

PROGRAM | OUR PEOPLE PILLAR

# HEALTHY, DIVERSE AND HAPPY

2022



VIÑA CONCHA Y TORO  
— FAMILY OF NEW WORLD WINERIES —



Empresa

Certificada

The following report presents the 2022 progress of the “Healthy, Diverse and Happy” Program, which seeks to generate long-term ties with our collaborators, contributing to their well-being with quality of life programs, training and a good work environment. This program It is implemented jointly with the holding's People teams.

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PREPARED BY:

**Sustainability Management**  
**Viña Concha y Toro**

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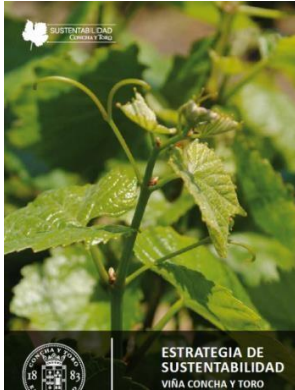
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# INTRODUCTION



01

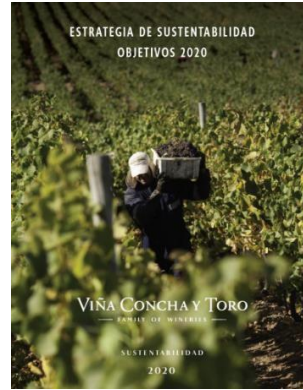
# OUR PATH IN 3 STAGES



[ 2012-2015 ]

## FIRST CYCLE THE BEGINNING

During 2011, the development of the Sustainability Strategy began, which was launched in 2012. Goals defined as of 2015 were 93% achieved.



[ 2016- 2020 ]

## SECOND CYCLE CONTRIBUTION TO GLOBAL SUSTAINABILITY

In 2015, a new stage began with more ambitious goals for 2020 and incorporating the alignment with the United Nations **Sustainable Development Goals**. 95% of the goals set for 2015 were achieved.



[ 2021- 2025 ]

## THIRD CYCLE UNCORK A BETTER FUTURE

With a view to 2025, we are incorporating the focus on generating positive impacts that certification as a **B Company** provides us with and the strategy generates the "Uncork a Better Future".



As Company B, we use the regenerative approach as a work philosophy.

It is not only about minimizing negative impact, but also about contributing to restore and renew, leaving nature and society in better condition than we found them.

*It is to generate a positive impact.*

# FUNDAMENTAL STATEMENTS



## PURPOSE VIÑA CONCHA Y TORO

We exist to transform every glass of wine and every encounter into a **memorable experience.**



**VISION OF SUSTAINABILITY CORPORATE**

To be leaders in building a better future  
a better future for people and the planet.

*Uncork a Better Future is the name of our Corporate Sustainability Strategy 2025.*



## MISSION OF SUSTAINABILITY CORPORATE

Generate net positive impact for our stakeholders and be a global reference in the regeneration of our planet.



# HOW WE MATERIALIZE OUR VISION

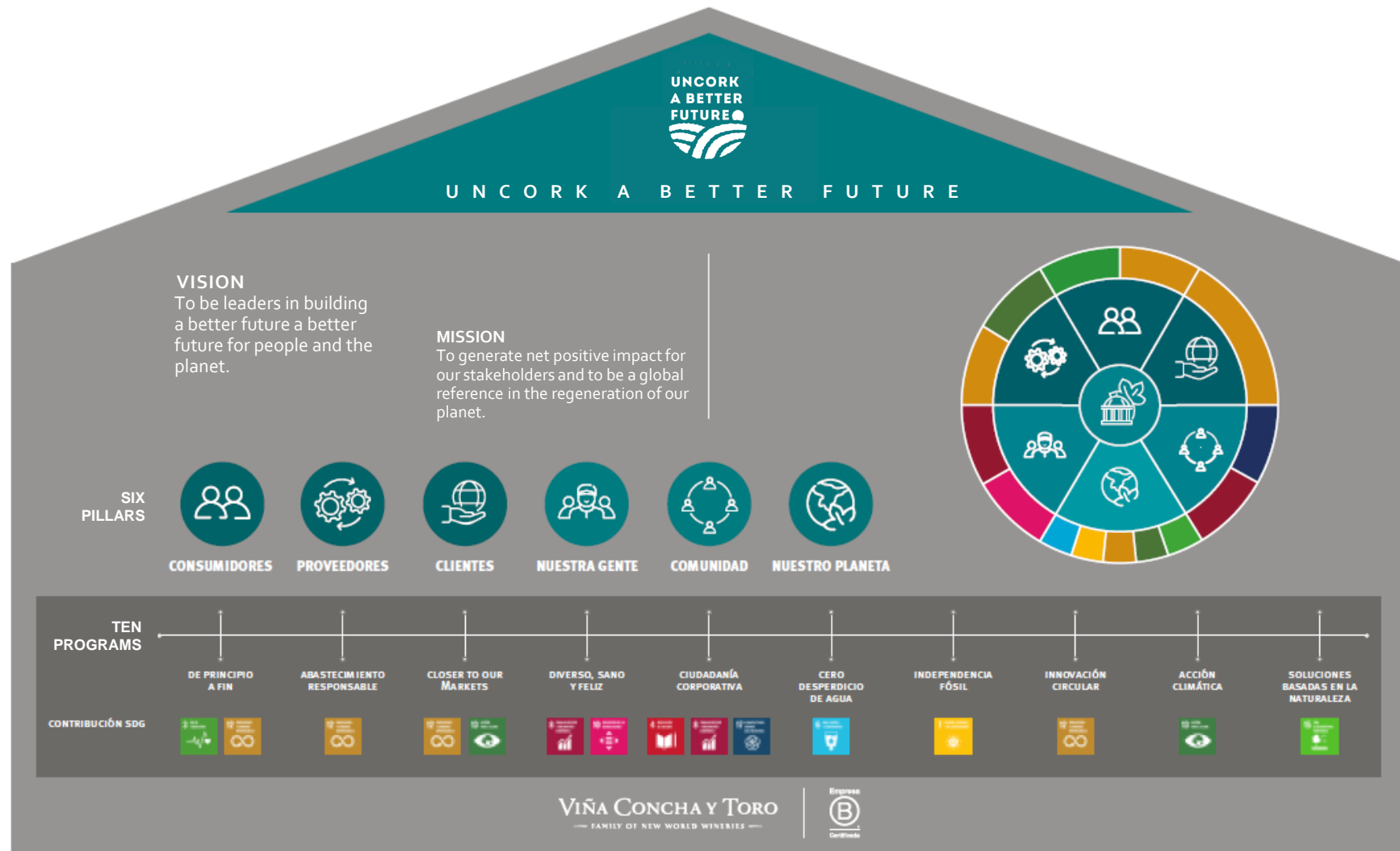
The way to put the sustainability vision and mission into practice is to focus on generating positive impacts on the main stakeholder groups, which is why the strategy is based on the company's main sustainability stakeholders.

## 6 pillars

They represent the company's main stakeholders, whom we seek to positively impact through objectives defined for 2025.

## 10 initiatives

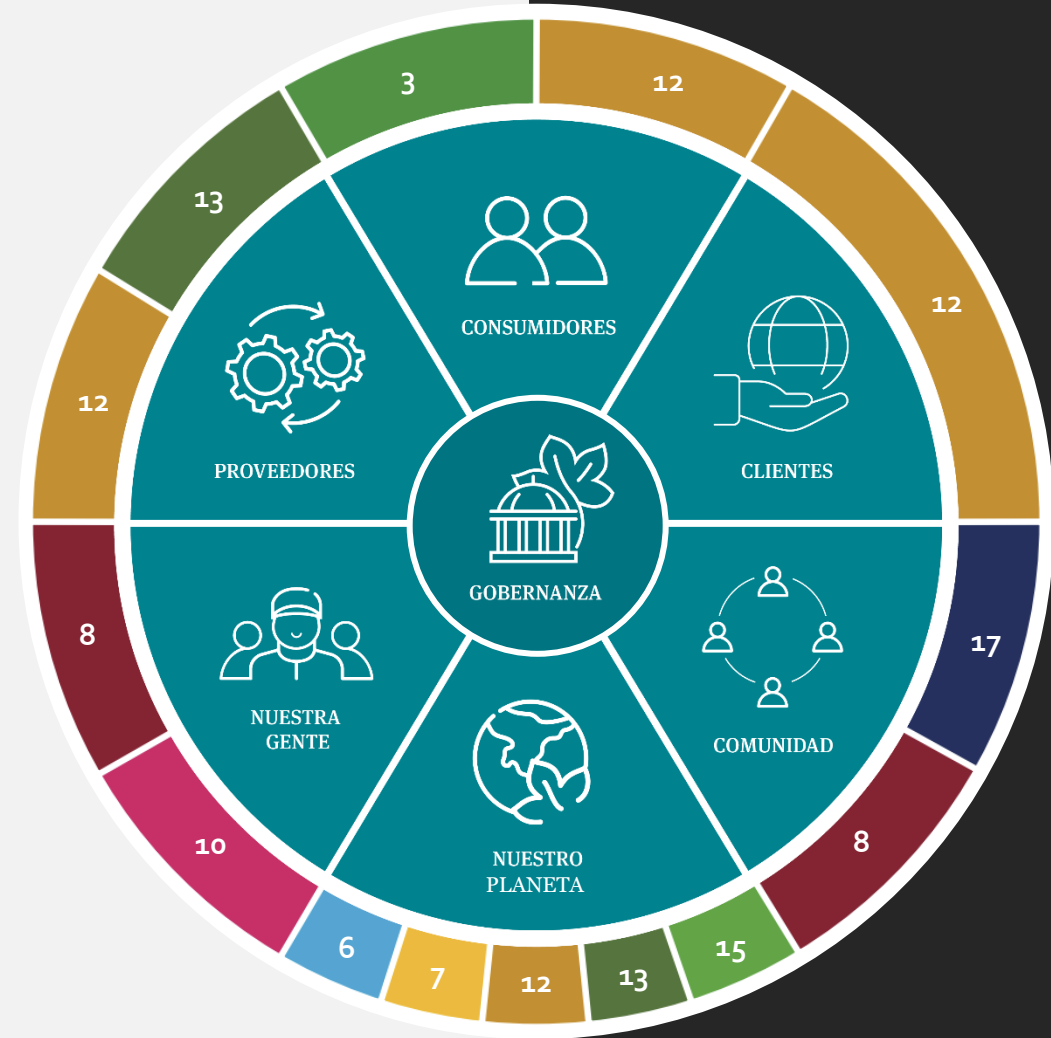
Programs on which efforts are focused to generate a positive impact, with goals established for the year 2025.





The pillars and initiatives of the "Uncork a Better Future" strategy not only contribute to the sustainability of Viña Concha y Toro, but are also aligned with the United Nations Sustainable Development Goals and contribute to the global sustainability set out in the 2030 Agenda.

Through the "Uncork a Better Future" strategy, the winery contributes to 10 of the 17 United Nations Sustainable Development Goals.



-  SDG 3. Health and Wellness
-  SDG 3. Quality Education
-  SDG 6. Clean Water and Sanitation
-  SDG 7. Affordable and Non-Polluting Energy
-  SDG 8. Decent Work and Economic Growth
-  SDG 10. Reduction of Inequalities
-  SDG 12. Production and Consumption Responsible
-  SDG 13. Climate Action
-  SDG 15. Terrestrial Ecosystem Life
-  SDG 17. Partnerships to Achieve Objectives



# OUR PEOPLE PILLAR



# PROGRAM HEALTHY, DIVERSE AND HAPPY



Ensuring equal opportunities and actively improving the well-being of all employees will be the focus to deepen in this stage 2021-2025 in terms of our people.

The "Healthy, Diverse and Happy" Program is based on two central elements: diversity and well-being, which we seek to promote and deepen within the company.

**1. DIVERSITY:**  
In this line, we work on issues of inclusion, gender balance and multiculturalism.

**2. WELLNESS AND WORK**  
The company seeks to advance in individualized benefit programs that raise the levels of well-being and balance between work and family life of the company's employees.

The company is focused on generating long-term relationships with its employees, contributing to their well-being with quality-of-life programs, training, and always seeking to create a good working environment.

## CORPORATE OBJETIVE



Continuously improve the well-being and commitment of all the company's employees. To grow in terms of diversity, equity, inclusion and well-being at work.

## 2025 GOALS



**100% implementation in the company**, covering all employees and based on 2 key elements for people management: diversity and well-being.

2025 Goal:  
**3-579**  
partners  
Program Coverage  
Holding Level

# EXPECTED IMPACTS



**TARGET 8-5**

**FULL EMPLOYMENT AND DECENT WORK WITH EQUAL PAY**

## DECENT WORK AND ECONOMIC GROWTH TARGET 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including young people and people with disabilities, and equal pay for work of equal value.

**TARGET 10-3**

**ENSURE EQUAL OPPORTUNITIES AND END DISCRIMINATION**

## REDUCTION OF INEQUALITIES TARGET 10.3

Ensure equality of opportunity and reduce inequality of outcomes, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and measures in this regard.

## HEALTHY, DIVERSE AND HAPPY PROGRAM

Through the Healthy, Diverse and Happy Program, the company seeks to improve the quality of life of 100% of our workers, through transversal measures that focus on 2 key components:

2025 IMPACT  
**100%**  
Equal pay  
for work of equal value

2025 IMPACT  
**100%**  
With endowment  
with access  
To well-being programs focused on individual needs

## 2 KEY COMPONENTS

### 01 DIVERSITY: INCLUSION, GENDER BALANCE AND MULTICULTURALITY

A diverse culture enriches us. We seek to strengthen the internal culture, working on: Inclusion, Gender Balance and Multiculturalism.

### 02 WELLNESS AND WORK

Promoting a balance between work and personal life is vital to the health and motivation of our people.



# ROADMAP 2021-2025



20  
21

Design and launch of the "Healthy, Diverse and Happy" Program, definition of priority axes for the company and establishment of 2025 goals.



20  
23

Progress of the Action Plan. Maturity level measurement of the pillars



20  
25

Measurement Level of Maturity achieved.  
Benchmarking with multinational companies



20  
22

Construction and progress of the Action Plan. Dissemination of annual measurement indicators.

20  
24

Consolidating the Program Maturity Level Measurement and adjustments if necessary



## 2025 Goal

*Program implemented, generating coverage for **100% of the company's workers** and based on 2 key elements for people management: **diversity and well-being**.*

# HEALTHY, DIVERSE AND HAPPY ANNUAL GOALS

	ACTIONS	GOAL	KPI	Expected Progress	Real Progress	% Annual Progress
2021	Definition of priority axes for the company's Wellbeing Program and establishment of 2025 goals.	Designed Program	% Progress	100%	100%	100%
2022	Incorporate people with disabilities into the organization in different areas and workplaces.	35 people	# people	35	33	95%
	Carry out visits and face-to-face meetings to disseminate benefits and agreements, health and recreation.	1.500 people	# People	1.500	1.432	
2023	Develop a Diagnostic Report regarding Diversity, Inclusion and Multiculturalism that allows the development of an inclusion policy and the establishment of goals for gender balance.	Elaborate policy	% Progress	100%		
	Generate individualized benefits according to the profile analysis of each worker and generation of benefits by age segments.	Generated Benefits Plan	% Progress	100%		
2024	Make progress in closing gaps in terms of Diversity, Inclusion and Multiculturalism. Design specific actions to improve gender balance within the organization.	50% progress in gap implementation	#Implemented Acts / # Totals Act.	50%		
	Carry out the first evaluation of the individual benefits program.	Obtain Satisfactory Result (Greater than 80%)	% of user satisfaction	80%		
2025	Close the gaps in terms of Diversity, Inclusion and Multiculturalism. Design specific actions to improve gender balance within the organization.	100% progress in gap implementation	#Implemented Acts / # Totals Act.	100%		
	Consolidation of the individualized benefits program.	Obtain Satisfactory Result (Greater than 80%)	% of user satisfaction	80%		

# HEALTHY, DIVERSE AND HAPPY PROGRAM

KEY  
ELEMENTS

## 01

DIVERSITY: INCLUSION,  
GENDER BALANCE AND  
MULTICULTURALITY

During 2022, progress will be made in incorporating people with disabilities into the organization in different areas and workplaces. 33 people were credited for inclusion.

On the other hand, with the conviction that Diversity and Inclusion enriches us and drives us to be a more successful organization, the preparation of the Diversity and Inclusion Policy of Viña Concha y Toro begins, which is expected to be announced during 2023. all areas of the company.



# 33 people

accredited for inclusion  
(1,5% endowment)

- **Team trained to manage Labor Inclusion.**  
9 specialists from People Management will be accredited by the certifying entity in Chile.
- **Specialist consultants supporting us to manage Diversity and Inclusion.** In preparation for technical diagnosis.

# 02

## WELLNESS AND WORK

During 2022, in-person visits and meetings will be held to disseminate benefits and agreements, health and recreation. Below we will mention some of the actions carried out in Chile and framed in the Healthy, Diverse and Happy Program.



**473**  
**people**

with preventive health exams on farms, wineries and plants.

**1.432**  
**people**

with talks about complementary insurance and benefits

**400**  
**people**

Trained in Alcohol and Drug Abuse Prevention



## Preventive Talks on Alcohol and Drug Consumption

In order to continue promoting healthy lifestyles and safe environments for our employees, awareness workshops on problematic alcohol and drug use were held during August and September. Workers from various company sites participated in these workshops whose objective is to inform and prevent problematic alcohol and drug use.

The activity was carried out by the Risk Prevention and Quality of Life area and more than 280 people participated, in which employees were able to learn about ways to prevent and also address these types of situations in work and social environments.

This activity is part of the Company's Alcohol and Drug Policy, which has three Programs to promote well-being and the development of a Culture of Prevention. These three programs are: Preventive educational program, Detection and control program and the Assistance Program.



## BET Talks: On-Field Benefits

Nearly 300 people have been part of these events organized by Quality of Life of the People Management to give greater visibility to the company's welfare agreements and programs.

During the months of March, April and May, the Quality of Life area of the People Management has carried out the BET Talks: Benefits in the Field. The objective of these instances is to bring welfare agreements and programs closer to employees at the different sites of the Company. In these in-person and online talks, attendees learn more about the different Quality of Life projects, such as the Complementary Health Insurance, the Kon3cta Platform for online psychological care, the Alcohol and Drug Assistance Program, in the corresponding cases, service in casinos.



## Hanu Fit Wellness Platform

Viña Concha y Toro cares about the well-being of its employees and their families, which is why it offers a 100% free fitness, wellness and nutrition benefit.

Hanu Fit: a 100% free online platform, available from any device, that helps:

**Take care of your body:** with hundreds of workouts in more than 18 disciplines, such as HIIT, Dance, Pilates, Active Pause, together with internationally recognized coaches.

**Clear your mind:** Access meditation, relaxation, yoga and mindfulness sessions, among others.

**Improve your diet,** with entertaining capsules of only 90 seconds with healthy recipes and nutritional plans according to your goals.



## Konecta Platform

At Viña Concha y Toro we are interested in the health and well-being of our collaborators. For this reason, we are happy to invite you to learn about the tools that the Dodo online platform puts at your disposal with preferential values to help you improve your quality of life:

- Sessions with Psychologists specialized in children, adolescents, adults and older adults.
- Telemedicine with general doctors 24/7 and specialties from 09:00 to 21:00 hrs. You can use Fonasa or Isapre.
- Spaces with professionals in the areas of kinesiology, speech therapy, nutrition and coaching, as well as experts in legal matters.



## Training Talks "Cultivate the Positive"

With the aim of continuing to provide opportunities for personal growth, team leaders are invited to the "Cultivate the Positive" Conference, directed by Juanma Quelle, international speaker, writer and executive coach, with a Master's Degree in Positive Psychology Applied to different estates and wineries. of the company.

The objective of this instance is to provide emotional management tools, with a practical and positive approach, considering the importance of leaders in a complex context.

During the Cycle of Workshops and Conference "Cultiva Lo Positivo", collaborators from Fundos del Valle del Maule, Curicó, Rapel, Marchigüe and Santa Cruz attended; from Bodega Chimbarongo, San Javier, Peumo, Cachapoal, Peralillo, Las Mercedes and Lourdes; from the Pirque, Vespucio and Lontué Plants; of the Research and Innovation Center, and the Santa Rosa Branch and the Distribution Center.



## Preventive Comprehensive Health Talks

During 2022, the Preventive Health Program was carried out in 21 company sites, with the objective of taking care of the health of collaborators on farms, wineries and plants.

Viña Concha y Toro carried out preventive health operations in various locations in Chile. Nearly 500 people participated in dental, visual, nutritional and cardiovascular operations.



### Competitive funds

Every year Viña Concha y Toro promotes the talent of its collaborators by applying for competitive funds, in the workplace as well as in the artistic, cultural and sports fields.

Every year collaborators can apply their project to the Competitive Funds, a program that aims to co-finance recreational initiatives that arise from the collaborators themselves, in order to continue promoting the development of our People beyond the professional.

### Soccer Championship

Every year the Grand Annual Women's and Men's Soccer Championship of Viña Concha y Toro is held. Don't miss the opportunity to share with different teams and demonstrate your soccer talent.

The Grand Annual Viña Concha y Toro Soccer Championship is approaching. The championship has categories for men and women, so do not hesitate to register your team and participate for incredible prizes.

To recognize respect and fair play, a shirt autographed by the Manchester United team will be given to the Fair Play player of the 2022 Football Championship.



# MANAGEMENT PROGRESSES 2022





# 2022 RESULTS



Progress on  
**Healthy, Diverse and  
Happy Program**

2022

95%

In 2022, progress was made in the construction and advancement of the action plan, generated for the “Healthy, Diverse and Happy Program.”

One of the main milestones of the year was to publicize the program, to announce the axes of progress and the availability of activities that the company has designed with the purpose of promoting well-being and diversity.

Although the goal established for Diversity and Inclusion in 2022 (94%) was not achieved, this constitutes an incentive to multiply the effort in 2023. Likewise, the Wellbeing goal was achieved by 95%, which provides general progress 2022 of 95%.



## CONCLUSIONS

In 2022, progress was made in two lines of work proposed for the Healthy Diverse and Happy Program.

With the aim of generating impacts and leaving a positive mark on our communities, the establishment of 18 initiatives was achieved in the communities surrounding the vineyard operations, with direct involvement of our people and more than 2,000 people from the community.

These links will continue in the long term and during 2023 new communities will be integrated into this progress.



## 2023 GOALS

### HEALTHY, DIVERSE AND HAPPY PROGRAM

1. Development and dissemination of the Diversity and Inclusion Policy of Viña Concha y Toro
2. Progress on benefit segmentation





VIÑA CONCHA Y TORO  
— FAMILY OF WINERIES —



PROGRAM | OUR PEOPLE