



VIÑA CONCHA Y TORO

CORPORATE ETHICS STANDARD

Version 5.1

July 2026

VIÑA CONCHA Y TORO

— FAMILY OF WINERIES —

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01 Introduction

Corporate ethics is a fundamental element for sustainable development and building trust between companies and their stakeholders. In a global context characterized by increased regulatory, social, and environmental demands, it is essential that organizations conduct their activities in accordance with principles of integrity, transparency, respect for human rights, and regulatory compliance.

Ethical business practices not only help prevent legal, reputational, and operational risks but also strengthen organizational culture, foster responsible relationships with employees, suppliers, customers, and communities, and promote long-term business sustainability.

Within this framework, Viña Concha y Toro establishes this Corporate Ethical Standard as a management tool

aimed at consolidating responsible business practices aligned with leading international standards. The document defines the principles, guidelines, and requirements applicable to the company's operations and its value chain, incorporating matters related to human rights, working conditions, health and safety, business conduct, ethical supplier management, and mechanisms for control and continuous improvement.

Likewise, the standard establishes internal responsibilities, ethical governance mechanisms, and guidelines for monitoring and ensuring compliance with the commitments undertaken by the organization.

02

General Framework and Ethical Governance

The Corporate Ethical Standard was developed to facilitate the implementation and monitoring of compliance with the principles, guidelines, and requirements that guide the responsible conduct of Viña Concha y Toro and the entities that form part of its value chain.

Its objective is to promote an organizational culture based on integrity, respect for human rights, regulatory compliance, and corporate sustainability, ensuring that the company's operations are conducted ethically, transparently, and in alignment with recognized international standards.

It also seeks to prevent and mitigate legal, social, environmental, and reputational risks, thereby strengthening the trust of employees, customers, suppliers, investors, and other stakeholders.

The standard was developed as a management tool designed to ensure the effective implementation of the company's ethical management in its operations and processes. Its structure provides an efficient and verifiable mechanism for complying with the commitments set forth in Viña Concha y Toro's Code of Ethics and Conduct, as well as with standards required by customers in specific markets and with international frameworks for responsible business conduct to which the company adheres, including the United Nations Guiding Principles on Business and Human Rights.

The commitments established in this Corporate Ethics Standard apply to Viña Concha y Toro's own operations and are promoted throughout its value chain, including contractors, suppliers, and business partners, according to the nature of the relationship and the company's management systems.



CHAPTER 2

2.1 Responsibilities

The responsibility to act ethically and in accordance with ethical principles rests with all members of Viña Concha y Toro, regardless of their position, role, or location. Notwithstanding the foregoing, the company has defined different levels of responsibility to ensure the proper implementation, oversight, and control of corporate ethical management.

Ethics and Sustainability Committee:

Responsible for ensuring the overall consistency of the company's ethical management, overseeing its general implementation, and promoting compliance with the ethical principles and commitments defined by the organization. It also receives reports and monitors relevant matters related to business conduct, ethical risks, and regulatory compliance.

Compliance Office:

Responsible for implementing and managing the necessary mechanisms to ensure internal compliance with the requirements established in this standard, as well as promoting compliance with policies and procedures related to ethics and conduct inside the organization. It is also responsible for internal training and education on these matters.

Corporate Sustainability Management:

Responsible for keeping the Corporate Ethics Standard up to date, incorporating new requirements in social matters arising from markets, customers, international standards, and regulatory trends applicable to the company regarding responsible business conduct, and taking into account the ethical standards to which the company also voluntarily adheres.

Corporate Quality Audit:

Responsible for monitoring compliance with the requirements established in the Corporate Ethics Standard through periodic internal audits. These audits are scheduled annually in accordance with the calendar defined by the department, allowing for the identification of opportunities for improvement and the follow-up of corresponding action plans in the event of non-compliance.

2.2 Evaluation and Improvements

Annually, the results of internal and external ethics audits are consolidated and submitted to the Compliance Office so that this department can present its annual findings and/or proposals for improvements to senior management. Additionally, the need to develop new versions of the standard is analyzed in the event of significant changes to the Viña Concha y Toro Code of Ethics and Conduct or any of the standards incorporated into the Corporate Ethics Standard. This process ensures the implementation of a continuous improvement cycle that enables the company to systematically enhance its performance in this area.

03

Incorporated Ethical Requirements

As a global company, Viña Concha y Toro operates in various markets, serves different clients, and faces voluntary standards and regulations with varying requirements regarding business ethics. The Corporate Ethics Standard is a tool designed to ensure the consistent and company-wide implementation of sound ethical practices.

The core of the Corporate Ethical Standard is Viña Concha y Toro's Code of Ethics and Conduct. This incorporates requirements from strategic clients, international standards, and frameworks regarding human rights and business conduct.

In its fifth version, the Corporate Ethics Standard continues to align with the international conventions to which the country is a signatory and which are reflected in local law (ILO, OECD).

In addition, the following are incorporated:

3.1 Internal Documents from Viña Concha y Toro

These sources form the internal regulatory framework used to assess the evolution of the corporate ethical standard, its consistency with other company policies, and the areas that needed to be updated or strengthened.

- Viña Concha y Toro S.A. (2023). Code of Ethics and Conduct 2023.
- Viña Concha y Toro S.A. (2022). Corporate Ethical Standard, Version 04.
- Viña Concha y Toro S.A. (2017). Corporate Ethical Standard, Version 02.
- Viña Concha y Toro S.A. and Subsidiaries. (2025). Supplier Code of Conduct.

CHAPTER 3

3.2 International Human Rights Frameworks and Responsible Business Conduct

These sources were considered to align the standard with international principles on human rights, corporate due diligence, corporate responsibility, and the prevention of adverse impacts on people and communities.

- United Nations. (2011). Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect, and Remedy” Framework. New York: United Nations.
- United Nations. (1948). Universal Declaration of Human Rights.
- United Nations. (1966). International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights.
- United Nations. (1989). Convention on the Rights of the Child.

- United Nations. (n.d.). Principles of the United Nations Global Compact.
- UNICEF, United Nations Global Compact, and Save the Children. (n.d.). Children’s Rights and Business Principles.
- OECD. (n.d.). OECD Guidelines for Multinational Enterprises.

3.3 International Labor Standards

These sources were used to review content related to decent work, child labor, forced labor, freedom of association, collective bargaining, equal pay, non-discrimination, and fair working conditions.

- International Labour Organization. (Various years). ILO Conventions and Recommendations, including Conventions No. 29 and No. 105 on forced labor; No. 87 and No. 98 on freedom of association and collective bargaining; No. 100 and No. 111 on equal remuneration and non-discrimination; and No. 138 and No. 182 on minimum age and the worst forms of child labor.

3.4 Ethical Trade Standards, Social Auditing, and Supply Chain Compliance

These sources were used to compare the standard’s requirements with international practices in social assessment, ethical trade, working conditions, supplier management, and supply chain auditing.

AMFORI. (2021). amfori BSCI Código de Conducta.

- Ethical Trading Initiative. (n.d.). The Ethical Trading Initiative’s Core Code.
- Sedex. (2024). Sedex Supplier Member Manual, Version 1.0.
- Sedex. (2024). SMETA 7.0 Member Manual Annex 4: The SMETA Workplace Requirements, Version 1.0.
- Sedex. (2019). Sedex Members Ethical Trade Audit — SMETA, version 6.1.
- Social Accountability International. (2014). Social Accountability 8000 International Standard —

SA8000®: 2014.

- Global Social Compliance Programme. (2010). Reference Code, versión 2.

3.5 Codes of Conduct and Standards for Clients or Business Partners

These sources were reviewed for their relevance to the ethical, social, and compliance commitments required by customers, distributors, and key stakeholders in the value chain. The analysis identified external expectations regarding suppliers, responsible procurement, business integrity, and sourcing standards.

- H.R.L. Morrison & Co Group LP. (2024). Supplier Code of Conduct.
- Morrisons Group. (2023). Morrisons Ethical Trading Code.

- Morrisons. (2015). Ethical Trading Policy.
- Wm Morrison Supermarkets plc. (2010). Standard Terms & Conditions of Purchase: Applicable to Goods for Resale & Goods and/or Services Not for Resale.
- Tesco. (2021). Our Code of Business Conduct.
- Tesco. (2016). Code of Business Conduct and Ethics.
- Walmart Inc. (s.f.). Our Code of Business Conduct.
- Walmart. (2014). Standards for Suppliers.
- Woolworths. (2019). Responsible Sourcing Standards.

04 Principles of the Corporate Ethics Standard

Version 5 of the Corporate Ethics Standard includes a total of 10 Principles, which are comprised of 100 indicators, distributed as shown in the following summary table:

Principle	# Requirements
1 Compliance with the Law	6
2 Ethics Management System	20
3 Diversity, Equity, and Inclusion	10
4 Prohibition of Child Labor and Protection of Young Workers	7
5 Prohibition of Forced Labor	7
6 Fair Wages, Working Hours and Worker Protection	10
7 Freedom of Association and the Right to Collective Bargaining	6
8 Safe and Healthy Working Conditions	20
9 Environmental Stewardship	3
10 Ethical Business Practices	11
TOTAL STANDARD REQUIREMENTS	100

Each indicator has designated areas or departments as “Responsible” corresponding to the individuals identified as responsible for ensuring compliance with the indicator. Additionally, “Suggested References/Evidence” are provided to demonstrate compliance. These are suggestions that auditees can use to supplement their responses.

Likewise, the standard identifies the “Type” of requirement, which can be audited cross-functionally or general, since the requirement corresponds to centralized guidelines, or directly at the company’s facilities or sites.

Finally, the codes and standards with which compliance is achieved simultaneously when reviewing a specific indicator are noted.





PRINCIPLE 1 Compliance with the Law

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
1.1 The company complies with all national laws and regulations, minimum industry standards, and other requirements to which the organization voluntarily subscribes or adheres.	Legal Department. Sustainability Management.	a) Meeting with the Legal Counsel to verify that the company has a legal representative responsible for monitoring environmental, labor, and health legislation, contracts with customers and suppliers, and other regulations applicable to operations. b) Interview with Sustainability Management to demonstrate compliance with voluntary environmental and social standards.	General	X	X	X	X	X	X	X	X	X	X
1.2 The company demonstrates that there are no serious or repeated violations and/or violations subject to sanctions under applicable law.	Legal Department. Human Resources Department. Engineering and Projects Department.	a) Interview with the company's Compliance Officer, if applicable. b) Inspection report from the Regional Ministerial Secretariat of Health, Ministry of Agriculture, and SAG (if applicable). c) Certificate of employment and social security history (F30), Ministry of Labor. d) Inspection report from the Labor Inspectorate. e) Company profile: SEIA, RETC, SINADER, or other.	General	X				X	X				X
1.3 The company complies with ILO Conventions, UN Conventions, other international instruments to which the country is a signatory, and the voluntary requirements to which the company adheres, always applying the most stringent standards that provide the greatest protection for workers.	Office of the Prosecutor. Sustainability Management. Corporate Quality Audit.	a) Chile has been a signatory to the ILO and UN conventions on human rights since 1919. These conventions have been incorporated into national law, and Viña Concha y Toro complies with national legislation. b) Current Corporate Ethics Standard. c) EEC Internal Audit Report.	General		X			X	X				
1.4 The company, its executives, and employees shall comply with diligence, accuracy, and good faith with the obligations arising from individual and collective employment contracts, with the regulations establishing social benefits for employees, as well as with the Internal Regulations on Order, Hygiene, and Safety, and applicable labor and social security legislation. In the event that it becomes necessary to implement layoff procedures affecting a significant number of employees, the Company commits to fully complying with the legal requirements for communication and advance notice established in current labor laws and will endeavor, as a matter of best practice and to the extent appropriate, to maintain channels for timely information and dialogue with labor unions and employee representatives, conducting these processes in a transparent and respectful manner.	Human Resources Department.	a) Employment contracts and pay stubs, indicating social security deductions and benefits. b) Records of delivery of the Code of Ethics and Conduct and the Internal Regulations on Order, Hygiene, and Safety upon employment. c) Collective bargaining agreement between Viña Concha y Toro and labor unions. d) Platform for monitoring these issues, administered by the Compensation Sub-Department.	Site	X				X					X

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
1.5 There is a written social policy documenting that AMFORI requirements are in line with Chilean law.	Legal Department. Sustainability Management.	a) Current Viña Concha y Toro Corporate Ethical Standard.	General						X				
1.6 There is a procedure for updating and implementing legal regulations related to changes in matters of wages and safety.	Legal Department. Human Resources Department.	a) Job description or profile of the Labor Affairs Attorney and the Assistant Manager of Risk Prevention.	General						X				



PRINCIPLE 2 Ethics Management System

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
2.1 There is a sustainability strategy that includes the administration and compliance with ethical standards or sustainability requirements and a policy to inform staff, in all appropriate languages, of the company's commitment to the ethical standards it adheres to.	Sustainability Management. Legal Department.	a) Viña Concha y Toro Corporate Sustainability Strategy. b) Corporate Ethical Standard (EEC). c) Training records for the Code of Ethics and Conduct and the EEC.	General		X								
2.2 There is a code of ethics, health and safety regulations, or other internal standard that is known to internal and external staff. There is a person responsible for ensuring compliance with the code of ethics within the company.	Legal Department. Human Resources.	a) The Compliance Office is responsible for updating and maintaining the Code of Ethics and Conduct. b) Current Viña Concha y Toro Code of Ethics and Conduct. c) Internal Regulations on Hygiene, Order, and Safety, with a record of delivery to employees in their personal files. d) Records of training on the Code of Ethics and Conduct, Corporate Ethical Standards, and Internal Regulations on Order, Hygiene, and Safety.	General / Site	X	X			X	X	X	X	X	
2.3 The company has an ethics management system that conducts periodic assessments of the maturity of its performance, considering the existence, communication, and effectiveness of policies, procedures, training, continuous improvement, and assignment of responsibilities, and including the appointment of a person responsible for compliance with the Corporate Ethics Standard.	Prosecutor's Office. Corporate Quality Audit.	a) Corporate Ethics Standard (EEC). b) Reports on internal ethics audits. c) Client audit reports.	Site					X	X		X		
2.4 There is a person responsible for the ethical standards management system who has received appropriate training for their responsibilities, as well as individuals responsible for keeping the Corporate Ethical Standard up to date and designated individuals responsible for compliance with the Corporate Ethical Standard in supplier management.	Legal Department. Sustainability Management.	a) Current Corporate Ethics Standard. b) Job profile of the Compliance Officer and description of responsibilities within the company's ethics management system.	General					X	X		X		

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
2.5 There is/are a person(s) responsible for implementing and monitoring ethical performance at the facilities.	Human Resources Management.	a) There is a Human Resources Manager for each facility. Job descriptions or profiles of the individuals responsible for each site. b) There is a risk prevention manager for each facility. Job description or profile.	Site						X				
2.6 There is a person responsible for periodically reviewing the policies and procedures for implementing the ethical standards to which the company adheres, as well as performance results, in order to ensure continuous improvement.	Legal Department. Sustainability Management. Corporate Quality Audit.	a) Presentations to the Ethics and Sustainability Board Committee. b) Previous versions of the EEC. c) Audit reports and non-conformities.	General										X
2.7 The company ensures fair, transparent business relationships with its suppliers based on good contractual practices, in accordance with national and international laws that protect their rights and establish equitable terms of negotiation. These good practices include not unilaterally modifying contracts, respecting payment terms and conditions, and having expedited mechanisms in place that allow suppliers to raise and resolve their concerns.	Legal Department. Purchasing Department.	a) Examples of current contracts. b) Procurement Policy and Procurement Procedures.	General					X	X		X		
2.8 The company conducts periodic risk assessments to identify and prioritize actual and potential risks. Based on the results, the departments develop improvement or mitigation actions, commensurate with the severity and/or urgency of the risk or nonconformity detected.	Internal Control Department. Internal Audit. Corporate Quality Audit.	a) Risk assessment report / risk matrices. b) Audit reports and action plans proposed by the departments - Internal Audit. c) Quality audit reports and action plans proposed by the departments.	General	X									X

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
2.9 The organization frequently monitors the implementation of the Corporate Ethical Standard (EEC) and, consequently, of client codes of ethics, with its employees, and also conducts assessments to measure employee well-being in the workplace.	Corporate Quality Audit. Human Resources. Legal Department.	a) Reports on internal and external audits conducted at the sites. b) Records of quality-of-life visits to various sites. c) Corporate "Engagement" Survey, results, and action plans. d) Records of meetings with unions. e) EEC training.	Site					X	X		X		
2.10 A training plan has been implemented for all personnel to effectively communicate this Corporate Ethical Standard (EEC), in accordance with the information resulting from the ethical risk analysis. The effectiveness of the training is periodically measured, and its nature and frequency are recorded.	Legal Department. Human Resources.	a) Training plan developed as a result of risk assessments. b) EEC training records.	General	X					X				X
2.11 Employees have received training and information regarding the codes of ethics to which the company adheres, including a description of their content. Staff effectively understand the requirements of these codes.	Prosecutor's Office.	a) Training records for the Corporate Ethical Standards and Code of Ethics and Conduct. b) Internal communications. c) Distribution of materials to new hires. d) Signing and receipt of the Code of Ethics and Conduct.	Site					X	X				X
2.12 Codes of ethics have been distributed, and requirements and expectations have been communicated to subcontractors and service providers.	Human Resources. Purchasing Department.	a) Records of delivery of the Viña Concha y Toro Supplier Code of Conduct. b) Platform featuring the Supplier Code of Conduct in each supplier's profile. c) Outsourcing Policy. d) Special Safety Regulations for Contractors.	Site					X	X				
2.13 There are policies and procedures that apply to all employees to ensure ongoing compliance with the ethical standards upheld by the organization.	Office of the Inspector General.	a) Current Corporate Ethical Standard. b) Current Code of Ethics and Conduct. c) Internal Regulations on Order, Hygiene, and Safety in effect.	General					X	X				X

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS – UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
2.14 The organization regularly monitors whether business partners comply with and have a genuine understanding of the AMFORI Code of Conduct.	Sustainability Management. Legal Department.	a) Record of delivery and training on ethical standards and the Code of Ethics and Conduct to grape suppliers. b) Evidence of adherence to the Supplier Code of Conduct on company platforms or in company documentation (purchase orders).	General						X				
2.15 The organization has developed the necessary processes and policies to address and prevent any adverse human rights impacts that may be identified in its supply chain.	Office of the Prosecutor. Internal Control Department. Purchasing Department.	a) Supplier Code of Conduct. b) Code of Ethics and Conduct. c) Whistleblower Channel. d) Whistleblower Investigation Procedure. e) Corporate Risk Matrices.	General		X				X				
2.16 There are procedures in place to monitor compliance with ethical standards in service companies.	Human Resources Management.	a) Platform managed by the External Services department. b) Internal audit reports to the contractor management platform.	General										
2.17 Policies and procedures are effectively communicated and made available to staff in all relevant languages. These communications must also be clearly shared with customers, suppliers, contractors, and subcontractors.	Accounting Management. IT Management. Grape Purchasing Department. Human Resources Management.	a) Customers: Customer Portal (Data Governance) b) Suppliers: Supplier Portal (Accounting) c) Grape Growers: Grape Growers Portal (Grape Purchasing) d) Contractors: External Services Platform (Human Resources) e) Subcontractors: External Services Platform (People) f) Internal Procedures: ADONIS Platform and Document Management System (Processes)	General										X
2.18 The company ensures that internal and external audits are conducted without obstruction, with full access to documents, facilities, and employees. Retaliation, bribery, or interference are prohibited, and interviews are conducted in private, with interpreters when necessary, to protect employee confidentiality. Audits are used to identify opportunities for improvement; complete records are maintained—including second-party ethical audits—and the results are shared with the relevant departments.	Corporate Quality Audit.	a) Records of internal ethical audits confirming compliance with the indicator and reporting of non-conformities to the relevant departments. b) Presentation of training materials on the company's ethical standards.	General									X	

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS – UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
2.19 The company promotes open communication and provides safe spaces through a confidential complaint and reporting mechanism, which offers the option of anonymity and is available 24/7 to all internal and external staff and stakeholders in multiple languages. This channel allows for the reporting of administrative complaints, unethical or illegal conduct without fear of retaliation. The company guarantees that there will be no retaliation for reports made in good faith. The company informs the relevant parties of the outcomes of these cases.	Human Resources Department. Legal Department.	a) Suggestion and complaint box at each facility. b) Procedure for managing communications via the suggestion box. c) Reporting channel on the Site. d) Procedure for investigating reports. e) Viña Concha y Toro Integrated Annual Report, People section.	General / Site	X	X				X				X
2.20 The organization engages stakeholders to ensure sustained compliance with the Corporate Ethics Standard, where applicable.	Legal Department. Sustainability Management.	a) Ethical risk analysis of stakeholders. b) Viña Concha y Toro Integrated Annual Report. c) Company stakeholder registry. d) Record of communications with stakeholders.	General									X	



PRINCIPLE 3 Diversity, Equity, and Inclusion

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
3.1 There is a Code of Ethics and Conduct that prohibits any situation of abuse or undignified treatment within the organization and at contractor companies.	Legal Department.	a) Viña Concha y Toro Code of Ethics and Conduct.	General	X	X								
3.2 The company implements an anti-discrimination policy that guarantees equal treatment and opportunities for all employees. Any act of discrimination, violence, harassment (especially gender-based), and unjustified invasive practices is prohibited. Inspections must be lawful, justified, conducted with informed consent, and respect privacy. Measures and protocols are in place to address harassment, including in work-related transportation and housing.	Human Resources. Legal Department.	a) Viña Concha y Toro Code of Ethics and Conduct. b) Complaint Investigation Procedure. c) Viña Concha y Toro Corporate Ethical Standard. d) Anti-discrimination guidelines are mentioned in the company's Internal Regulations (Zamudio Law – Article 63). e) Guidelines on workplace harassment, sexual harassment, and violence in the workplace are mentioned in the company's Internal Regulations (Karin Law). f) Staff interviews	General	X	X	X	X	X	X		X	X	X
3.3 There is a written recruitment and selection policy, which is known to both internal and external staff. All job applicants, whether for permanent or temporary positions, must complete a written application before being considered, and the selection processes do not include discriminatory requirements, such as information on family planning, union affiliations, or pregnancy or virginity tests.	Human Resources Management.	a) Recruitment, Selection, and Hiring Procedure for Personnel.	General					X		X	X		X
3.4 The company, as well as all its suppliers and subcontractors, ensures that no worker or applicant pays any costs, fees, or charges—in whole or in part—associated with the hiring process, whether directly or indirectly. Control and traceability mechanisms are implemented to ensure that no improper payments are made at any stage of the recruitment process. The company has an immediate remediation protocol in place, which may include the reimbursement of expenses charged by third parties if internal involvement is confirmed.	Human Resources Department. Legal Department.	a) Recruitment, selection, and hiring procedures, demonstrating that the company does not charge fees for selection processes. b) Possible investigations into the procedures, should any complaint be filed.	General					X		X			
3.5 The organization must not use labor contracting arrangements, consecutive short-term contracts, and/or false addenda or other schemes to avoid fulfilling its obligations to staff under applicable labor and social security laws and regulations.	Human Resources.	a) Employment contracts in employees' personnel files. b) List of facility staff by contract type and duration.	Site				X				X		

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS – UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
3.6 Written employment contracts are in place for all workers, including the terms and conditions of employment for direct and indirect workers.	Human Resources Department.	a) Copy of employment contract, with updated annexes in personal files. b) Folder for each worker.	Site			X		X	X	X	X	X	X
3.7 The company verifies that immigrant workers are legally authorized to work in the country.	Human Resources.	a) Background check and documentation review process for immigrant workers. b) Record of checks performed on hired immigrants.	Site					X					X
3.8 The company has a disciplinary procedure, which has been explained to employees in clear and understandable terms. All disciplinary actions are recorded.	Human Resources Department.	a) Internal Health, Safety, and Security Regulations with proof of delivery to employees. b) RCL (Work Behavior Record), signed by the parties, establishing corrective actions in the event of a violation. c) Interviews with employees confirming that they understand the company's disciplinary procedures. d) Warning letters delivered to employees or to the Labor Inspectorate, as applicable.	Site				X	X					X
3.9 It is evident that employees have the opportunity to be promoted to different positions within the company.	Human Resources Management.	a) Internal mobility procedure. b) Employee Potential Report. c) Evidence of internal competitions.	General				X				X		X
3.10 The company explicitly identifies vulnerable groups of workers in its supply chain—such as home-based workers, small-scale producers, migrants, temporary workers, and subcontracted workers—and prioritizes them in the application of human rights due diligence. To this end, it implements complaint mechanisms that are accessible, confidential, culturally appropriate, and available in languages these groups understand.	Legal Department. Human Resources Department.	a) Public reporting mechanisms via the company's Site. b) Record of delivery of the Supplier Code of Conduct. c) Contractor management platform containing the Supplier Code of Conduct. d) Suggestion box and complaint book at the sites.	Site						X				X



PRINCIPLE 4

Prohibition of Child Labor and Protection of Young Workers

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
4.1 There are no temporary or permanent, direct or indirect workers who are minors or under the age of 15.	Human Resources Department. Legal Department.	a) List of facility personnel. Visual inspection of the facility. b) Policy on recruitment, selection, and hiring of personnel. c) Procedure for the recruitment, selection, and hiring of personnel. d) Viña Concha y Toro Code of Ethics and Conduct.	General / Site	X	X	X	X	X	X	X	X	X	X
4.2 Any form of child labor under inhumane, degrading, or hazardous working conditions is prohibited.	Human Resources Department. Prosecutor's Office.	a) List of facility personnel. Visual inspection of the facility. b) Policy on recruitment, selection, and hiring of personnel. c) Procedure for the recruitment, selection, and hiring of personnel. d) Viña Concha y Toro Code of Ethics and Conduct.	General / Site	X	X		X	X	X				X
4.3 Working conditions that resemble slavery or are harmful to children's health are prohibited.	Human Resources Department. Prosecutor's Office.	a) List of facility staff. Visual inspection of the facility. b) Policy on recruitment, selection, and hiring of personnel. c) Procedure for recruitment, selection, and hiring of personnel. d) Viña Concha y Toro Code of Ethics and Conduct.	General / Site	X			X		X				X
4.4 If it is determined that children are working in situations that meet the definition of child labor, the company will establish and document written policies and procedures to remedy the situation.	Human Resources Department. Legal Department.	a) List of facility personnel. Visual inspection of the facility. b) Policy on recruitment, selection, and hiring of personnel. c) Procedure for recruitment, selection, and hiring of personnel. d) Viña Concha y Toro Code of Ethics and Conduct.	General / Site	X	X		X		X				X
4.5 When the presence of child labor has been verified, the company will provide appropriate support for the situation so that children can attend school and remain there until they are no longer classified as children.	Human Resources Department. Legal Department.	a) List of facility personnel. Visual inspection of the facility. b) Policy on recruitment, selection, and hiring of personnel. c) Procedure for recruitment, selection, and hiring of personnel. d) Viña Concha y Toro Code of Ethics and Conduct.	General / Site	X	X		X	X	X				X

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS – UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
4.6 The organization may employ young workers (ages 15 to 17), but in places where they are subject to compulsory education laws, they must work only outside of school hours. Under no circumstances may the combined total time spent on school, work, and commuting exceed 10 hours per day, and in no case may they work more than 8 hours per day. They may not work night shifts or perform hazardous tasks or operate heavy machinery.	Human Resources Department. Prosecutor's Office.	a) Record of hours worked, educational history of the young worker, if applicable. b) List of personnel hired at the facility, showing the number of workers who may be between the ages of 15 and 17. c) Policy on recruitment, selection, and hiring of personnel. d) Procedure for the recruitment, selection, and hiring of personnel.	General / Site	X			X	X	X				X
4.7 The company will establish the necessary mechanisms to prevent, identify, and mitigate harm to young workers (between 15 and 17 years of age). Special attention will be given to young workers' access to grievance mechanisms and to health and safety training programs.	Human Resources Department. Legal Department.	a) List of facility personnel. b) Job Induction Record. c) Policy on recruitment, selection, and hiring of personnel.	General / Site	X			X		X				X



PRINCIPLE 5 Prohibition of Forced Labor

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
5.1 The company recognizes all forms of forced labor, service, and employment and implements, through voluntary policies, socially responsible conduct that goes beyond its legal obligations to prohibit their occurrence.	Human Resources Department. Legal Department.	a) Viña Concha y Toro Code of Ethics and Conduct. b) Viña Concha y Toro Corporate Ethical Standard. c) Employment Contracts. d) Internal training materials (Karin Law).	General	X	X	X		X	X	X	X	X	X
5.2 Neither the organization nor any entity that provides labor to the organization shall withhold any portion of wages, benefits, property, or documents from staff for the purpose of forcing such staff to continue working for the organization.	Human Resources.	a) Proof of payment of contributions. b) Pay stubs. c) Employment contract and its annexes. d) Resignation letters and severance agreements e) Outsourcing policy f) Procedure for managing external contractors. g) Forms F30 and F31. h) Interviews with employees.	Site	X		X	X	X	X	X	X	X	X
5.3 There is no forced labor, slavery, or involuntary prison labor commissioned by the company.	Human Resources.	a) Viña Concha y Toro Code of Ethics and Conduct. b) Viña Concha y Toro Corporate Ethical Standard. c) Employment Contracts.	Site				X	X					X
5.4 The company's direct and indirect employees shall have the right to leave the workplace after completing their workday and shall be free to terminate their contract with proper notice.	Human Resources Management.	a) Termination Procedures and Severance Pay. b) Collective Bargaining Agreements c) Outsourcing policy. d) Procedure for managing external contractors. e) Interviews with employees.	Site	X	X		X	X	X	X	X	X	X
5.5 There is a procedure for transferring any outstanding loan to a new employer or for early repayment, so that a loan does not prevent a worker from changing jobs.	Human Resources.	a) Employee Loan Disbursement Form. b) Termination procedure, which stipulates that if an employee with an outstanding loan leaves the company, the amount is deducted from their severance pay. c) Collective bargaining agreements with terms regarding employee loans.	General				X	X					

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS – UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
5.6 Neither the company nor any entity providing services to the company shall be involved in or support human trafficking.	Human Resources Department. Legal Department.	a) Viña Concha y Toro Code of Ethics and Conduct. b) Viña Concha y Toro Supplier Code of Conduct. c) Payroll and documentation of service company employees (registration on evaluated sites and supplier management platform). d) Contracts with service providers.	General	X	X				X				
5.7 The company will not engage in or tolerate the use of corporal punishment, physical or mental coercion, or behavior that is threatening, abusive, exploitative, or sexually coercive, including gestures, language, and physical contact or verbal abuse against its employees, in the workplace and at all of the organization’s sites, whether owned, leased, or contracted from a service provider.	Human Resources Department. Legal Department.	a) Viña Concha y Toro Code of Ethics and Conduct. b) Internal Health and Safety Regulations, outlining the company’s stance on the matter. c) Records of internal training (Karin Law). d) Special safety regulations for contractors.	Site	X			X	X	X				X



PRINCIPLE 6

Fair Wages, Working Hours and Worker Protection

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
6.1 The company ensures that wages for regular hours, overtime, and related differentials meet or exceed legal minimums and/or those established by industry regulations. It also identifies, documents, and analyzes the gap between the actual compensation of its workers and a living wage defined using a recognized methodology. Based on this assessment, it develops and implements a progressive improvement plan, with defined goals and timelines, aimed at ensuring sufficient compensation to cover the basic needs of the worker and their family.	Human Resources Management.	a) Recording of working hours and payroll for permanent, fixed-term, and temporary employees. b) Overtime agreement with the employee. c) Company compensation policy. d) Analysis of salary ranges by job level.	General	X	X		X	X	X	X	X	X	X
6.2 In the event that the legal minimum wage and/or industry regulations do not cover the cost of living, the company will promote the provision of adequate compensation to meet the needs of its workers. The company also recognizes the right of all workers to paid annual leave in accordance with applicable legislation, collective agreements, and employment contracts, ensuring that annual leave does not result in any reduction of remuneration, benefits, or social protection.	Human Resources Management.	a) Payroll. b) Viña Concha y Toro Compensation Policy. c) Remuneration Policy, which stipulates a semi-annual adjustment of wages in accordance with the CPI. Permanent and fixed-term contracts. d) Collective bargaining agreements.	General		X		X		X				X
6.3 The company will ensure that the breakdown of wages and benefits is communicated to employees regularly, clearly, and in detail.	Human Resources.	a) Pay stubs, indicating hours worked, overtime, overtime pay, and all required legal contributions. b) Contract appendix (showing CPI adjustment once a year). c) "People-Benefits" tab in Blend. d) Internal communication channels. e) Interviews with employees (to confirm they understand how their pay is calculated). f) Offer letters (where applicable).	General / On-site				X	X	X	X	X	X	X

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
6.4 The company guarantees that wages and benefits are provided in full compliance with applicable laws and in a timely and convenient manner for employees. Wage deductions are not applied as a disciplinary measure, unless expressly permitted by current legislation or collective bargaining agreements.	Human Resources.	a) Employment Contracts and Proof of Social Security Contributions. b) Employee Payroll. c) External Services Policy. d) External Services Policies and Procedures. e) Payroll ledger. f) Internal communications and the Blend platform, People section.	Site				X	X	X				X
6.5 Temporary or seasonal workers receive at least the minimum wage for the workday.	Human Resources.	a) Payroll for temporary workers. b) Payroll ledger.	Site						X	X	X	X	
6.6 All overtime shall be paid at a special rate as established by national laws. In countries where laws or collective bargaining agreements do not provide for a special overtime rate, employees shall be compensated for overtime at a special rate or at the rate established by current industry regulations, whichever is more favorable to the employees' interests.	Human Resources Management.	a) In Chile, the method of paying overtime is defined and formalized in the Overtime Agreement. b) Payroll. c) Collective bargaining agreements to demonstrate negotiated rates.	Site				X		X				X
6.7 The length of the workday does not exceed the legal maximum, including overtime. Employees shall not be required to regularly work more than the established legal weekly hours and must have one day off for every 6 days worked.	Human Resources Management.	a) Attendance records (time cards, biometric records, attendance log with hours and days worked). Through the time card system or digital time clocks (for agricultural work). b) Record of compensatory days. c) Employment contracts (indicating working hours).	Site	X			X		X		X	X	X

Indicators of the Standard	Person in Charge	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS – UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
6.8 Overtime shall be voluntary and shall not exceed 12 hours per week. This shall not be a regular practice, and when it occurs, it shall be paid at a higher rate. It shall be ensured that workers have the right to refuse overtime work without fear of reprisal or disciplinary action.	Human Resources.	a) Attendance record (hours and days worked). b) Updated overtime agreement. c) Employment contracts. d) Notice of extra workday.	Site	X			X	X	X		X	X	X
6.9 Exceptions to 6.7 and 6.8 shall apply only when the following two conditions are met: a) National law permits working hours to exceed this limit; and b) A freely agreed-upon collective bargaining agreement in force that allows for average working hours, including adequate rest periods.	Human Resources Management.	If there are exceptions, a) and b) are respected.	Site						X				X
6.10 In the event that overtime is necessary to meet short-term work demands and the company is party to a collective bargaining agreement freely negotiated with labor organizations representing a significant portion of the workforce, the company may require such overtime in accordance with the terms of said agreements.	Human Resources Department.	a) Collective bargaining agreement between Viña Concha y Toro and unions, if applicable.	Site						X				



PRINCIPLE 7

Freedom of Association and the Right to Collective Bargaining

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
7.1 Workers are informed or given the opportunity to access information about their labor rights, including the right to associate and bargain collectively (by providing copies of regulatory texts or through meetings).	Human Resources Department.	a) Record of receipt of Viña Concha y Toro's Internal Regulations on Order, Hygiene, and Safety and Code of Ethics and Conduct. b) Record of meetings with unions. c) Induction videos. d) Induction procedure.	Site	X		X		X	X				
7.2 The right of all employees to form, organize, and join the unions of their choice, and to collectively bargain on their behalf with the company, shall be respected.	Human Resources Department.	a) Record of receipt of Viña Concha y Toro's Internal Regulations on Order, Hygiene, and Safety and Code of Ethics and Conduct. b) Record of meetings with unions. c) List of union members at each facility. d) Interviews with employees.	Site	X	X	X	X	X	X	X	X	X	X
7.3 In situations where the rights to freedom of association and collective bargaining are restricted by law, the company must allow workers to freely elect their own representatives.	Human Resources Department.	a) Record of receipt of Viña Concha y Toro's Internal Regulations on Order, Hygiene, and Safety and Code of Ethics and Conduct. b) Record of meetings with unions. c) List of union members at each facility. d) Interviews with workers.	General	X			X	X	X	X	X		X
7.4 The company will not interfere in any way with the establishment, operation, or administration of such workers' or collective bargaining organizations.	Human Resources.	a) Union leave form. b) Payroll deduction for union dues. c) Collective bargaining agreement between Viña Concha y Toro and unions. d) Bylaws of unions formed within the company. e) Interview with unionized workers.	Site	X				X	X	X	X		X

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS – UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
7.5 The company will ensure that employee representatives and any staff member involved in a labor organization are not subject to discrimination, harassment, intimidation, or retaliation on the grounds of union membership or participation in union activities, and that employee representatives have access to members in the workplace.	Human Resources.	a) Interview with unionized workers.	Site		X	X	X	X	X	X	X		X
7.6 The employer shall adopt an open attitude toward union activities, as well as their organizational activities.	Human Resources.	a) Union leave form. b) Payroll deduction for union dues. c) Collective bargaining agreement between Viña Concha y Toro and unions. d) Bylaws of unions formed within the company. e) Interview with unionized workers. f) Unions or worker organizations may post union notices in agreed-upon locations.	Site	X			X	X	X				



PRINCIPLE 8 Safe and Healthy Working Conditions

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
8.1 There is a health and safety policy and procedures appropriate to the size and complexity of the operation, which applies to the entire organization and is gender-sensitive.	Human Resources Management.	a) Corporate Health and Safety Policy (Included in the RIOHS, provided to each worker electronically, and validated by the union). b) Risk prevention procedures: Safety management system; Accident investigation procedure. c) Safety regulations for contractors. d) IPER Procedure. e) Work Permits	General	X	X			X					X
8.2 A risk analysis of industrial activities has been conducted, and a risk prevention plan has been developed in conjunction with this.	Human Resources Management.	a) Risk analysis (matrix) for the facility's activities, which considers at least: Use of machinery and tools; Extreme temperatures; Sanitary facilities; Personal protective equipment; Escape routes; Firefighting equipment; Ventilation; First aid equipment and qualified personnel; Safe food storage; Clean, safe, and private living conditions. b) Training plan based on risk analysis. c) ACHS technical reports (lighting, noise, exposure to hazardous products) d) Tactical plans and occupational health and safety programs for each business unit.	Site				X	X	X	X	X		X
8.3 There is satisfactory evidence of active cooperation between management and workers (or their representatives) in developing and implementing systems to ensure occupational health and safety.	Human Resources Management.	a) Procedure for preparing risk analyses (matrix) for the facility's activities. b) Evidence of participation by the Joint Committee (or facility workers if no Joint Committee exists) in the development and validation of the risk matrix. c) Collaboration with unions on updates to the RIOHS (evidence via email). d) Minutes of monthly meetings with unions.	Site						X				
8.4 Staff are aware of the risks associated with their activities and have been formally trained to prevent them.	Human Resources Department.	a) Interview with workers. b) Record of occupational risk training (available at ODI). c) Corporate induction and job-specific induction records (presentation given during induction). d) Record of training/competencies for positions requiring specific skills (machinery operation, pesticide application, etc.). e) Induction manual.	Site						X	X	X		X

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS – UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
8.5 There is a manual of best operational practices.	Human Resources Management.	a) Internal Regulations on Hygiene, Order, and Safety (RIOHS). b) Occupational Health and Safety Regulations for contractors. c) New Hire File – Corporate Induction and Others, updated by the Recruitment and Selection Department. d) Records of job-specific inductions conducted for new hires, updated by the Risk Prevention Department.	Site				X	X	X	X	X		X
8.6 A senior management representative has been appointed to ensure safe and healthy working conditions for all staff and to implement the health and safety requirements set forth in the ethical standards.	Human Resources Management.	a) In the Occupational Health and Safety Policy, the senior management representative is the General Manager, and in operations, operational managers are designated. b) Operational responsibility lies with People Management. c) There is a Risk Prevention Department, headed by a qualified professional (Assistant Manager of Risk Prevention).	General				X		X				X
8.7 There is a health and safety committee that meets periodically.	Human Resources Department.	a) Minutes of the Health and Safety Committee’s founding meeting. b) Minutes of the Joint Committee election and list of committee members at each facility. c) Minutes of Joint Committee meetings. d) Committee training on accident investigation and occupational health and safety risk assessments.	Site							X			X
8.8 There is a regular occupational health and safety training plan. New employees will be trained before starting work. Training sessions will be repeated annually.	Human Resources Department.	a) Occupational Health and Safety (OHS) Training Plan. b) Training is specific to each area, covering OHS topics, and is also provided by the ACHS. c) Record of training completed. d) Records of fire brigade courses and DS.44 courses.	Site					X	X	X	X	X	X
8.9 There is an emergency procedure in place for accidents, which includes who to call, where to go, the location of the nearest health center, and how to report and document workplace accidents and injuries.	Human Resources.	a) Facility emergency plan, which outlines how to respond to and handle various incidents. b) Evacuation map posted at the facility. c) Emergency phone numbers posted.	Site					X	X	X			X

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS – UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
8.10 There is a system in place to ensure that all first-aid kits are accessible to workers and that their contents have not expired. Each shift has a worker trained in first aid.	Human Resources.	a) Facility first aid kits and/or clinic (as applicable). b) Emergency response teams (list of personnel trained in the use of emergency response equipment). c) First aid kit inspection checklist. d) Protocol for the use and maintenance of first aid kits. e) Record of first aid training for at least one person per shift.	Site				X		X				X
8.11 The company provides its employees with appropriate protective clothing or equipment at no cost to prevent potential risks of accidents or harmful effects on health and supervises its proper use.	Human Resources.	a) Records of Personal Protective Equipment (PPE) distribution to employees. b) Training record on the use of PPE. c) Record of PPE usage monitoring. d) Visual inspection of the condition of employees' PPE. e) Signage to remind all workers of the importance of wearing personal protective equipment. f) Instructions for proper laundry of work clothes (Plant).	Site	X				X	X	X	X	X	X
8.12 Signage is in place in hazardous areas, indicating the hazard or risk condition, as well as escape routes and safety areas in case of an emergency.	Human Resources Management.	a) Visual inspection of: Marked traffic routes; Obstruction-free traffic routes; Signposted and unobstructed emergency exits; Unobstructed safety zones. b) Signage inspection: Escape routes; Safe zones; Electrical hazards; Flammable gases; Hazardous materials, among others.	Site							X	X	X	X
8.13 All employees shall have the right to withdraw from a serious hazard or stop an activity posing imminent danger without the company's permission, and to report suspicious activities and security breaches without risking disciplinary action.	Human Resources Department.	a) Internal Health, Safety, and Order Regulations. b) Whistleblowing channel and suggestion boxes, to demonstrate that there are no cases involving disciplinary action. c) Procedure for investigating complaints. d) Interviews with workers.	Site		X				X	X			X

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS – UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
8.14 There is a written procedure for the prevention and management of fires associated with all of the company's activities and sites, which is implemented.	Human Resources.	a) Facility Emergency Plan. b) Visual inspection: verification of the required number of fire extinguishers in accessible locations. c) No-smoking signs in work areas. d) Special work permits for hot work (cutting, grinding, and drilling of metals). e) Record of annual emergency drills and evacuation drills. f) Fire brigade (or emergency monitors) on every shift and a designated person in charge (plants). g) Record of training for brigade personnel in CPR, burns, and the use of fire extinguishers.	Site				X	X	X	X	X	X	X
8.15 Measures are in place to ensure that workers are not harmed by electrical installations or cables. Electrical installations are inspected periodically.	Human Resources. Production Management.	a) Operational Risk Analysis (ORA); Electrical Work Permit; Instructions b) Work Permits. c) Electrical hazard signage. d) Safe work procedures for electrical work. e) Visual inspection of the condition of electrical panels. f) Maintenance log for electrical installations, indicating the machines inspected on-site and the corresponding area.	Site				X	X	X				X

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS – UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
8.16 There is a procedure for handling chemical and hazardous substances, which is implemented.	Human Resources Management. Packaging Management. Winemaking Management. Agricultural Management.	a) Procedure for the Storage, Use, and Disposal of Hazardous Substances. b) Record of training in the handling of chemicals and hazardous substances at the facilities. c) List of personnel who handle hazardous substances. d) Annual health examination for workers (where applicable). e) List and knowledge of all chemicals used on site (including chemicals, pesticides, fertilizers, fuels, and lubricants). f) Visual Inspection: Locked storage areas for chemicals and hazardous materials. g) Chemical safety data sheets available. h) Containers are kept inside the storage area, sealed, and labeled (product contained). i) Spill containment areas and ventilation. j) Showers, eye wash stations, and first aid services for personnel working with hazardous materials, including chemicals and pesticides. k) Dedicated shower for personnel applying chemicals and pesticides (agricultural).	Site					X	X	X	X	X	X
8.17 There are gender-segregated restrooms, dining areas, and drinking water for all direct and indirect workers, all of which are maintained in proper sanitary conditions.	Human Resources Management.	a) Visual inspection of the facility: Cafeteria, restrooms, and drinking water for all workers. b) Verification of the availability of at least 1 restroom for every 10 workers, in accordance with applicable regulations (DS.594).	Site				X	X	X		X	X	X

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS – UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
8.18 There are guidelines for the storage and consumption of food during the workday.	Human Resources Department. Engineering and Projects Department.	a) Visual inspection of the facility: Cafeteria. b) Signs prohibiting food consumption inside the facility (cafeteria only). c) Pest control log for the facility. d) Health Department Approval for the Cafeteria (if applicable).	Location				X	X	X				X
8.19 Suitable housing conditions are provided.	Human Resources.	a) Establishment of basic and hygienic conditions for occasional employee housing (if applicable).	Site				X	X				X	X
8.20 Machines are properly installed, maintained, and equipped with safety systems to prevent injuries to workers.	Human Resources. Production Management.	a) Machinery maintenance plan in SAP with activities to be performed according to equipment type. b) Machinery and equipment maintenance records. c) The equipment is equipped with safety sensors (if applicable). d) Visual inspection of the facility: Safety sensors on operating machines and equipment. e) Safety program for machines, equipment, and power tools (MINSAL Protocol) in packaging plants.	Site				X	X	X				X



PRINCIPLE 9 Environmental Stewardship

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
9.1 The company is familiar with and complies with the environmental and health regulations applicable to its operations, including the permits required for the operation of the various plant activities.	Administration Department. Engineering and Projects Department.	a) Environmental Regulations Folder, which compiles all environmental and health permits necessary for the operation of the sites.	Site	X				X		X	X		X
9.2 The company has assessed the significant environmental impacts of its operations and implements an environmental management system that goes beyond legal compliance, with effective policies and procedures to identify, monitor, and mitigate negative impacts in its operations and supply chain, and incorporates quantifiable goals for continuous improvement.	Sustainability Management.	a) Viña Concha y Toro Corporate Sustainability Strategy.	General	X					X				X
9.3 Appropriate measures are implemented to prevent or minimize the adverse effects of operations on the community, natural resources, and the environment in general.	Administration Sub-Department. Engineering Department.	a) Review of hazardous and non-hazardous waste management on site. b) Recording of energy use, water use and disposal, and on-site waste. c) Records of training on environmental topics, including knowledge of site policies and procedures.	Site	X				X	X				X



PRINCIPLE 10 Ethical Business Practices

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
10.1 The company has a code of ethics known to all staff that prohibits all forms of corruption and bribery, including facilitation payments and improper offers of value. This document applies to employees, executives, and third parties acting on behalf of the company. Procedures have been established to detect red flags, pre-approve agreements with high-risk government entities or intermediaries, and train relevant staff. The company recognizes the risks of corruption in the countries where it operates and protects those who report in good faith, without fear of retaliation.	Legal Department.	a) Viña Concha y Toro Code of Ethics and Conduct. b) Whistleblowing Channel. c) Viña Concha y Toro Complaint Investigation Procedure. d) Corruption Perceptions Index.	General	X	X	X		X		X	X		X
10.2 The company has implemented and maintains a comprehensive and auditable management system for the protection of personal data and privacy, which ensures the confidentiality, integrity, and availability of information regarding its employees, business partners, customers, and consumers. This system ensures compliance with applicable privacy and data protection laws and proactively extends these requirements to all third parties in its value chain who handle or access such information.	IT Management. Legal Department.	a) Data protection management system for employees, business partners, customers, and consumers.	General		X				X				X
10.3 The exchange of customer information will be accepted only and exclusively when there is certainty that the information is received and used legally.	IT Management. Legal Department.	a) Data protection management system for employees, business partners, customers, and consumers.	General							X			
10.4 The company continuously monitors its relationships with customers and remains vigilant for any signs of risk to business ethics that may arise.	Legal Department. Customer Care Management.	a) Tracking registry of key customers in countries with a high risk of corruption. b) Annual customer satisfaction surveys.	General	X						X			

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
10.5 The purchase and sale of the company's products and services are conducted honestly, avoiding the use of deceptive tactics, fraud, and unfair competition.	Legal Department. Purchasing Department.	a) Supplier Code of Conduct. b) Purchasing Policy. c) Contracts with suppliers and customers (model crime prevention clause). d) Note or QR code on purchase order. e) Viña Concha y Toro Code of Ethics and Conduct.	General	X						X			
10.6 The company maintains records of all business-related activities with its customers in accordance with Generally Accepted Accounting Principles (GAAP) or International Financial Reporting Standards (IFRS).	Accounting Department.	a) Records of accounting activities are maintained in SAP, which is the accounting system used by the company. b) Quarterly publication of Viña Concha y Toro's financial statements. c) Published financial statements comply with IFRS and can be found on the CMF website (www.cmfchile.cl), as well as on the company's website (www.vinacyt.com).	General							X			X
10.7 Financial settlements, reports, controls, and invoices must accurately and faithfully reflect transactions with producers, suppliers, and fulfillment of their commitments to the company, in accordance with current accounting and legal principles, regulations, and practices.	Accounting Department. Legal Department.	a) Financial audit report by external auditors. b) Accounting books recording transactions between the company and its subsidiaries or with third parties. c) Statement from the tax authority regarding final civil judgments against the company. d) Company litigation record.	General	X						X			
10.8 The company has implemented and maintains a robust and effective management system to prevent the misuse of insider information, market abuse, and the improper use of corporate resources. This system ensures that all directors, executives, employees, and business partners understand, respect, and comply with applicable laws, policies, and internal procedures. No person within the organization may use, directly or indirectly, for their own benefit or that of third parties outside the company, the resources to which they have access in the performance of their duties.	Legal Department.	a) Record of delivery of the Code of Ethics and Conduct to executives. b) Employment contract clause (MPD). c) Viña Concha y Toro Code of Ethics and Conduct.	General	X						X			

Indicators of the Standard	Responsible	References / Evidence Suggested	Type	CODE OF ETHICS AND CONDUCT	GUIDING PRINCIPLES HUMAN RIGHTS - UN	GLOBAL COMPACT	GSCP	SMETA	AMFORI	WALMART	TESCO	MORRISONS	WOOLWORTH
10.9 The company does not engage in transactions with Walmart affiliates that could create conflicts of interest.	Prosecutor's Office.	a) Interviews with executives. b) Declaration of conflicts of interest.	General							X			
10.10 In their dealings with producers, suppliers, customers, and other individuals who have business relationships with the company, and when conflicts of interest exist—whether actual or apparent—directors, executives, and employees must disclose them to the company in a timely and transparent manner so that the company can make the appropriate decisions, as established in the relevant regulations.	Compliance Office.	a) Viña Concha y Toro Code of Ethics and Conduct. b) Declaration of conflicts of interest by Viña Concha y Toro employees. c) Interviews with directors, executives, and employees. d) Clause in employment contracts.	General	X						X			
10.11 The company strictly regulates its relationships with public and private officials, including the giving or acceptance of gifts, hospitality, or benefits that could imply bribery, a conflict of interest, or reputational damage. Clear criteria and specific restrictions apply, particularly with regard to government officials, and any non-compliance may result in sanctions. Charitable donations and sponsorships require prior due diligence and verifiable documentation.	Legal Department.	a) Viña Concha y Toro Code of Ethics and Conduct. b) Corporate Gift Policy. c) Policy on Relations with Public Officials. d) Display the Chilean regulations prohibiting donations by legal entities to political parties or political figures (Compliance).	General	X					X	X			X

The original version of this document is Spanish. For any doubts about the interpretation, please refer to the original language.

