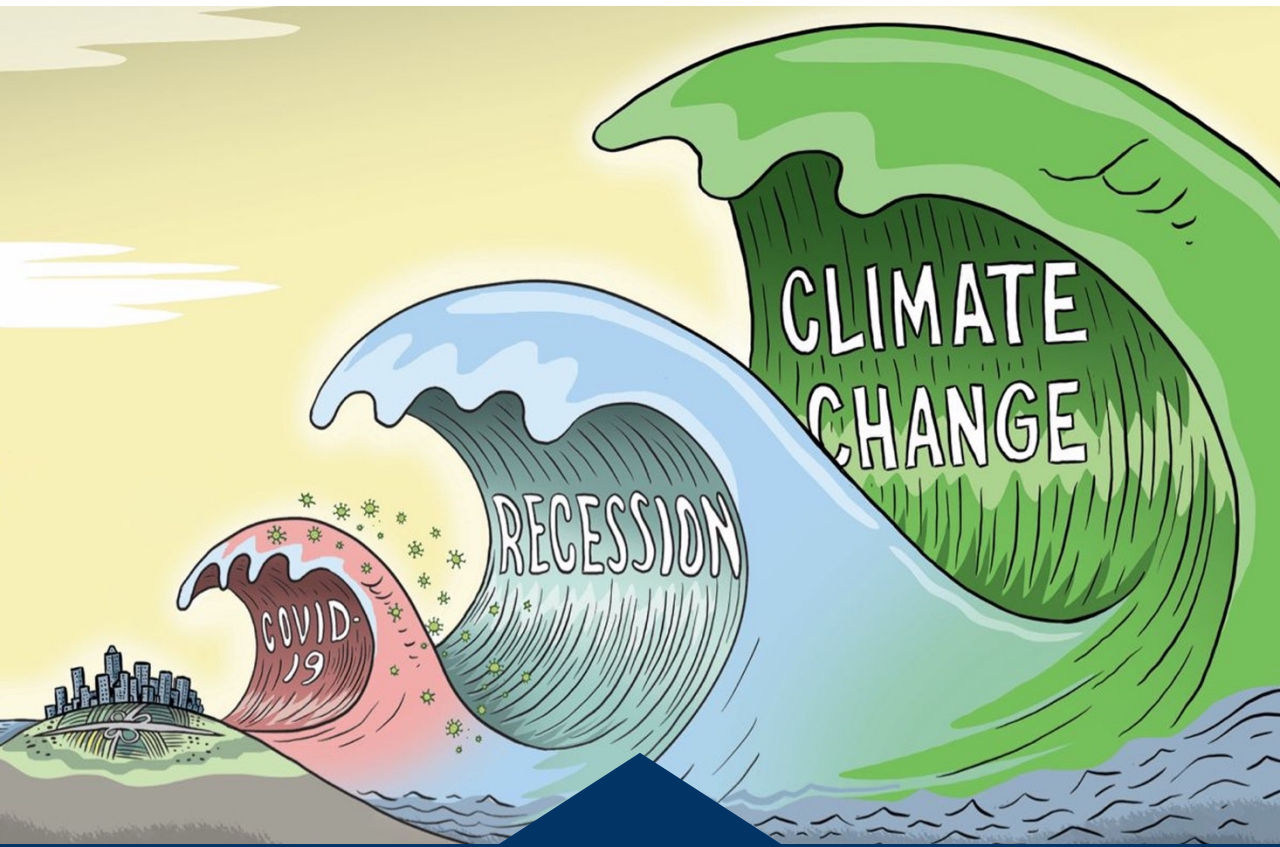
Pernod Ricard
Global Travel Retail

More than
2,100
employees

33 brands

including **five** gins





Our biggest challenge



We're dependent on the
land



Right thing to
do



Is expected from,
and matters to, our consumers and
colleagues



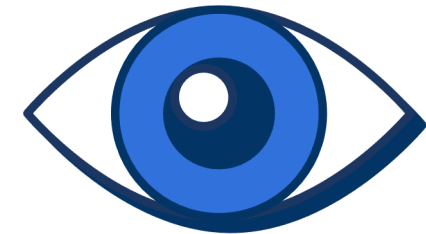
Addresses
environmental and
social shifts



Sparks innovation



Builds purposeful brands



Supports our vision
and puts it into
action





1

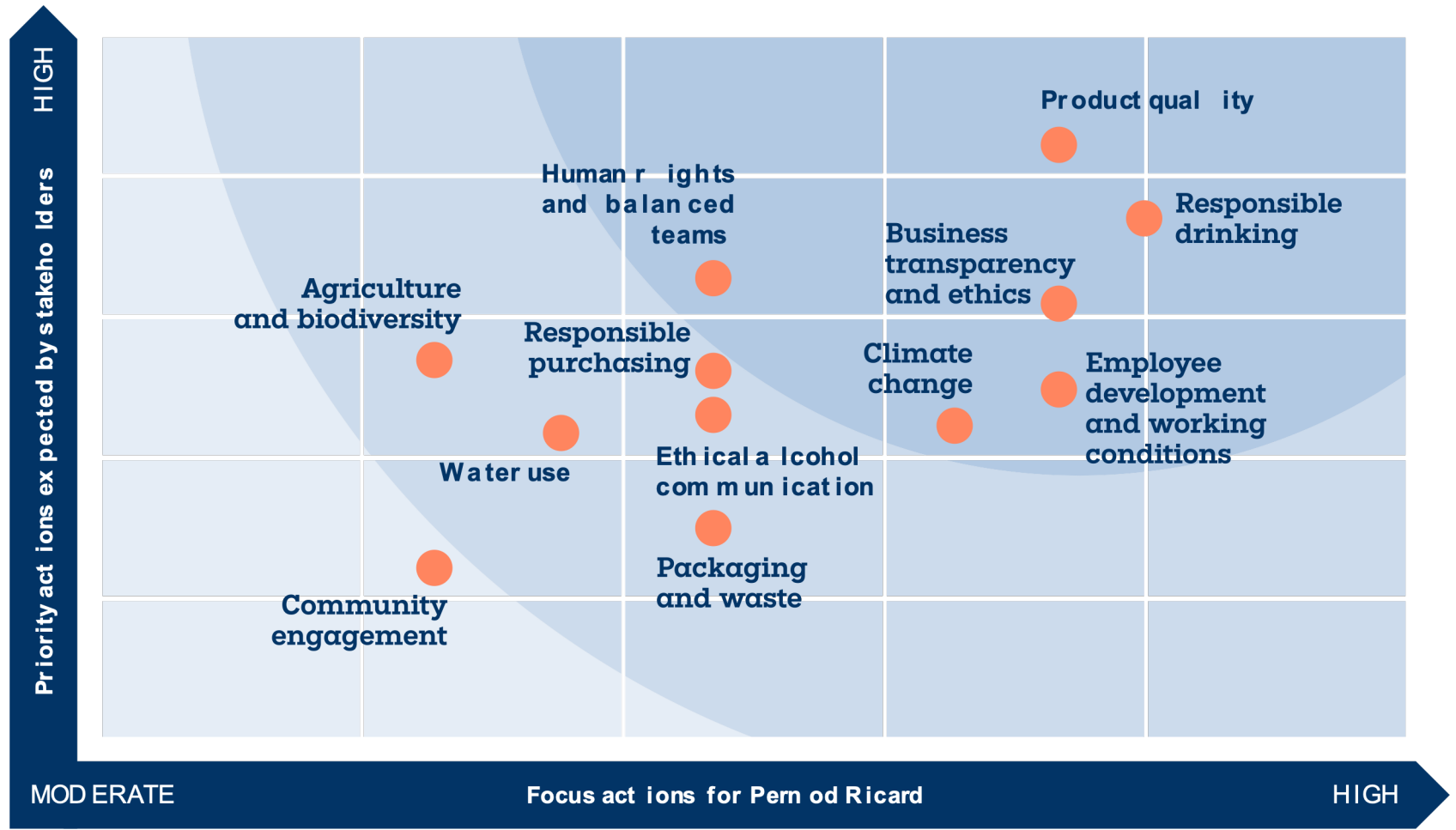
Stakeholder engagement: opened up active dialogue

2

Materiality matrix: prioritised where we have the most impact

3

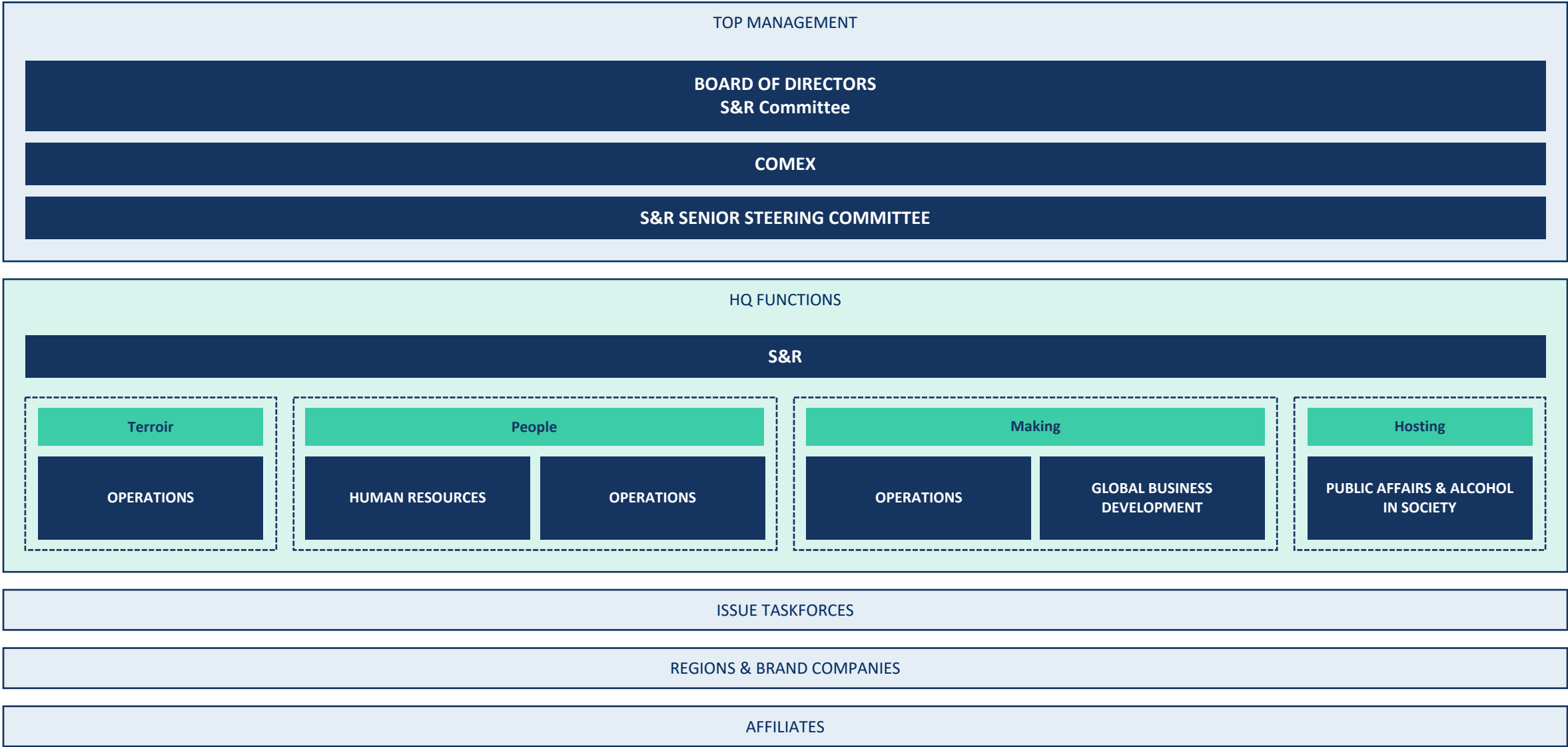
Governance: created the dream team!





Good Times from a Good Place: our S&R strategy







Our sustainability journey: the finish line

Nurturing TERROIR

We nurture the land and biodiversity, and respond to the challenges of climate change, to ensure we have quality ingredients now and for generations to come.

13 CLIMATE ACTION



15 LIFE ON LAND



FOCUS AREAS:

- **Regenerative Agriculture**
- **Biodiversity**



Regenerative agriculture

concentrating on the agricultural carbon footprint



Sourcing raw ingredients locally



Meeting crop standards



Partnering with growers to improve sustainable farming practices



Biodiversity

Strengthening the natural landscapes we work in



Plymouth Gin
x Ocean Conservation
Trust



- protecting and restoring seagrass habitats
- historical link to the ocean
- aiming to regenerate habitat



Our sustainability journey: the finish line

Valuing PEOPLE

We increase diversity and fairness for all our people and empower people across our supply chain.

5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



FOCUS AREAS:

- **Responsible procurement**
- **Health & safety**
- **Diversity & inclusion**
- **Ensuring our partners are future fit**



Responsible procurement

- Supplier onboarding
- Partner Up
- Supplier standards

SUPPLIER
ONBOARDING



Ensuring our partners are future fit



Health
& Safety

One simple
message:



TAKING CARE
OF EACH OTHER



Diversity & Inclusion

- Closing our gender pay gap
- 35% of women in top management
- Employee share ownership plan



Building a more equitable workplace

UNITED NETWORKS



Pernod Ricard
FLUID
UK LGBTQ+ NETWORK





Our sustainability journey: the finish line

Circular MAKING

We minimise waste by imagining, producing and distributing our products and experiences in ways that optimises and helps preserve natural resources.



FOCUS AREAS:

- **Carbon neutral distilleries**
- **Packaging**
- **Water use**
- **Scope 3 reduction**



Circular packaging by 2025

Minimising
the impact
of packaging



Stakeholder engagement

ECOPACK
TOOL





Circular packaging by 2025: Our five 'R' principles



Reaching carbon neutral distilleries by 2026

Introducing energy
efficient technology



Decarbonising our fuel



Procuring renewable
electricity





Our sustainability journey: the finish line

Responsible HOSTING

We fight alcohol misuse in society by taking action on harmful drinking and engaging with our stakeholders for real change.

3 GOOD HEALTH
AND WELL-BEING



17 PARTNERSHIPS
FOR THE GOALS



FOCUS AREAS:

- **Employee engagement**
- **Consumer information**
- **Consumer experiences**



Employee engagement



Responsible
drinking training
for new starters



campaign

Consumer information



Consumer
experiences

**DRINK
MORE.**
WATER



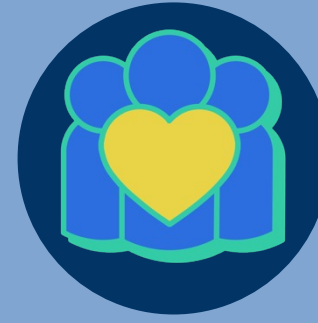
Prioritise where
you have the
most impact



It's a journey –
collaborate early



Communicate and
keep
it simple



Accept you're not
perfect



Get on
board



Recommendation
Make the most of your
people and connections:
we're stronger together



Pernod Ricard

Créateurs de convivialité

