

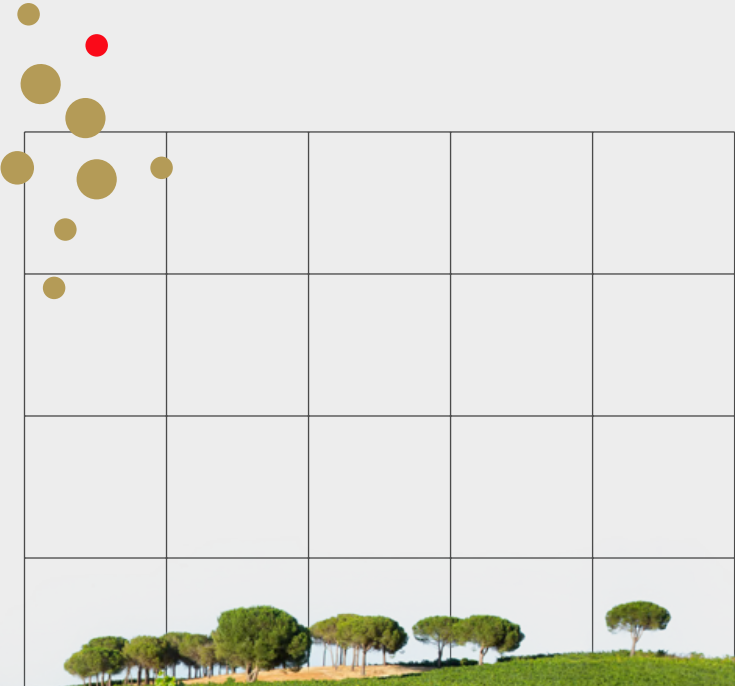
— FAMILIA —
**GONZÁLEZ
BYASS**
VINOS Y SPIRITS · 1835

Sustainability Report 2021 - 2022



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01

Welcome Letter

We care for the land that gives us the essence of our wines. We are dedicated to making progress in terms of sustainability to creating a positive impact.



5 + 5 GENERATIONS TAKING CARE OF THE LAND WE CULTIVATE

At González Byass, we know how important it is to promote sustainable development and make a positive impact on our environment through our actions.

We have a **strong commitment to sustainability** that goes right to the roots of our business. We promote sustainable agriculture, optimise natural resources, use renewable energy, seek to reduce CO2 emissions and protect biodiversity. It is the essence of our **“5+5 Caring for the Planet” Plan**, which represents the five family generations that have led the company caring for the planet to the present day and the next five generations who will continue this mission.

Our environmental commitment also extends to the **social, economic and governance** areas.

We look after the care and development of our people, support the communities in which we operate and work to maintain our honesty and integrity as a company at all times.

In short, we strive to carry out **our activity in a sustainable way**, acting locally, but contributing to global commitments in line with the United Nations Sustainable Development Goals (SDGs).

In so doing we are maintaining the essence of the company’s historical traditions, while advancing innovation and promoting environmental protection, social contribution, and corporate responsibility on our land.

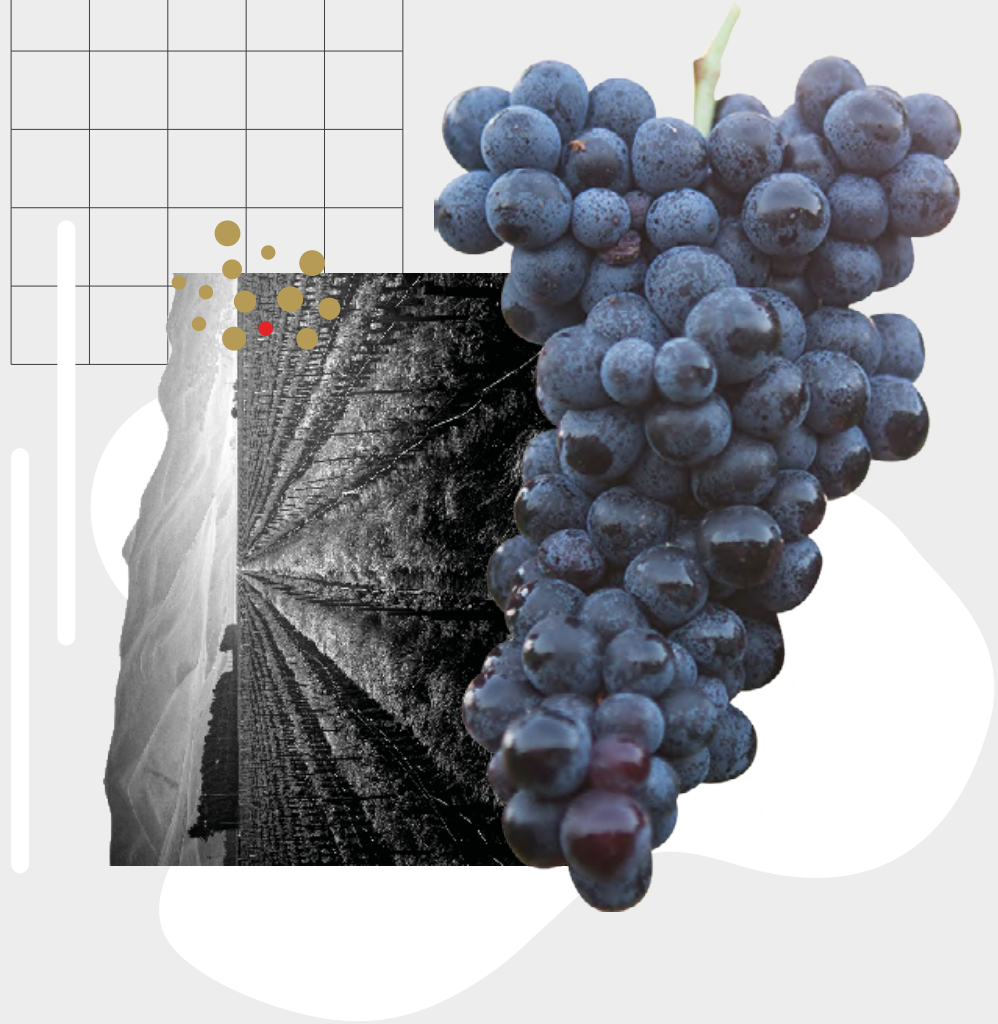
Victoria González-Gordon
Chief Sustainability Officer



02

Our impact 21-22

Step by step, we become more sustainable every day.





ENVIRONMENTAL



64%

integrated (44%)
and organic
(20%) production



79%

energy from
renewable sources
(+7% vs. 2021)



-4,6%

CO₂ emissions
for scopes 1 & 2
vs. 2021




99%


waste
recovered
recycled



 SOCIAL




 **1,009** employees
(+5% vs. 2021)

 **31%** of our workforce
are women
(+2.6% vs. 2021)



 **15,364** hours of
employee training
(+37% vs. 2021)

 **86%** suppliers rated
as sustainable



GOVERNANCE



**Chief Sustainability
Officer**, a new role created
to drive our commitment
to sustainability




2 certifications to ensure
food quality and safety:
BRC and IFS



1.9 MM€ million
invested in
environmental
sustainability





At González Byass, tradition and innovation are the foundation of our company philosophy.

03

González Byass, tradition and innovation

We enjoy the adventure of being a company with such a long tradition every day, combining the experience accumulated during our 180-year history with the innovations that allow us to develop current technology and knowledge.





We cultivate, produce, evolve and adapt. It is to this end that the great family of professionals that make up our staff dedicate their effort, affection and expertise. These efforts have led to great awards, accolades and medals, including for best European and world winery, which we won in 2017.



We have established ourselves as leaders in the sector for the uniqueness of our wines and spirits.

We are passionate about what we do, with an **ingrained wine culture** forged over almost two centuries of experience, positioning us as one of the most traditional wineries in the world. We also have an established and recognised portfolio of premium spirits.

In this ongoing mission we take great care of the land that has given us everything we have built throughout our history. **Quality and commitment to sustainability** have always been at the core of González Byass, guiding our daily endeavours towards greater sustainability.

González Byass at a glance

5^a generation of a family business

1835

Manuel María González begins our passionate journey in the world of wine in Jerez.

1888

One of our most iconic brands, Tío Pepe, is registered.

1982

We purchase Bodegas Beronia (D.O.Ca. Rioja).

1983

We acquire Cavas Vilarnau (D.O. Cavall).

2000

We add Finca Moncloa (V.T. Cádiz).

2006

We establish Finca Constancia (V.T. Castilla).

2008

We acquire Viñas del Vero and Blecua, a leading winery of the Somontano Denomination of Origin.

2015

We complete building the Beronia Rueda winery in Castilla y León.

2016

We acquired the Pazos de Lusco winery in the Rías Baixas D.O. and began our international expansion by incorporating the Chilean family wineries Viñedos Veramonte and Neyen Apalta Estate.

2017

We added the Casa Pedro Domecq winery after forming an alliance with Grupo Emperador.

2019

We acquired Dominio Fournier in the D.O. Ribera del Duero.

Apart from wines, we also produce high-end spirits: The London N°1 gin, Solera Gran Reserva Lepanto brandy, Nomad Outland Whisky, Vermouth La Copa, Chinchón anise, Granpecher and Granpomier fruit liqueurs, Soberano, Presidente, MOM gin and Cantera Verde Mexican gin.

Our wineries



14 wineries and
3 distilleries
in Spain, Chile,
and Mexico



Offices in
6 countries



1,969 hectares
of vineyards



€240.4 million
turnover



From our cellars, we export our unique wines to more than 100 countries. Each wine reflects the nuances of the land it comes from.



Over 180 years we have established a strong presence in the world of wine, with strong roots in the most prestigious wine-growing areas of Spain, Chile and Mexico.

We are a company with a purpose



Mission

To produce and market high-quality wines and spirits with a global reach, offering unique experiences and maintaining the essence and values of the family business.



Vision

To be recognised as a leading global company in the wine and spirits sector.



Values

- We are honest and transparent.
- We are a family; we are a team.
- We love connecting with people.
- We care for the planet.
- We love what we do.
- We enjoy innovating and creating the future.
- We are agile.
- We constantly strive to go the "extra mile".

**Our purpose is to
bring moments of joy,
helping people to savour
and share their most
precious moments.**



Our strategy is focused on ensuring a unique experience

Our goal is maximum customer satisfaction, with sustainability and innovation playing a key role in meeting the demands of all our stakeholders.

To achieve this we created our **"5+5 Caring for the Planet" Plan**, which represents our commitment to nature and the land, and encompasses sustainable practices from vineyard cultivation to winery production, with our suppliers, packaging design and distribution playing an integral part.



Our commitment to sustainability

We take care of the land

we cultivate, through sustainable agriculture.

We take care of the planet

on which we live, promoting the use of renewable energy, among other actions.

We take care of the water

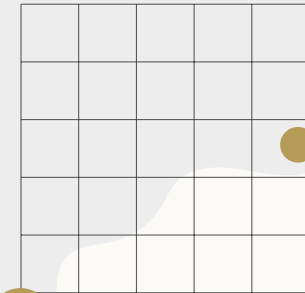
using efficient irrigation techniques, measuring the water stress of the plant, and using water efficiently in our wineries.

We strive to do more

driving a sustainable supply chain.

We work to be better

seeking continuous improvement in everything we do.

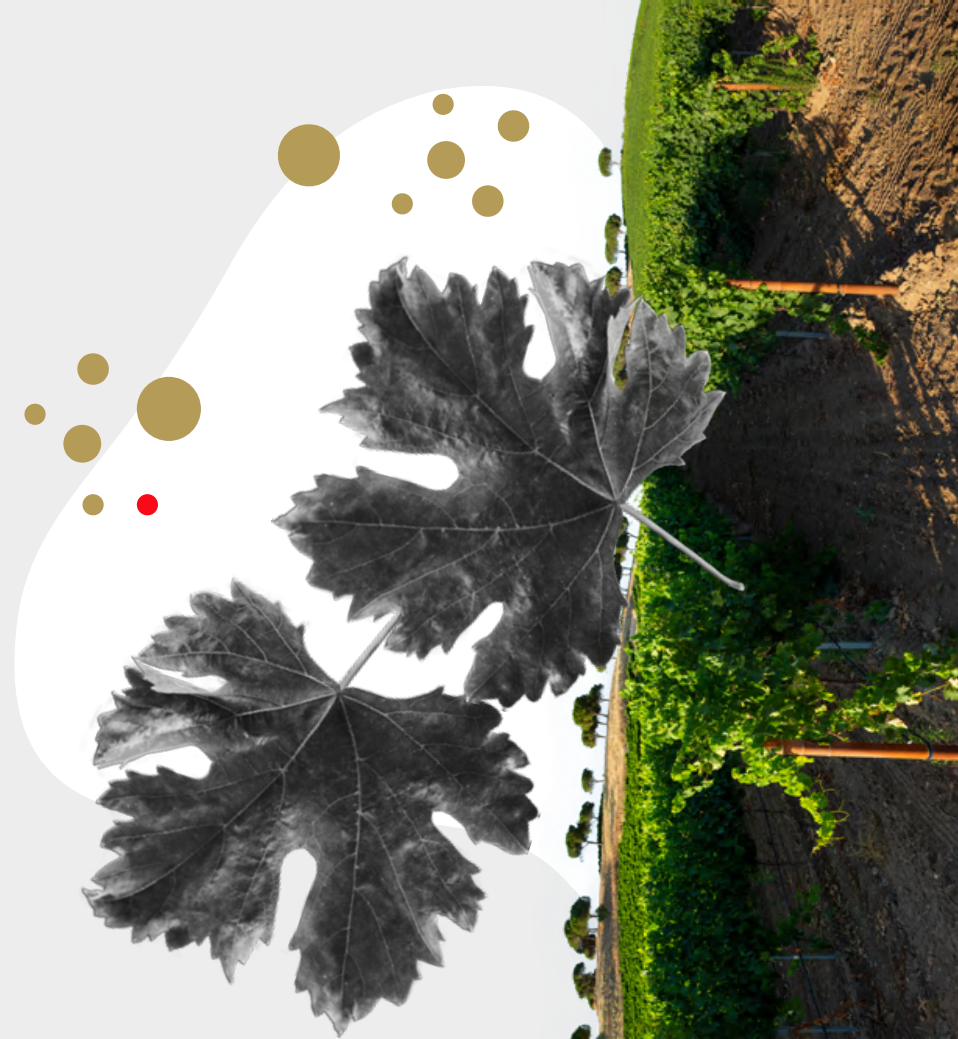


"5+5" refers to the five generations of the Gonzalez family that have led us into the 21st century and the next five generations that will continue our mission.

04

Environmental commitment

By implementing the “5+5 Caring for the Planet” Plan, **we will improve our environmental performance** in line with the SDGs. Our “GB Green Team” is a working group of representatives from different areas of the company, created to promote and implement our sustainability commitments and contribute to the achievement of the SDGs.



Moving Towards Decarbonisation

We are committed to climate action, and continually strive to minimise the emissions generated by our activity.

We aim to reduce our consumption, achieve greater energy independence and promote sustainable mobility.



Our ambition is to have
Net Zero Emissions
by 2050.

Decarbonisation measures



We calculate our carbon footprint

according to ISO 14064 and register it in the Carbon Footprint Registry of the Ministry of Agriculture and Fisheries, Food and Environment (MAPAM in Spanish).



We use renewable energy



Photovoltaics: 10 solar parks installed in wineries and production plants in Spain and Mexico.



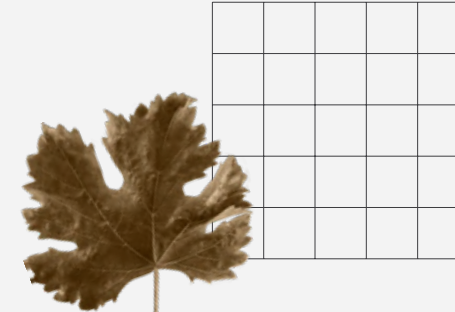
Geothermal: we use this system in our winery in Beronia, a pioneer in the world of wine.



Green hydrogen: generated in our Viñas del Vero winery to power agricultural vehicles.



Biomass: used in our wineries in Beronia, Jerez, Rueda and Vilarnau, burning our vineyard prunings.



Solar thermal: used in our wineries of González Byass in the D.O. Jerez and Beronia in the D.O.Ca. Rioja.



Aerothermal: used in our Beronia winery.



Purchase of **100% renewable electricity** in Spain.



Decarbonisation measures



We take measures to improve energy efficiency



LED lighting system.



Insulating roofing in our production centres.



Insulation of the water heating circuit during the distillation process.



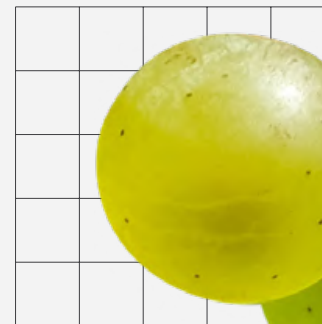
We are committed to sustainable mobility



56% hybrid and electric vehicles in our fleet.



Electric vehicle charging points in 12 of our wineries in Spain.



We are committed to circularity

Another of our priorities in the area of the environment is to ensure the optimal use of resources. Therefore, **responsible production and consumption** are fundamental to every stage of our production system. The **circular economy** is central to this.



Actions to advance circularity



We're producing compost and fuel for biomass boilers with organic waste from our production processes.



We're reducing the use of plastic by replacing plastic packaging tapes with paper ones, minimising the use of film, and decreasing the use of plastic in the office by opting for cellulose cups and glass bottles.



We're reducing the weight of our bottles:

-100 g glass/bottle of MOM > **-4,828 kg** glass/year and **-5.42 tCO₂/year**.

-50 g glass/bottle Beronia Reserva > **-37.5 t** glass/year and **-40.37 tCO₂/year**.



We're reducing the use of ink on our labels, **we use wood and cork** in the cap to avoid plastic, and **we've eliminated aluminium** in the cylindrical cardboard cases in the VORS range.



We use **bioplastic capsules** created from sugarcane in Vilarnau.



We recover 99% of the waste generated.



We recycle 100% of paper, cardboard, glass and plastic waste.



We work continuously to leave the lightest possible footprint on our environment.

The González Byass Green Team in the gardens of Villa Victorina of Jerez.

We use water responsibly

Water is essential for growing grapes and producing the highest quality wines and spirits. Our goal is to minimise our water consumption wherever possible.





How we optimise water use



In Chinchón, **we have an environmentally** friendly purifier that consumes zero energy.



To reduce water stress, we apply **more efficient irrigation techniques**, such as buried irrigation in Beronia Rueda or deficit irrigation in Viñas del Vero.



We use **closed water circuits** for the cooling of fermentation tanks and the sterilisation of bottling filters.



We acquired an **osmosis plant and water treatment equipment** in Viñas del Vero.



We make use of **rainwater** using reservoirs and cisterns in the wineries of Beronia and Vilarnau.



We reuse purified water for irrigation in Viñas del Vero.



We train and raise awareness among our staff about the responsible use of water.



We protect biodiversity

Part of our commitment to sustainability involves protecting the **life of ecosystems**, focusing on the care of the land, its biodiversity, and the environment of our vineyards, which cover nearly 2,000 hectares in nine Spanish D.O.s, as well as in Chile and Mexico.



Actions to protect biodiversity



We are committed to **organic farming and integrated production**, minimising the use of chemicals and phytosanitary products.



We are working on the **"Ángel de viñas" project** to rescue, maintain, and conserve unique vineyards throughout Spain.



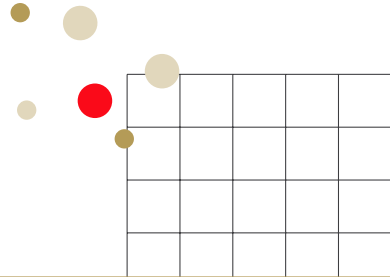
We sow hedgerows around our vineyards to **encourage pollinating insects**, support local flora and fauna, and control pests naturally.



We **recover native varieties of vines** in danger of disappearing.



We embarked on the **"Vidas" project**, which seeks to protect biodiversity, establishing nest boxes around the winery. This was done in collaboration with GREFA and other organisations.



Through the “*Ángel de Viñas*” project, which we have promoted with the Polytechnic University of Madrid and the González Byass Foundation, we seek to preserve old vineyards, in danger of extinction, to preserve the natural and historical heritage and safeguard the biodiversity of the environment.

05

Social commitment

People are the priority in everything we do in González Byass because, without the people who make up this company, we never would have made it to where we are today. But we also care about improving the quality of life for people in the communities that we work in as well as the well-being of our customers and consumers.



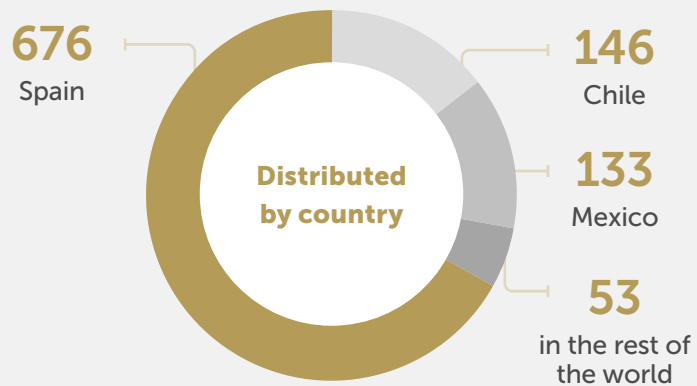
We have a team of great professionals

Our long history and constant expansion make us aware of the capacity we have to generate a positive impact on the areas that we operate in.



We are working on a project to better understand our employees' overall experience within the company, to identify areas for improvement, and to create a management model based on their maximum satisfaction.

Our team



We promote the best working conditions

Based on the pillars of our Human Resources Policy

- Meritocracy.
- Fostering innovation and creativity.
- Diversity and tolerance.
- Affirmative action.
- Global and international company.
- Internal promotion.

And our value proposition to employees

- Continuous empowerment.
- One team one family.
- Agility.
- Feeling good.

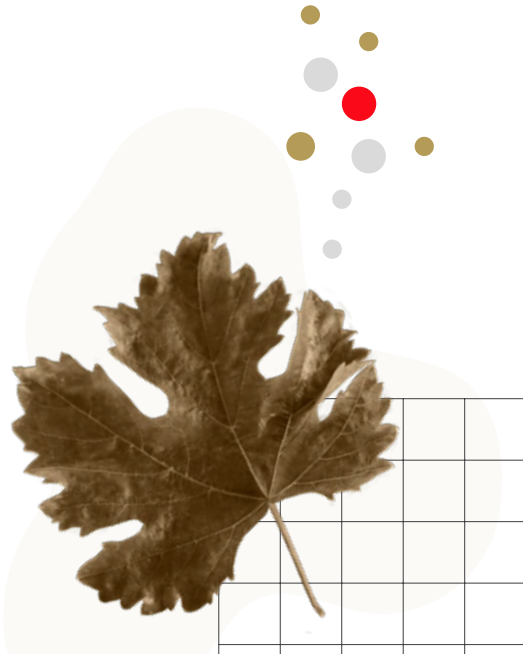
Implementing it through effective measures

- Our **Equality Plan** ensures equal opportunities.
- We are committed to the **inclusion of people of all abilities**.
- We promote **policies encouraging employees to disconnect** from work to achieve a work-life balance.
- We promote **teleworking**.
- We have a **Flexible Compensation Plan**, including social benefits such as restaurant tickets, nursery service, medical insurance and training courses.
- We encourage **consultation and dialogue** with our professionals to ensure working conditions align with their interests, highlighting the use of our Workplace channel.



A photograph of two men in a vineyard, harvesting grapes. They are wearing dark jackets and pants, and are focused on their work. The vineyard is lush with green leaves and clusters of dark grapes. In the background, a modern building with large windows is visible. The scene is set outdoors, with a clear sky and natural light.

We are firmly committed to **ensuring the best possible working conditions for our professionals** so that they can grow and develop, both personally and professionally.



Ensuring maximum safety and health among our people is fundamental to our management model.

ifeel

We are pioneers in Spain in the emotional care of the people on our team, for which we use a psychological support platform focused on caring for and strengthening their well-being.





How we ensure health and safety



We have a **Health and Safety Policy** with principles and guidelines to prevent occupational risks and promote health and well-being.



Our **Occupational Health and Safety Management System** is certified according to ISO 45001.



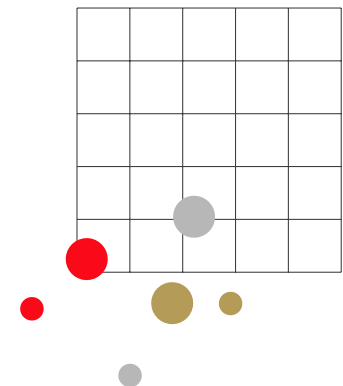
We developed the workshop "**Work-life balance**" to encourage smart work and achieve a balance between work and personal life.

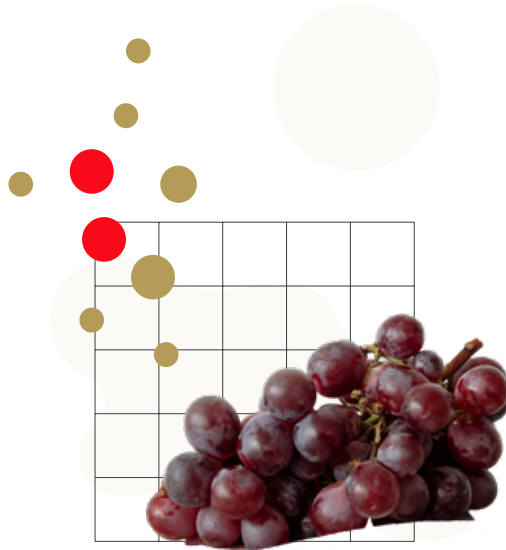


0.36% rate on the accident severity index, 29.4% lower than in 2021.



We extend our commitment to our **suppliers and external professionals**.





Our ability to respond to the new challenges faced by the company is only possible thanks to our highly trained professionals and their ability to adapt. To do this, we promote their **professional development**, in turn, boosting their personal growth.

We have created a state-of-the-art global learning ecosystem with our GBKnowit digital platform, through which we promote the training and professional development of our team.





How we promote professional development



Our **GBknowit** platform includes courses on virtually any topic related to our business.



We have designed **#Growyourtalent**, a talent development programme facilitating the incorporation of young people into our company over two years.



We evaluate the professional development of our professionals through the **GBdevelopment** space.



We have promoted sustainability awareness with education by our **Chief Sustainability Officer**, together with expert advisors.



We are developing the project to improve knowledge of our products and the corporate wine culture.

We are committed to sustainable purchasing

Our commitment to sustainability includes our suppliers because together we can achieve more ambitious objectives and progress towards the sustainable development of the communities in which we operate.



How we promote sustainable sourcing



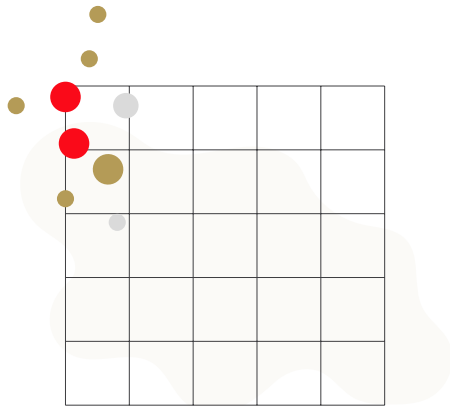
We have a **Supplier Approval Policy** in place to ensure that they meet the high levels of food quality and safety that we are known for.



We dedicate our efforts to **improving efficiency** throughout the supply chain and in our production processes.

Dedicated to our consumers

We seek **maximum satisfaction for customers and consumers, guaranteeing the highest quality wines and spirits through continuous improvement.**



Initiatives to achieve maximum food quality and safety



We have the **BRC and IFS certifications**, the most demanding quality and food safety standards on an international scale.



We have a Quality Management System certified according to **ISO 9001**.



We are part of **Wine in Moderation** to encourage responsible consumption of our products.



We are members of the Spanish Federation of Spirits and the **Spanish Wine Federation**, in addition to nine of the main DOs of Spain, adopting their Self-regulation Codes to promote initiatives such as responsible consumption.



We have defined the **FOOD DEFENSE** management system, to minimise the risk of adulteration, deliberate product contamination, or any other malicious action in our food production.



We promote wine culture through wine tourism

A central part of our company, wine tourism offers unique experiences to our customers, where we share our knowledge about the world of wine, our culture and history.





Our wine tourism experience in figures in 2022



138

people hired
in relation
to our wine
tourism activities.



238,810

visits to our wineries Tío
Pepe, Beronia, Vilarnau,
Viñas del Vero, Chile
and Mexico.



0

**emissions in the
vehicles inside the
warehouse:** visits made
by electric train and
electric buggies.



100%

automated system
for saving light
and energy.



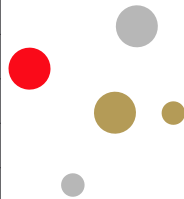
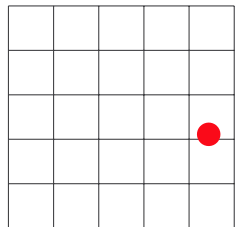
60,980

attendees to the activities of
the Veranea programme in the
Tío Pepe Winery in Jerez.

**We form deep
connections with
our consumers
through wine
tourism.**

We support our community

We are aware that as a company we have the capacity to significantly improve the quality of life of the people in the communities in which we operate, and we develop initiatives focused on generating shared value and promoting the progress of society.



How we drive our social action

We promote

We promote the **recruitment of local talent**, promoting employment in rural areas, generating wealth and encouraging indirect employment, as well as the development of new infrastructure.

We establish

We establish **strong relationships with local farmers and producers** who provide us with part of the raw material for the production of our wines.

We sponsor

We sponsor and collaborate in the development of **the Flamenco Festival of Jerez**, making space available for courses and performances in the winery.

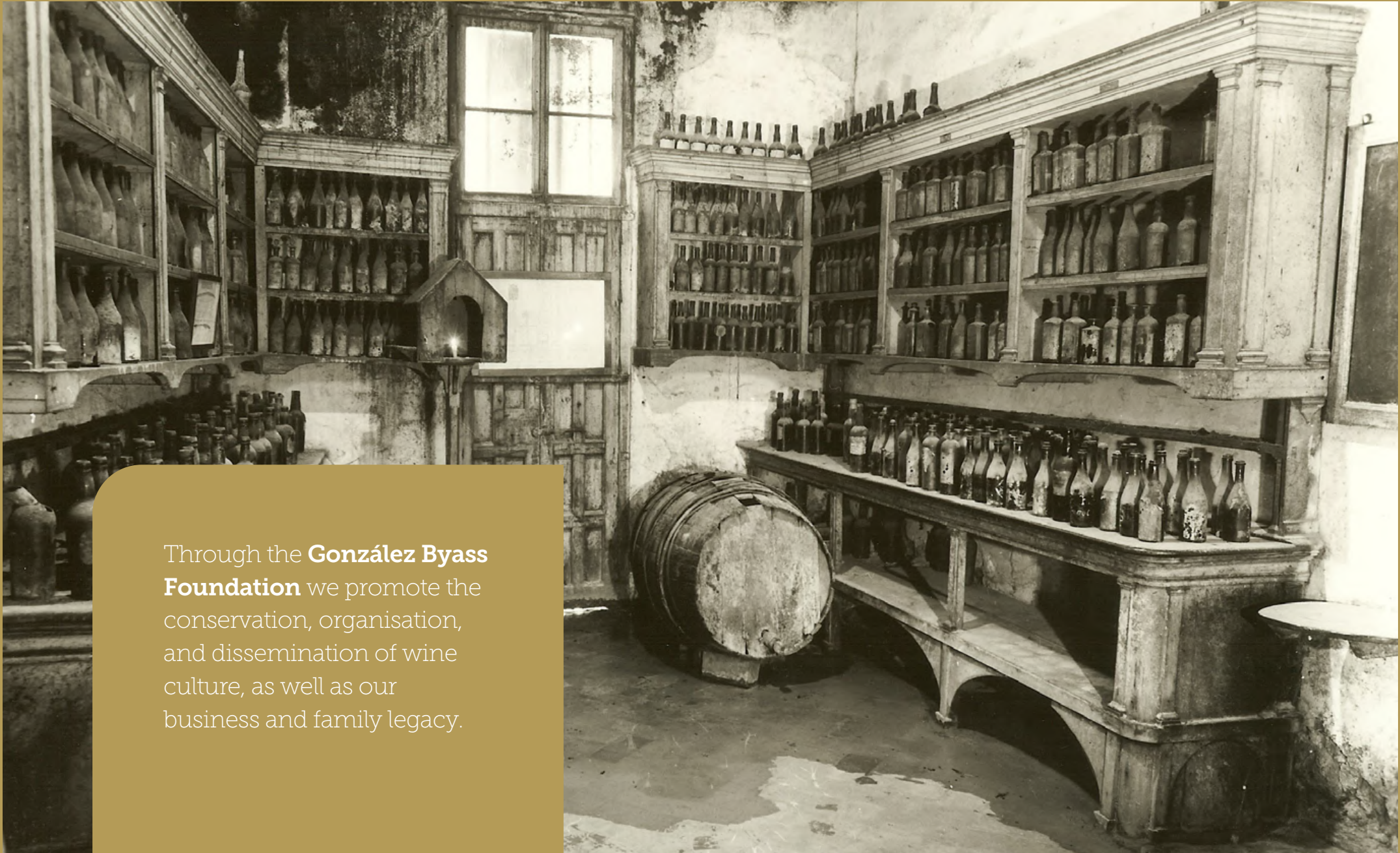


How we drive our social action

We develop

We develop **social action initiatives**:

- We have renewed our commitment to the **United Nations Global Compact** and the ten principles it promotes.
- We participated in the **1st Sustainability, Winery and Golf Congress** held in Madrid.
- Our employees made a **donation to help the most vulnerable groups in Ukraine**.
- We participate in "**Green wine future**", the most important summit on the environment and climate change in the global wine sector.
- We were involved in the **First Meeting on Energy and Sustainability in La Rioja**, organised by its University and the Association of Energy Efficiency Companies.
- We participated in the "**Promotion of circularity in the strategic sector of renewable energies**" conference, organised by the Technological Institute of Aragon (ITAINNOVA).
- **We the funds raised for the "For a smile" project** from a charity concert at the Tío Pepe Festival.
- We collaborate with various **local entities**.

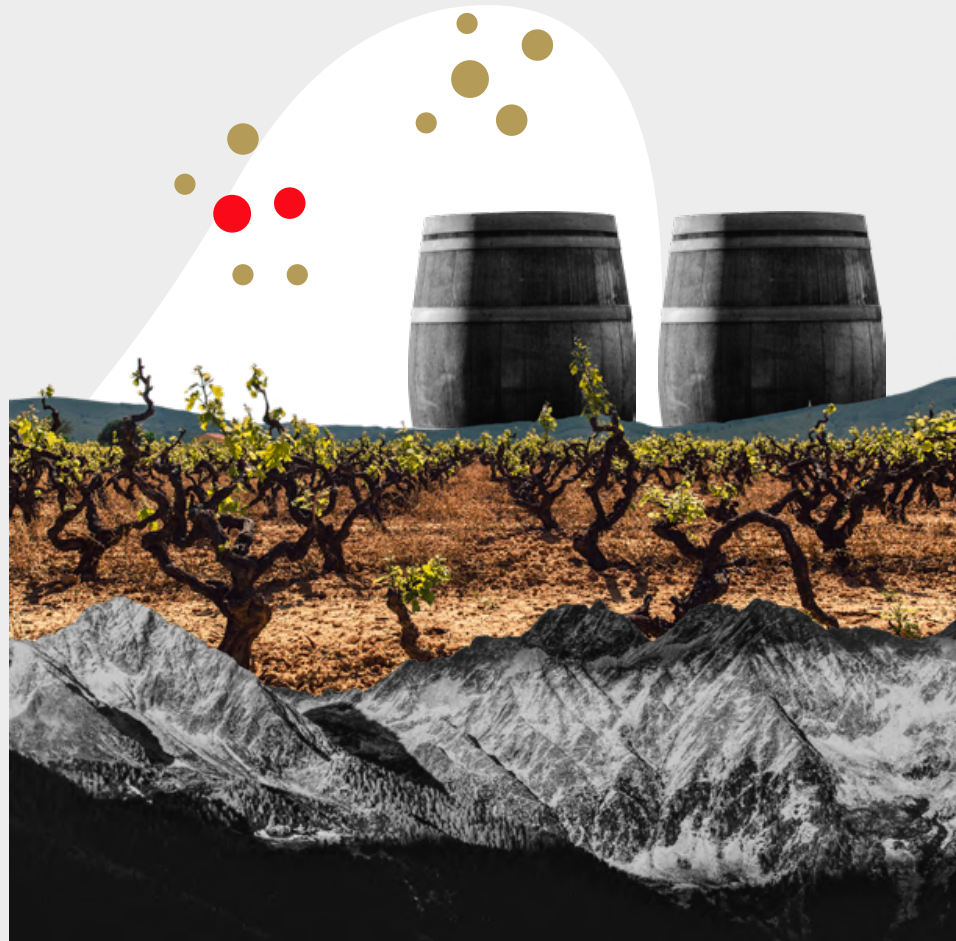


Through the **González Byass Foundation** we promote the conservation, organisation, and dissemination of wine culture, as well as our business and family legacy.

06

Commitment to good governance

At González Byass, we promote a business model based on tradition, innovation, sustainability and the pursuit of excellence. To this end, we promote **honest, integral and responsible management** of everything we do, ranging from the Management itself to each of the individuals who are part of or act on behalf of the company.



We work ethically and responsibly

We share with all the people in our team the **principles of professional ethics and good governance** that we promote in the company through the **Corporate Code of Conduct**.

We also **ensure compliance with existing legislation** and pay particular attention to preventing corruption and bribery.



Our ethical principles



We conduct ourselves with **integrity, honesty, responsibility and respect** for the law in our daily lives.



We apply **continuous improvement in our procedures** and training of people.



We provide a **safe, ethical, reliable and fair workplace**, fostering diversity, inclusion, and trust.



We **maintain the trust** of our customers, suppliers, collaborators and shareholders.



We **consolidate the reputation** of the González Byass group.



We **preserve the environment**, respect human rights, and promote the proper functioning of the communities we operate in.

We listen to our stakeholders

Building strong relationships is essential for achieving our objectives, ensuring that our partners throughout the value chain add to our sustainability commitments. In return we endeavour to anticipate and respond to their needs, in recognition of the valuable role they play in the progress of our business.



How we communicate with our stakeholders



We have a computerised procedure to identify, evaluate and manage claims, complaints and incidents received from **our customers, suppliers and distributors.**



We have a **high satisfaction rate** in almost all the parameters included in the surveys.

07

Motivated by the acknowledgements we have received

The awards and certifications we receive motivate us to **continually improve our sustainability performance**, ever increasing our efforts towards the creation of a more sustainable future for our sector and our planet.



Recognitions and certifications



Organic wine
production certification.



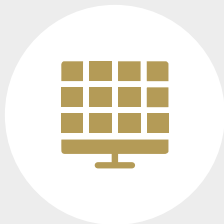
V-Label
Vegetarian Certified.



Chilean Wine
Sustainability Code.



Fair for Life,
fair trade label.



Distinction to the
Winesolar project from
the startup Challenge, an
initiative that allows for the
sustainable combination
of the vineyard with
photovoltaic production.



**Wineries for Climate
Protection,** specific
certification on
environmental
sustainability developed
by the Spanish Wine
Federation (FEV).



Recognition as a **"Hero of
Sustainability"** by TR Business, a
leading publication specializing in
the duty free and travel retail sector,
for our "5+5 Taking Care of the Planet"
plan, as well as our perseverance and
commitment to sustainability.



**Award for our sustainable
plan "5+5 Taking Care
of the Planet",** awarded
by the #PorElClima
Community, for its
innovative nature, solidity
and commitment.

Recognitions and certifications



Certification of **integrated production** of the cultivation of the vine.



Distinction for our commitment to the SDGs, granted by the Cádiz Business Confederation (CEC).



Certification of **organic cultivation** of the vine.



Certification of imports of **organic products**.



“Andalucía Segura, “Safe Tourism Certified” and “Safe Wineries System” seals, awarded by the Andalusian Government, the Spanish Tourism Quality Institute (ICTE) and SGS International, respectively, to the Bodega Tío Pepe Hotel and the Jerez de la Frontera.



Recognition as one of the **101 Business Examples of Climate Action 2021**, an initiative of the #PorElClima Community that values actions that accelerate the climate ambition of the business sector.



Best of the Best badge obtained for the fifth consecutive year by our Viñas del Vero wineries, the highest distinction in the Tripadvisor “Travellers Choice” awards. Our wine tourism proposal focused on the biodiversity that surrounds the vineyards and local gastronomy stands out.



Sustainable construction certification LEED V4 BD+C:NC (Leadership in Energy Efficiency and Sustainable Design) and LEED Gold awarded by the US Green Building Council, achieved by Beronia Rioja, the first winery in the world to obtain it.



We embrace **sustainability**
from tradition and
innovation to continue
offering unique experiences
while enjoying our wines.

— FAMILIA —

GONZÁLEZ
BYASS

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