

TYRRELL'S



CORPORATE SOCIAL RESPONSIBILITY POLICY

Tyrrell's Wines operates, manages and maintains one of Australia's most historic and iconic family owned wineries, now into its 5th generation. We aspire to be acknowledged as a trusted corporate citizen in the community in which we operate. We therefore recognize our responsibility to always act ethically and with respect to our employees, our community and our environment, and to work actively to ensure these legal and social standards are maintained at all times.

..... CSR for our Employees.....

- Tyrrell's is an Equal Opportunity Employer and complies with all Fair Work Australia requirements for employee awards and entitlements, including meeting or exceeding legal minimum pay rates for seasonal grape pickers and casual vintage labour.
- Tyrrell's provide safe and hygienic working conditions for all employees, and operate a WHS Committee for employee involvement in health and safety issues.
- Tyrrell's meet all legal requirements for payment of Superannuation to its employees and maintain a company Superannuation Fund that offers discount Life & TPD insurance plus free Financial Advisor access for its members.
- Tyrrell's maintains numerous documented HR policies and procedures for standards of behaviour for the benefit of all employees.
- Tyrrell's provides all necessary employee training, both internal and external, to ensure the quality and safety of day to day operations, as well as meeting all licensing and certification regulations.

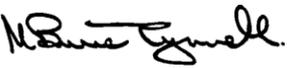
..... CSR for our Community

- Tyrrell's offer economic opportunities to the local community via employment of local people and continued support for local businesses.
- Tyrrell's offer vintage work placements for tertiary students undergoing winemaking and associated industry courses.

- Tyrrell's accommodate group visits from a number of schools and colleges with courses that benefit from learning about our agriculture and industry.
- Tyrrell's actively supports a significant number of community and charitable groups via long term sponsorship agreements.

..... **CSR for our Environment**

- Tyrrell's maintains an Environmental Management System designed to comply with all of the requirements of the International Standard for Environmental Management, ISO 14,000.
- Our EMS includes monitoring and reporting systems that allow us to calculate and record our environmental performance annually, in order to measure progress towards the achievement of our environmental objectives and targets.
- Tyrrell's operates a program of continual improvement for Energy Reduction, with energy reduction initiatives such as Solar Power, more efficient cooling systems, heat reflective paint and variable speed refrigeration pumps being implemented since 2009.
- We operate a highly effective Recycling Program, for recycling of all packaging wastes, glass, paper, cardboard, waste oil and grape marc, which are all collected, segregated, and recycled in order to avoid disposal as landfill. Even our winery wastewater is treated, clarified and recycled back out as irrigation water for our surrounding paddocks.
- Our viticulture practices are highly sustainable, with use of organic mulches and manures and recycling of grapevine waste, predominantly dry-grown grapevines (non-irrigated), and retention of natural pasture and woodlots. Evidence of our successful sustainability practices can be seen in the continued production of wine from some of our iconic vineyards that are now well over 100 years old.

Signed:  (C.E.O.)

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