

— FAMILIA —

**GONZÁLEZ
BYASS**

VINOS Y SPIRITS • 1835

SUSTAINABILITY REPORT 22/23

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MOVING TOWARD CREATING

A POSITIVE IMPACT

01



MOVING TOWARD CREATING A POSITIVE IMPACT

At González Byass, sustainability is a constant source of inspiration for us to continue taking care of people and the planet.

Throughout the past year, we have advanced our sustainability approach, considering the increasing risks today's society faces. Our clear understanding of the significance of promoting both the environmental and the social dimensions in an overarching manner has led us to a new roadmap: **People + Planet Plan**.

With our 188 years of history, we are bringing our core values and traditions with us in this new plan. We are strengthening our **focus on people** which has always been a key factor in

the development of our actions, whether it's with our colleagues, clients, or consumers. At the same time, we're committing to **protect our environment**; without which we would not be able to achieve the best quality raw materials we need to make our wines and spirits.

In addition, we also are adding our commitment to a responsible, honest, and transparent governance, which rounds out **our ESG vision** (*Environmental, Social and Governance*). This vision is reflected throughout this Sustainability Report 22-23; and in it, we present the progress we've made in terms of each of these three aspects.

We also demonstrate how the initiatives we carry out are **aligned with the United Nations' Sustainable Development Goals (SDGs)**, which are also integrated into our new People + Planet Plan to promote global action via our local initiatives.

Victoria González-Gordon
Chief Sustainability Officer

«Taking care of people and the planet since 1835»

People+Planet



MANIFESTO FOR SUSTAINABILITY

We stand as guardians of the legacy left by our founder, Manuel María González.

It's our duty to nurture the land that breathes life into our vineyards, sustainably develop our wineries, foster our communities, and preserve the time-honoured traditions that have defined us through the ages.

Only by fulfilling this responsibility can we ensure that future generations relish the beauty of the landscapes we call home—unique places steeped in history and heritage.

We're also responsible for continuing our founder's pioneering spirit by maintaining our position at the cutting edge of sustainable development. We take every opportunity to conserve water and energy, safeguarding the ecosystems we work in and instilling pride within our team and customers alike for being part of this family of wines and spirits. Our aim is always to make a positive impact on both people and planet, whilst enhancing the legacy entrusted to us.

As a family company, our allegiance to sustainability is a timeless value passed down through the generations, shaping our identity.

22-23

IN TERMS OF SUSTAINABILITY

02



22-23 IN TERMS OF SUSTAINABILITY



ENVIRONMENTAL

66%

Integrated production (43%) and organic (23%) in vine cultivation

-5%

CO₂ emissions for scopes 1 and 2 vs. 21-22



41%

Of energy from renewable sources (84.7% for electricity consumption)

-5%

Water consumed vs 21-22

99%

Of waste recycled

3

Unique vineyards recovered through «Angel de Viñas» programme



22-23 IN TERMS OF SUSTAINABILITY



SOCIAL

16,324

Hours of
employee
training



991

Employees



84%

Of suppliers
rated as
sustainable

30%

Of our
workforce
are women



22-23 IN TERMS OF SUSTAINABILITY



GOVERNANCE



CHIEF SUSTAINABILITY OFFICER

a role that drives our
commitment to
sustainability



2.6MM€

invested
to **prevent**
environmental
risks



SUSTAINABLE WINERIES FOR CLIMATE PROTECTION

5 certified
wineries



“

**WE'VE CHOSEN SUSTAINABILITY AS OUR
GUIDE TO HELP US DELIVER THE VERY
BEST OF GONZÁLEZ BYASS, FOR BOTH
THE PRESENT AND THE FUTURE.**

GONZÁLEZ BYASS

PASSIONATE ABOUT WHAT WE DO

03

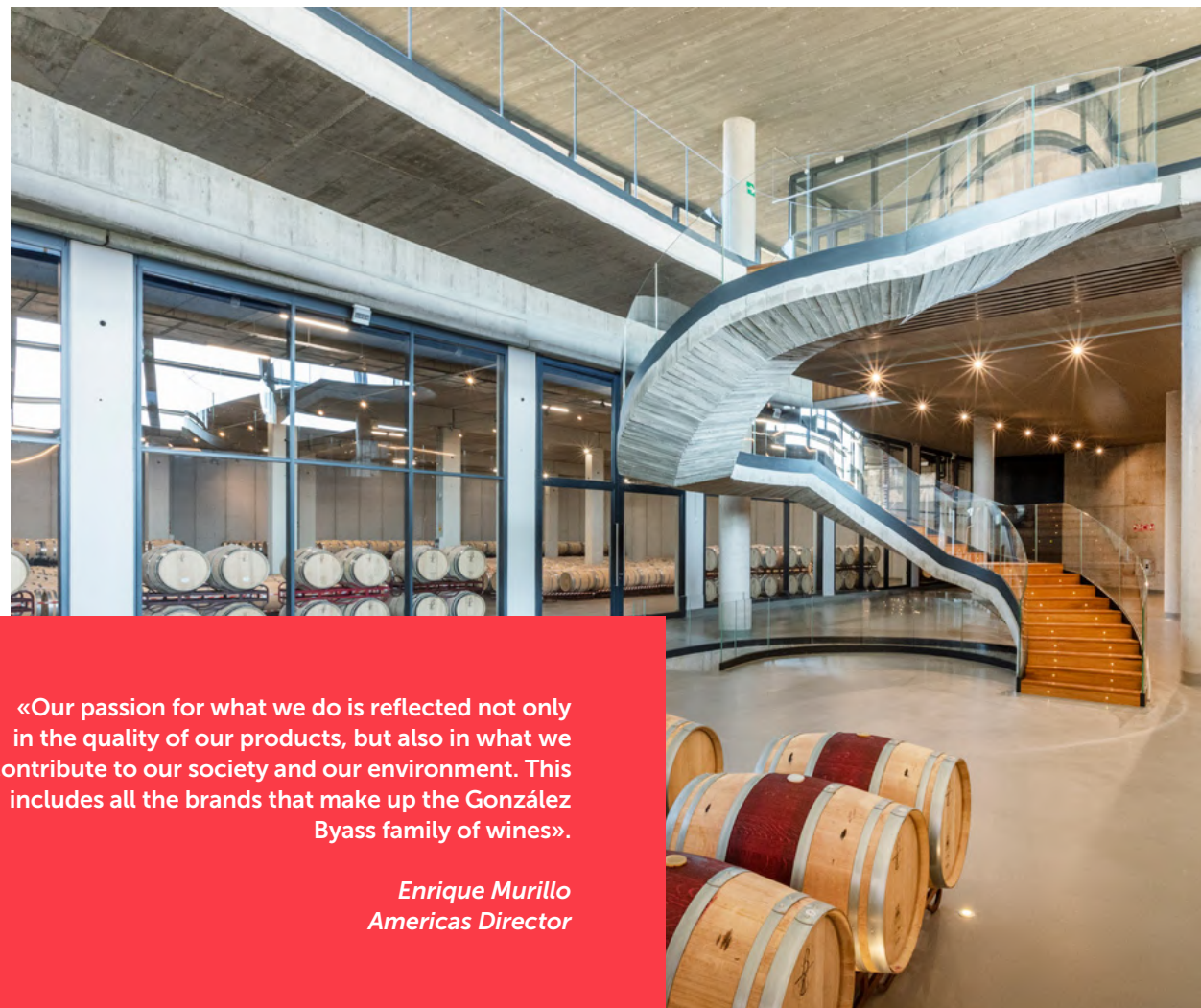


GONZÁLEZ BYASS, PASSIONATE ABOUT WHAT WE DO

With our heritage and traditions, we position ourselves as one of the most authentic wineries in the world.

We have seen nearly two centuries of history, which has given us the **experience and traditions** that shape who we are, and which continue to be the basis for our pursuit of high-quality products.

Our deep-rooted culture in the world of wine is complemented by the innovative spirit that has characterised González Byass since our beginnings. By fusing tradition and innovation, we have **expanded the global reach of our wines and spirits to all corners of the world.**



«Our passion for what we do is reflected not only in the quality of our products, but also in what we contribute to our society and our environment. This includes all the brands that make up the González Byass family of wines».

*Enrique Murillo
Americas Director*

180 YEARS OF HISTORY

1835

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

1935

Our most iconic brand, **Tío Pepe**, is born.



STORY OF A FAMILY IN CONTINUOUS GROWTH



1951

We launch **Lepanto**, our most distinctive brandy.

1969

We acquire the **Alcoholera Chinchón** distillery.

1982

We add **Bodegas Beronia** (D.O. Ca. Rioja) to our family.

1983

We acquire **Calvas Vilarnau** (D.O. Cava).

2000

We add **Finca Moncloa** (V.T. Cádiz).

2006

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

2008

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

2015

We finish building the **Beronia Rueda** winery in Castilla y León, starting our journey in one of the greatest traditional wine regions.

2016

We acquire the **Pazos de Lusco** winery in the Rías Baixas D.O. and begin our international expansion by incorporating the Chilean family wineries **Viñedos Veramonte**.

2017

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

2019

We acquire **Dominio Fournier** in the D.O. Ribera del Duero.

«A large family of wines that is complemented by our high-end spirits: The London N°1 gin, Solera Gran Reserva Lepanto brandy, Nomad Outland Whisky, Vermouth La Copa, Chinchón anise, the Granpacher and Granpomier fruit liqueurs, the brandies Soberano, and Presidente, MOM gin, and Cantera Verde Mexican gin».

OUR WINERIES



14

Wineries in Spain,
Chile, and Mexico



3

Distilleries in Spain
and Mexico



6

Countries with
offices



2,065 HA

of vineyards (+4.9%
vs. 21-22)

43% integrated production

34% conventional vineyards

23% organic vineyards
(20% biodynamic)



43 MILLION

Kg of grapes used to make
our wines



«We continue to imbue everything
we do with our essence as a
family winery. Even after many
decades of growth and expansion,
we remain faithful to our roots,
passing down our devotion to wine
from generation to generation».



WE HAVE A CLEAR PURPOSE

To help people to experience their most precious moments intensely: the moments to be savoured and shared.



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.



WE ARE INNOVATION

Day after day, our focus is on achieving the **highest customer satisfaction**. To that end, the combination of sustainability and innovation are essential to respond to the needs and demands of González Byass's stakeholders.

“

**THROUGH
INNOVATION, WE
HAVE MANAGED TO
ADAPT TO THE TIMES,
GLOBALISATION AND
WORK TOGETHER TO
REACH OUR GOALS
AS A TEAM.**



OUTSTANDING R&D&I PROJECTS WE HAVE PARTICIPATED IN



Completed in 2023



Life Farm, Fresh Fruit – F3

Developing technologies that contribute to reducing greenhouse gas emissions.



GO Autónomico Visensefilm

Studying new materials and plastic substitute methods in the wine industry.



Cork2wine Programme

Evaluating and resolving the issues around cork in its use sealing sparkling wine bottles, as well as in the forest management of cork oaks.



Underway at the end of the 22-23 fiscal year



Innovative transformation of the wine route toward a more digitalised and sustainable sector – GRAPERTE

Focused on achieving tangible standards of sustainability and digitalisation.



Life F3 Project

Involved in the application of novel artificial intelligence and vision technologies for more sustainable and resilient vineyard management.



Ultra High-Pressure Homogenisation (UHPH) Technology in oenology for the development and validation of new wine products with high added value – UHPH4wine

As a viable alternative for the preservation of musts and wines without additives.



Trazaexport Project

Which consists of exploring technical parameters so that wines are exported in optimal conditions.



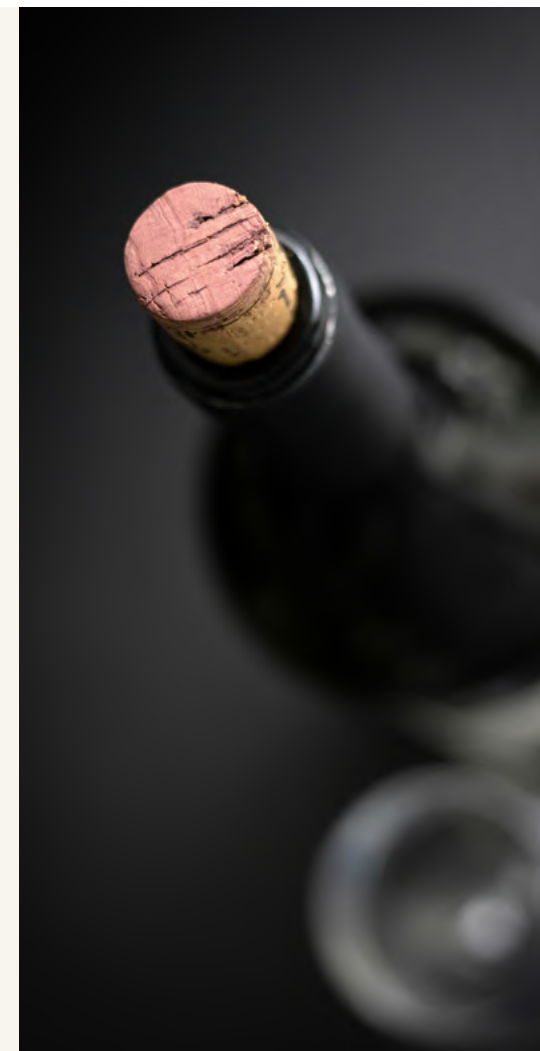
Feasibility analysis and design of tools for reusing glass bottles in the wine sector – REBO2VINO

Aims to analyse the impact and feasibility of a glass bottle reuse system in the wine sector.



Digitalisation of the effect produced by biostimulants and soil bioregenerators based on microalgae, which are produced at the farmer's facility itself, on vine cultivation – ALGAVID

Which aims to replace fertilisers and compost from chemical origins with bioproducts based on microalgae in the vineyard.





Innovative technological investment for the expansion and diversification of the productive capacity at Bodega González Byass Jerez – EMBOTEREZ

To improve and optimise its bottling line: digitalisation, energy efficiency, and traceability.



New monitoring tools for the biological ageing of fine wines to optimise the process – SHERRY UP

For the optimisation of the biological ageing process for fine wines for D.O. Jerez.



Development and integration of solid oxide fuel cells in green hydrogen-based microgrids – SOFC4GreenGrID

With research to transform the chemical energy from hydrogen into electricity and heat.



Incorporating storage at renewable energy facilities for self-consumption

Initiating its study to strengthen the penetration of renewables in the field of industrial energy consumption.



Technological solutions 4.0 for long-term wine yield prediction and prevention of damage due to disease, drought, and frost, stemming from the impact of climate change – BIGPREDIDATA

WINESOLAR

The first smart agrovoltaic plant in Spain with ties to the wine sector and sustainability.



Many of these projects are related to improving sustainability, in line with SDGs 4, 8, 13, and 15:



«The Digital Footprint of Sherry using nuclear magnetic resonance” project, which makes it possible to analyse and identify the different types of sherry wines that exist under the D.O. Jerez-Xérès-Sherry, has been awarded at the fourth “PTV Innovation Awards” by the Plataforma Tecnológica del Vino (PTV)».



PEOPLE + PLANET

TAKING CARE OF PEOPLE AND THE PLANET

04



PEOPLE + PLANET, TAKING CARE OF PEOPLE AND THE PLANET

We are moving toward sustainability by positively impacting people and the planet.

This fiscal year, we have taken another step towards sustainability from a global view; taking care of people and the planet plays a central role in how we operate as a business. Continuing our commitments, we have created a new framework for common management.

This is our **new People + Planet Plan**, through which we address such significant challenges as the decarbonisation of our activity, the optimisation of water, the protection of

biodiversity, the promotion of circularity, and of course, caring for people.

People
+
Planet



«We strive to look after every detail in each phase of our process, ensuring that people enjoy the best possible well-being and minimising environmental impact while maintaining the highest quality».

*Salve Mateos,
Operational Director*

OUR People+Planet COMMITMENTS



We are moving toward decarbonisation

We're working to reduce CO₂ emissions, and we take measures to minimise our impact.

Our commitment

-55% CO₂ emissions
in 2030 vs. 2019

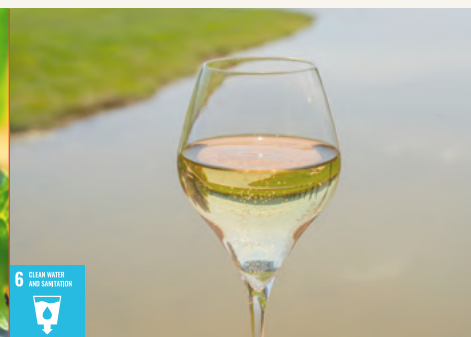


We protect biodiversity

We strive to conserve the life of ecosystems, care for the earth, and promote its biodiversity.

Our commitment

Taking care of
the earth and biodiversity



We use water responsibly

We are aware that it is a limited and fundamental resource, so we must optimise its usage.

Our commitment

Using only the water we
truly need



We are committed to circularity

We apply the principles of circular economy to minimise waste and reuse that which is unavoidable.

Our commitment

Promoting the
circular economy

OUR People+Planet COMMITMENTS



Our team is our top priority

We work to ensure the best possible working conditions for our professionals so that they can grow and develop both personally and professionally.

Our commitment

Our team's well-being



We support the communities where we operate

We are committed to our environment, and we are dedicated to the progress of our community, both economically and socially.

Our commitment

Making a positive impact on the community



We are committed to our consumers

We work to make our purpose a reality: for people to experience their most precious moments intensely, the moments to be savoured and shared.

Our commitment

Going the extra-mile for our customers

«Through our "GB Green Team," we promote sustainability internally and contribute to achieving the SDGs as a team».



MAKING PROGRESS IN

ENVIRONMENTAL SUSTAINABILITY

05



WE ARE MAKING PROGRESS IN ENVIRONMENTAL SUSTAINABILITY

Through our People + Planet Plan, we address the main environmental challenges through solid commitments to move towards decarbonisation, protect biodiversity, optimise water use, and promote circularity.



«The activity we carry out at González Byass makes us closely linked to the environment that welcomes us, so we strive every day to maintain its best condition».



WE ARE IMPROVING OUR ENVIRONMENTAL PERFORMANCE AT EVERY STAGE OF PRODUCTION



CULTIVATION

We use the best techniques available to optimise production, with the **promotion of sustainable viticulture** at the forefront of our operations.

We promote more environmentally friendly types of production:

- **Integrated production**, combining environmentally compatible agrochemical products and traditional techniques.
- **Organic production**, without the use of chemicals.
- **Biodynamic production**, which strives for the balance between the soil, flora, fauna, and human presence.

We optimise irrigation, applying more efficient techniques.



«Through the European Life Als: See & Save Programme, we implement vision and artificial intelligence technologies to our **Dominio Fournier vineyards to redesign and optimise crop management**».

We manage the soil responsibly, preventing erosion.

We minimise the use of fertilisers and pesticide products.

We opt for less polluting fuels in machinery used for cultivation.



PRODUCTION AND BOTTLING

We are working to **reduce the environmental footprint** of our packaging and bottling by looking for alternatives to plastic, reducing the weight of glass bottles, and promoting reuse and recycling.



MARKETING AND DISTRIBUTION

We promote **sustainable mobility** by encouraging the replacement of vehicles with less polluting ones and installing more charging points to facilitate the use of electric vehicles.

MOVING TOWARDS DECARBONISATION

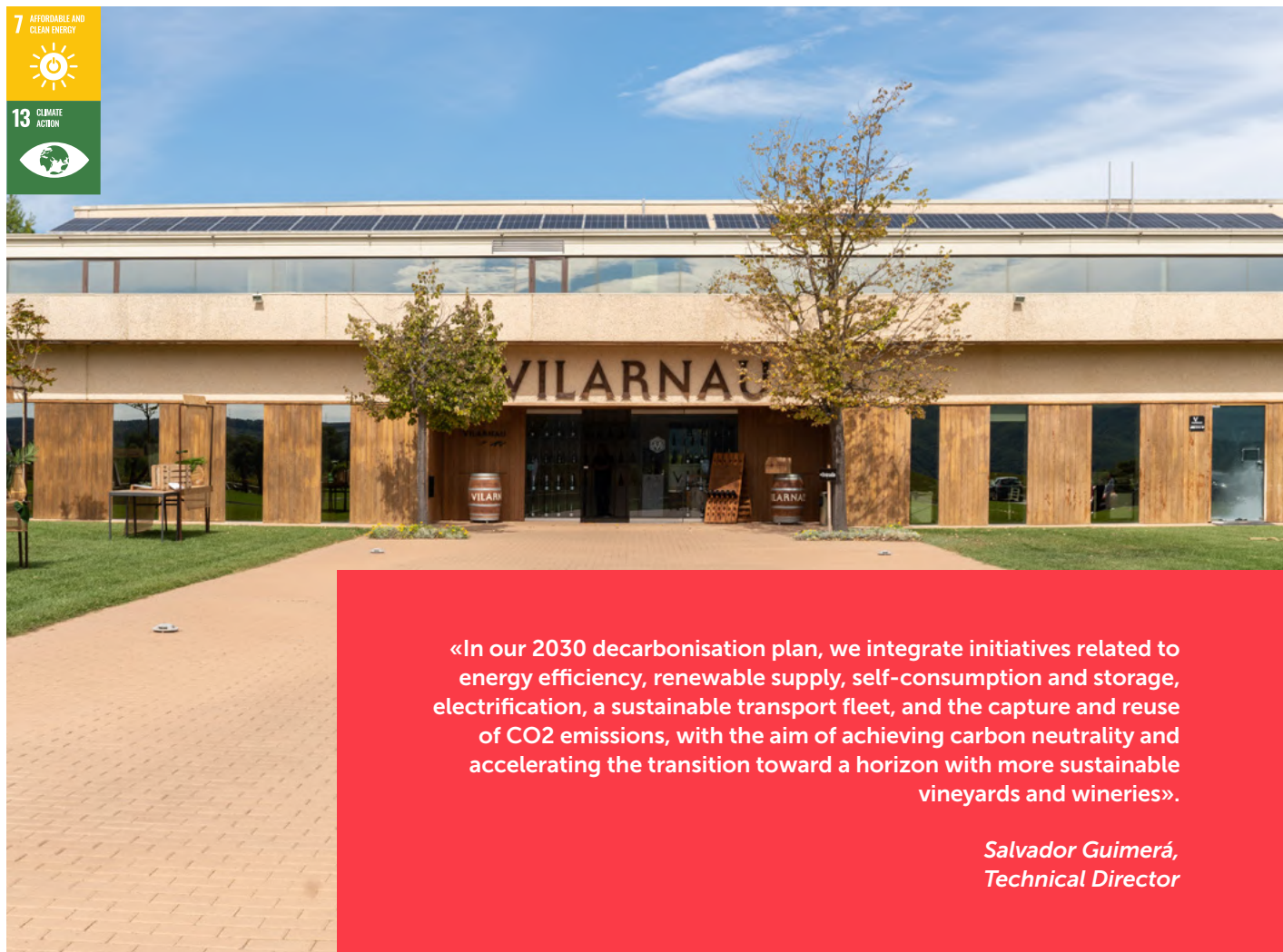
To address the significant challenge of climate change, we have developed a strategy to **reduce our carbon footprint**, while also working to implement measures that allow us to mitigate the effects of climate change on our vineyards.

OUR 2030 GOALS

 **-55%** CO₂ emissions
vs. 2019

 **45%** renewable energy

 **15%** self-generated
renewable
electric energy



«In our 2030 decarbonisation plan, we integrate initiatives related to energy efficiency, renewable supply, self-consumption and storage, electrification, a sustainable transport fleet, and the capture and reuse of CO₂ emissions, with the aim of achieving carbon neutrality and accelerating the transition toward a horizon with more sustainable vineyards and wineries».

*Salvador Guimerá,
Technical Director*

OUR PROGRESS TOWARD DECARBONISATION



We calculate our carbon footprint

according to **ISO 14064** and register it in the Carbon Footprint Registry of the Ministry for the Ecological Transition and the Demographic Challenge (MITECO).



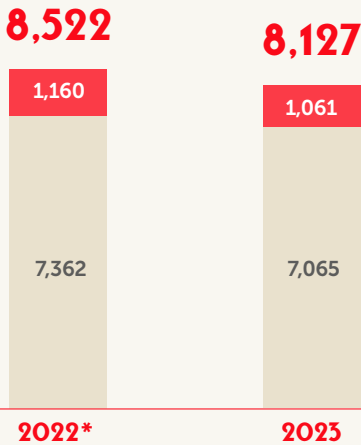
-5%

carbon footprint in 2023 compared to 2022.



OUR CARBON FOOTPRINT (tCO₂e)

- Scope 1
- Scope 2



*Data adjusted for purposes of completeness and comparability.



OUR PROGRESS TOWARD DECARBONISATION



We use renewable energy

With **41% of our energy consumption** coming from renewable sources:



Geothermal: used in our Beronia winery.



Photovoltaic: from solar parks installed in wineries and production plants in Spain and Mexico.



Aerothermal energy: used in our Beronia winery.



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



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



Biomass: used in the boilers in Beronia Rueda, Jerez and Vilarnau.



100% renewable electricity: purchased for our offices in Spain and wineries in Chile.

MOVING TOWARDS DECARBONISATION



We take measures to improve energy efficiency

which has allowed us to **reduce electricity consumption by 6.1%** compared to the previous year.

We are committed to sustainable mobility

with a fleet consisting of **50 hybrid vehicles**, one electric, and our new 100% electric tourist train, in addition to having free electric vehicle charging points at 12 of our wineries in Spain.

WE ARE COMMITTED TO CIRCULARITY

We are constantly working to integrate **the principles of circular economy** into our activity, optimising resources and minimising waste.



OUR GOALS FOR 2030



Implementing an
eco-packaging guide.



Maintaining 99% of
waste recovery.





ACTIONS TO ADVANCE CIRCULARITY

- 1 **We're producing compost** at our Viñas del Vero and Veramonte wineries from waste generated during the production processes.
- 2 We use organic waste generated during the production process for the **biomass boiler** at the winery in Jerez.
- 3 We are using **paper packaging tape** instead of plastic at Vilarnau.
- 4 **We recycle 100%** of paper, cardboard, glass, and plastic waste generated at all of our offices.
- 5 **We are participating in the Rebo2vino project** for the reuse of glass bottles in the wine sector.
- 6 **We reduced the volume of waste generated by 19%** compared to the previous fiscal year.
- 7 We have maintained a **99% recovery rate for waste generated**, harnessing its value both materially and in terms of energy.
- 8 **We are optimising the materials used:**
 - **-75 g of glass/magnum Rueda bottle.**
 - **-9% kg of glass/L of bottled wine** on changing the personalised 420 g bottle in Beronia, among other measures..
 - **-1 g of plastic/Vilarnau bottle** by using the "Sleeve with zipper".
 - **Using less ink** in the VORS wine labels.
 - **Studying of using of wood and cork** in the cap for the VORS range.
 - **Using bioplastic capsules** in the Vilarnau bottles.
 - **Using polypropylene** in Soberano bottle caps.
 - **Using cardboard** in the cylindrical cases for the VORS range to encourage recycling.
 - **Recycling all paper** involved in labelling at the Vilarnau and Beronia winery.

WE USE WATER RESPONSIBLY

Given the complex drought issues Spain faces, it is essential to **optimise the use of every drop of water**. Our strategy is focused on only using the volume that is strictly necessary, whether in irrigation systems or in the cleaning processes at our facilities.



OUR GOALS FOR 2030



Applying efficient **irrigation systems** in the necessary vineyards



Efficient water management at each winery



HOW WE OPTIMISE WATER USE

- 1 We have an **environmentally friendly purifier in Chinchon**; the system purifies the water and eliminates the production of residue and odours without consuming energy.
- 2 We implement efficient **irrigation techniques in the vineyards**. This includes buried irrigation at Beronia Rueda, which consists of watering below the surface of the soil, and deficit irrigation at Viñas del Vero, which involves only using water to meet the plant's precise needs.
- 3 We use **closed water circuits** in various systems to prevent water loss.
- 4 **We train and raise awareness among employees** to promote responsible use and the importance of conserving water.



“

DURING THIS FISCAL YEAR, WE HAVE MANAGED TO REDUCE OUR WATER CONSUMPTION BY 5% COMPARED TO THE PREVIOUS YEAR.

We use an **osmosis plant** in Jerez and a **purification setup** in Viñas del Vero to maximise water use.

5

We collect rainwater in ponds and cisterns at most of our wineries to irrigate vineyards and gardens.

6

We reuse purified water for crop irrigation in Viñas del Vero, where the treatment plant also runs on renewable energy from its solar panels.

7



WE PROTECT BIODIVERSITY

Taking care of biodiversity and the ecosystems of our environments means protecting the future of our vineyards; one essential aspect is **protecting the soil and preserving its quality**. We use sustainable agriculture techniques that are more beneficial for the environment by respecting the cycles and conditions of the soil, optimising the use of natural resources, and attracting more species of fauna and flora that enrich the agricultural ecosystem.

OUR GOALS FOR 2030



Grapes from **sustainable vineyards**



VIDas project implemented in all our vineyards



3 vineyards recovered per year through the «**Ángel de Viñas**» Project



Inventory of forests and trees



THE WINE TOURISM EXPERIENCE THAT IS FOCUSED ON BIODIVERSITY AT OUR VIÑAS DEL VERO WINERY HAS ONCE AGAIN OBTAINED THE «BEST OF THE BEST» BADGE, THE HIGHEST DISTINCTION IN THE TRIPADVISOR «TRAVELERS CHOICE» AWARDS.

MEASURES TO PROTECT BIODIVERSITY

- 1 We have increased **organic farming and integrated production**, minimising the use of chemical and phytosanitary products.
- 2 We have continued to implement the **«Ángel de Viñas» project** to rescue, maintain, and conserve three unique vineyards this fiscal year: an 86-year-old location in the D.O. Arribes del Duero in Castilla y León, a location in Granada's Alpujarra with 101 years of history and one in La Palma that is approximately 100 years old.
- 3 We recover native endangered varieties of vine.
- 4 We have obtained **sustainable forest management** certification for the forest that surrounds our winery in Vilarnau.
- 5 We are working on the **VIDas project**; planting native species, setting up nest boxes for birds, and installing insect hotels to increase biodiversity.
- 6 We participate in the **«Bees for the vid, video for the bees» project** to revive the bee population by setting up nine hives at the Vilarnau vineyards.
- 7 We plant hedgerows around our vineyards to **encourage pollinating insects**, support local flora and fauna, and control pests naturally.
- 8 We have planted trees on our farms, adding two hectares of trees and shrubs at Finca Moncloa this year.

06

DEDICATED TO
PEOPLE



DEDICATED TO PEOPLE

People are the other major part of our new People + Planet sustainability strategy. We care about their well-being and development, both that of our employees and that of the people who make up the communities that welcome us and with whom we collaborate to build a prosperous society for all.



WE HAVE THE BEST TEAM

At González Byass, we make a strong commitment to our employees, and we strive to **offer the best possible working conditions** to enable them to grow and develop both personally and professionally.

OUR TEAM

 **991**

Employees

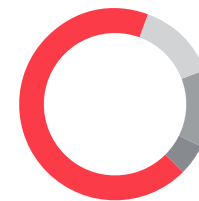


● **690 men** (69.6%)

● **301 women** (30.4%)

 **6**

Countries



● **677 Spain**

● **134 Chile**

● **130 Mexico**

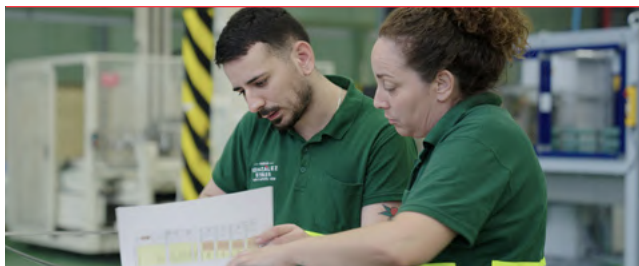
● **50 Rest of the world**



WE PROMOTE THE BEST WORKING CONDITIONS

Based on the inspiring principles of our Human Resources Policy:

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



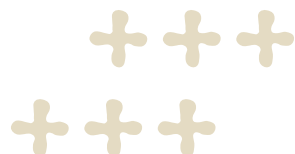
And our value proposition to employees:

- *Continuous empowerment.*
- *One team, one family.*
- *Agility.*
- *Feeling Good.*

Implementing it through various measures:

- We implement our **Equality Plan** to ensure respectful treatment and equal opportunities for all.
- We are committed to the **inclusion of all people**.
- We offer **policies encouraging employees to disconnect from work** to achieve a work-life balance.
- We promote **teleworking** for positions where it is possible.
- We have a **Compensation Policy based on the HAY system** of job evaluation with objective criteria to ensure fair salaries; in addition, we implement a Variable Compensation System, as well as our Flexible Compensation Plan with benefits.
- We cultivate close social relationships through two-way communication and strengthening trust; this fiscal year, we can highlight the launch of our **new GBpeople platform**, the new employee portal.

In the workplace, **people's safety is a priority**, and we support health and well-being practices to allow every González Byass colleague to feel at their best.



«Ensuring the health, safety, and well-being of our team is always the top priority at González Byass».

*Juan Manuel Sánchez,
HR Director*

WE PROMOTE SAFETY, IMPROVING HEALTH AND WELL-BEING



With our **Health and Safety Policy** as a framework to prevent occupational risks and promote health and well-being among our professionals.



We put this commitment into practice by implementing an **Occupational Health and Safety Management System** that is certified according to the ISO 45001, as well as the Occupational Risk Prevention Plan tailored to each workplace.



-58% accidents in 22-23 vs. 21-22.



We have **Ifeel**, a **psychological support platform** whose services include exercises for self-discovery and understanding, mindfulness, and therapy sessions.



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

WE GROW ALONGSIDE OUR PROFESSIONALS

- 1 We have developed our **GBknowit** platform, through which we provide adapted, accessible training that enables us to create a culture of continuous learning.
- 2 It is complemented by the **Gbdevelopment** space, where we carry out the Professional Development Evaluation that allows us to adapt our training selection to the team's needs.
- 3 We have continued to raise the team's awareness with regard to sustainability via measures shared by our **Chief Sustainability Officer** and expert advisors.

4 We carried out the **González Byass School project** to improve knowledge of our products and corporate wine culture.

5 We offer **tastings to the entire team** to improve knowledge of our wines and publicize new products.

We've offered a total of:

 **16,324**

hours of training this year, 6.3% more than the previous year.



We know that, in order to stay up-to-date and remain competitive, we must have the best team and the best training. Therefore, **we nurture our employees' talent** so that they can continue to grow both professionally and personally.



WE'VE OBTAINED THE «LEARNING CHAMPION» AWARD FROM THE LINKEDIN «TALENT AWARDS» FOR THE ADAPTABILITY, INNOVATION, AND CREATIVITY OF OUR INTERNAL TRAINING SELECTION.

WE PROMOTE A SUSTAINABLE VALUE CHAIN

The path to sustainability must be a shared one, so if we work hand-in-hand with our suppliers, we will be able to achieve more ambitious goals. **We therefore share our commitments with them and offer our support** in meeting the established criteria.



HOW WE ENCOURAGE SUSTAINABLE SOURCING

We have a **Supplier Approval Policy** in place that they must comply with to ensure they meet our stringent levels of food quality and safety.

We have a **supplier approval process** to ensure compliance with the requirements set out in our policy.



 **84%**

of our suppliers have qualified as **sustainable**.



DEDICATED TO OUR CONSUMERS

In our work, we are always looking to **achieve maximum satisfaction** for customers and consumers, so we strive to ensure the highest quality wines and spirits.



«We've positioned ourselves as the third best Spanish winery in terms of reputation in the «Beverages» sector of the 23rd Merco ranking, highlighting our resolve, innovation, and sustainability».

INITIATIVES TO ACHIEVE MAXIMUM FOOD QUALITY AND SAFETY

- 1 We are members of the **Spanish Federation of Spirits** (Spirits Spain) and the **Spanish Wine Federation** (FEV), in addition to nine of the main DOs of Spain, adopting their Self-Regulation Codes to promote initiatives such as responsible consumption.
- 2 We are part of **Wine in Moderation** to encourage responsible consumption of our products.
- 3 We have a **Quality Management System** certified according to ISO 9001.
- 4 We have the **BRC and IFS certifications**, the most demanding food quality and safety standards on an international scale.
- 5 We implement the **HACCP** (Hazard Analysis and Critical Control Points) system to monitor contamination risks in food.
- 6 We implement the **FOOD DEFENSE** management system to minimise the risks of adulteration, deliberate product contamination, or any other malicious action in our food production.
- 7 On satisfaction surveys, we get **scores of 4 to 5 out of 5** in all areas.





WE PROMOTE WINE CULTURE THROUGH WINE TOURISM

At González Byass, we enjoy sharing our passion for wine and the culture that surrounds it with everyone. To this end, we offer various **wine tourism experiences to promote our wineries and vineyards**, as well as tastings and many more activities related to wine, its creation, and its enjoyment.

In addition, **the selection from our Jerez winery** is complemented with cultural experiences like Veranea programme and the Tío Pepe Festival, as well as the gastronomic offerings at the Pedro Nolasco Restaurant and the Tío Pepe Winery Hotel.

«Our Beronia winery was heralded in the "Best of Wine Tourism 2023" awards granted by the Global Network of major Wine Capitals Bilbao-Rioja, receiving the "Best Of – Sustainable Wine Tourism Practices" award».



WE SUPPORT OUR COMMUNITY

We aim to **have a positive impact on the communities** in which we operate, including an economic and social boost that improves the quality of life for people in the area.

INITIATIVES TO CONTRIBUTE TO OUR SOCIETY'S SUSTAINABLE DEVELOPMENT

1 We prioritise **hiring local talent**, which contributes to generating wealth and encouraging indirect employment and the development of new infrastructures.

2 We have **strong relationships with local farmers and producers**, favouring employment in rural areas and preventing depopulation.

3 We also carried out **social action initiatives**, such as donating €12,000 from our employees to help the **most vulnerable groups in Ukraine**.

4 We would like to highlight the work of the **González Byass Foundation**, which focuses on the conservation, organisation, and dissemination of wine culture, as well as preserving

the business and family legacy of our company. Initiatives developed in the 22-23 fiscal year include:

- **The «Tío Pepe, from Jerez to the world: the story of an icon» exhibition**, with documents, images, and paintings preserved by the organisation's Historical Archive.
- **Celebrating «International Archives Day»** with a day that was open to the public and an exhibition that followed Lola Flores's visits.
- **Collaboration in holding the XI Conference on Private Archives**, this year related to the field of music.

«Each of our brands is unique, but all our wines are characterised by their high quality. This quality is a product of the passion with which we make them to achieve the highest satisfaction of those who enjoy them».

*Marcos de la Torre,
Marketing Director*

INITIATIVES TO CONTRIBUTE TO OUR SOCIETY'S SUSTAINABLE DEVELOPMENT

5

We participated in **seminars and workshops to share our knowledge and generate synergies** in terms of sustainability, including:

- **«Climate change, where are we at?»** webinar led by the Institute of Masters of Wine.
- **#techYsustainability Forum**, through our participation in the round table discussion **«ESG, sustainability and social impact in tourism: the view from senior management and the board of directors»**.
- **«Sustainability axis» round table** as part of the Great Wine Capitals event held in Porto.

- **«Communicating the importance of forests»** round table held by PEFC.
- **Sustainable Wine Roundtable Global Conference** through our participation in the webinars «Can sustainability make vineyards and wineries more profitable? Practical examples» and «In the winery: Sustainable design and building efficiency».



WE CHAMPION

GOOD GOVERNANCE

07



WE CHAMPION GOOD GOVERNANCE

Our business model is based on tradition, innovation, sustainability, and the pursuit of excellence, which we manage through honest, trustworthy, responsible governance, from management itself to each of the individuals who belong to or act on behalf of the company.

“

THE GOOD IMAGE OF THE COMPANY IS SUPPORTED NOT ONLY BY THE QUALITY OF OUR PRODUCTS, BUT ALSO BY GOOD MANAGEMENT AT ALL LEVELS.





TOOLS FOR GOOD GOVERNANCE



We respect the **human rights and dignity of every person**, complying with the requirements established by the Global Compact, the SDGs, and the International Labour Organisation (ILO).



We have a **Corporate Penal Compliance Policy** and a **Crime Prevention and Detection Protocol** to implement the aforementioned model.



We have a strict **Regulatory Compliance Model** to always ensure compliance with current legislation.



We have made an **Ethical Channel** available to all for reporting any suspicion or possible breach of our Code of Conduct.

WE ADVOCATE FOR CONTINUOUS IMPROVEMENT OF OUR GOVERNANCE

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



«We encourage our employees to conduct themselves with integrity, honesty, responsibility, and respect for the law. It is fundamental to establish the reputation and good name of González Byass».

WE LISTEN TO OUR STAKEHOLDERS

We take the expectations and needs of our stakeholders into account for all decision making. We therefore always maintain a **strong relationship and communication channel** to help us set more ambitious common goals and achieve them through synergy.

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.



We carry out a periodic **materiality analysis** to identify the most relevant aspects for both the company and our stakeholders.



MOTIVATED BY THE

ACKNOWLEDGEMENTS 08

WE HAVE RECEIVED



MOTIVATED BY THE ACKNOWLEDGEMENTS WE HAVE RECEIVED

Our initiatives and efforts are backed by the various awards and certifications we have received. This is extra motivation to continuously improve our sustainability performance.



CERTIFICATIONS THAT SUPPORT OUR WORK



Certification of
biodynamic vine
cultivation



Organic wine
production certificate



Certification of **sustainable**
forest management



V-Label
Vegetarian
Certified



Fair for Life fair
trade label



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 to Beronia Rioja



Chilean Wine
Sustainability Code



Certification of **integrated**
production of vine
cultivation



Sustainable Wineries for Climate
Protection, specific certification
in terms of environmental
sustainability from the Spanish
Wine Federation (FEV)

«We continue to work with the same passion present from day one, endeavouring to offer the best wines, enjoying what we do and moving along the path toward sustainability to uphold our essence for many more decades to come».

— FAMILIA —

GONZALEZ
BYASS

VINOS Y SPIRITS • 1835

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