

## The Diversity and Equality in Wine Charter

- We treat everyone with respect; this includes employees, prospective employees, contractors, consultants, suppliers and customers. We treat them fairly and equally regardless of their gender, age, sexuality, culture/ethnicity, language and religious beliefs, and regardless of any disability.
- We enable all employees to participate and contribute to their full potential and receive equal pay for equal work.
- We maintain a safe work environment free from inappropriate workplace behaviour including discrimination, harassment, bullying and victimisation, and we will take action against any such behaviour.
- We promote a culture that values diversity and tolerates differences by developing and offering work arrangements that help to meet the needs of a diverse work force.
- We support learning and development strategies and opportunities to develop the knowledge, skills and experience of employees to implement this Charter.