



Sector: Real Estate Investment & Services **Employees: 16**

Criteria 2: The COP describes value chain implementation.

Description and implementation process:

We are developing a global approach to co-construction and partnership with our stakeholder base. Within our core business of engineering in transfer processes we have revised the type of partnerships we enter into. We invest our time in managing people taking into account their different roles and levels of power.

Our partners range from Solidarity and Social Economy actors, social charitable associations - like Emmaüs –and eco-organisms certified by the French government.

We are working to promote this hybrid scheme for a circular economy which is facilitated by our business model.

In contributing to local development, we always take into high consideration economic, social, and environmental aspects unique to the area. We favor inclusion of the local community through employment of people and support local organizations. On an environmental front, we put in place measures for reducing and recycling waste and steer away from landfills.

Challenges encountered and response(s) provided:

Ensuring that our partners fully understand our ethical approach to business.

Finding local economics partners.

Ensuring that our clients works with employees targeted for re-inclusion into the workforce.

Reassuring our clients on our efficient approach to time management.

Impact and results:

Ethical approach to projects and added value.

New partnerships.

Enhanced understanding from our partners on our social, environmental, and economic values.

Suppliers and stakeholders feel challenged and motivated.



Pernod Ricard

Sector: Beverages

Employees: 18,000

Criteria 2: The COP describes value chain implementation.

Description and implementation process:

Implementation of a responsible procurement process with social and environmental.

The Group has developed a Responsible Procurement Policy and a dedicated procedure to establish a responsible relationship with its suppliers:

- The Responsible Procurement policy is signed by the CEO;
- Suppliers must sign the Supplier CSR Commitments, which includes social and environmental criteria (see below);
- Creation of a CSR Risk Mapping Tool to identify which suppliers and subcontractors should be assessed as a priority;
- CSR Assessment of suppliers and subcontractors using the EcoVadis platform;
- Harmonization of CSR audit standards for suppliers and subcontractors. Pernod Ricard selected SMETA standards, which also means it is in line with the “Mutual Recognition” programme established by AIM Progress;
- CSR audits of suppliers and subcontractors should be organized from next financial year;

The Group’s social requirements for suppliers and sub-contractors refer to the United Nations Global Compact and the ILO and address the most relevant issues in the sector: trade union rights, abolition of child labour, non-discrimination and equality of remuneration.

Challenges encountered and response(s) provided:

Challenge: Convince internally the importance of responsible procurement and train the teams that are not expert in purchasing (all employees could purchase good and services).

- First half 2012: pilot testing of EcoVadis, CSR Assessment tool for suppliers and subcontractors;
- Second half 2012: following the success of the pilot, gradual adoption of the supplier and subcontractor CSR assessment tool for the categories most at risk;
- Second half 2012: risk analysis methodology to allow subsidiaries to identify which suppliers and subcontractors should be assessed as a priority;
- Second half 2012: finalization of the “Suppliers’ CSR Commitment”, for deployment in 2013. This document is also aimed at subcontractors;
- First half 2013: translation of essential procurement CSR documents, now available in English, French, Spanish and Mandarin;
- First half 2013: harmonization of CSR audit standards for suppliers and subcontractors.

Impact and results:

- During the 2012/2013 Fiscal year, 906 suppliers were assessed using the CSR Risk Mapping Tool;
- 262 suppliers or subcontractors had been assessed using EcoVadis;
- Access to more than 900 suppliers audit thanks to the AIM in progress program « Mutual Progress ».

Links to reference documents / Links for more information:

Pernod Ricard CSR Report 2013–2014: [Click here](#).



RÉMY COINTREAU

Sector: *Beverages*

Employees: 1,621

Criteria 2: The COP describes value chain implementation.

Description and implementation process:

Communicate policies and expectations to suppliers and other business partners: "Responsible, sustainable purchases"

Rémy Cointreau attaches great importance to its suppliers' involvement in implementing stringent social and environmental responsibility procedures.

The international Global Compact commitments are incorporated in the agreements between Rémy Cointreau and its suppliers. Accordingly, the Company requires its suppliers to adhere to these universal social and environmental commitments.

This allows for mapping of the social and environmental risks affecting key suppliers, in addition, to the circulation of a self-assessment chart to all suppliers.

Next, the suppliers' due fulfilment of the commitments is assessed through audits conducted by the Purchases department or by an independent audit firm. Whenever necessary and relevant to its Global Compact commitments, Rémy Cointreau initiates improvement plans with suppliers and supports their improvement initiatives. Visits are subsequently performed on-site by the Purchases department to verify that the actions requested have been duly implemented.

Impact and results:

Since the widening of the CSR assessment process scope to service suppliers in 2012, Rémy Cointreau has conducted yearly measurement of two indicators for this socially- and environmentally-responsible approach. In 2013, the suppliers selected represented 90% of all suppliers (48 more suppliers than in 2012) and 81% of them underwent a CSR assessment (22 more suppliers than in 2012).

Links to reference documents / Links for more information:

Rémy Cointreau CSR Report 2013–2014: [Click here](#).