

## SLAVERY & HUMAN TRAFFICKING STATEMENT

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Villa Maria is engaged in the production, sale and distribution of wine.

Villa Maria has a reputation for its commitment to sustainable business practices which govern its environmental, financial and social responsibilities.

The supply chain extends from vineyard through wineries then bottling and despatch to customers around the world. The sphere of influence reaches from contract growers and suppliers to consumers.

As New Zealand companies, Villa Maria and our local suppliers, are required to comply with national legislation which includes the following Acts (and any subsequent amendments) that aid in eliminating Slavery and/or Human Trafficking;

- Employment Relations Act 2000
- Human Rights Act 1993
- Health and Safety at Work Act 2015
- Companies Act 1993
- Minimum Wage Act 1983
- Holidays Act 2003
- Organised Crime and Anti-Corruption Legislation 2015
- Anti-Money Laundering and Countering Financing of Terrorism Act 2009

Additionally, we have chosen to align with globally recognised audit standards to ensure best practice and ethical trading. These include;

- SWNZ (Sustainable Winegrowing New Zealand)
- BSCI (*Business Social Compliance Initiative*)
- SEDEX (Supplier Ethical Data Exchange)

We are also a member of the following professional organisations and have aligned to their principles and rules of association;

- New Zealand Winegrowers
- Equal Employment Opportunities Trust
- Business Leaders (Zero Harm) Forum

Villa Maria's internal guidelines further reinforce our commitment to sustainable and ethical trading.

Employment at Villa Maria:

- Villa Maria commits to providing a workplace that is ethical, legal, safe, and free from discrimination.
- Villa Maria will at all times act in good faith as an employer, fulfilling our responsibilities, both legal and social, with respect and integrity to our consumers, customers, employees, suppliers and the environment in which we operate.

Our Code of Conduct;

- These are a set of standards of conduct which all employees are expected to abide by. These standards influence the way we conduct ourselves and how we approach business and our dealings with others. This includes complying with laws, regulations and standards relevant to the industry and business environment.

Our Business Ethics and Conflict of Interest guidelines;

- Seeks to ensure that in decision making, exercising discretions in managing or making decisions and in their personal and professional capacities, representatives of Villa Maria are not conflicted in interest with, or in breach of ethical or good faith obligations to Villa Maria. This specifically identifies that representatives are expected to conduct business with other businesses, contractors and visitors in a professional and ethical manner and furthermore that any instances or suspicion of bribery or fraudulent behaviour are to be reported.