DOMAINES BARONS DE ROTHSCHILD
LAFITE

Human Rights Policy
DBR Lafite Group

Updated October 2026

1. Our commitment to human rights

"Cultivate for the Future", the purpose of the Domaines Barons de Rothschild Lafite Group (hereinafter the DBR Lafite Group), guides all of its decisions: preserving the land and our terroirs, saving natural resources, supporting our regions through responsible sourcing, sharing the pleasure and knowledge of wine, and developing our human capital and our solidarity.

Respect for human rights and decent working conditions is at the heart of this commitment.

Beyond these fundamental principles, the DBR Lafite Group reaffirms its attachment to the values of Justice, Equity, Inclusion and Diversity, which are an integral part of its corporate culture. To put them into practice, the company has drawn up an action plan, shared with the Executive Committee, setting out each person's responsibilities.

These principles guide all of DBR Lafite's policies and practices, in all of its activities, in its business relationships and within the communities in which it operates.

2. Scope

This Policy applies to:

- all companies of the DBR Lafite Group, regardless of country and location,
- all individuals working for the DBR Lafite Group: employees, executives, apprentices, interns, temporary workers, seasonal workers;
- its partners (hereinafter the "Partners"): suppliers, subcontractors, service providers, distributors, agents, etc.;

The DBR Lafite Group expects its Partners to adhere to human rights standards at least equivalent to those described in this Policy.

This Policy also aims to protect the rights of communities and populations likely to be affected by the activities and value chain of the DBR Lafite Group.

3. Guiding principles

The DBR Lafite Group bases its approach on the following frameworks:

- the United Nations Guiding Principles on Business and Human Rights;
- the International Bill of Human Rights and the rights set out in the Universal Declaration of Human Rights;
- the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and its core conventions, in particular on forced labour, child labour, freedom of association and non-discrimination;

- the laws and regulations applicable in the countries in which it operates, including, where they apply to it, the provisions on the duty of vigilance, occupational health and safety, and non-financial transparency.

Where local legislation is less protective than these standards, the DBR Lafite Group strives to apply the highest possible level of protection, in compliance with applicable law.

4. Commitments on human rights and working conditions

4.1. Dignity, non-discrimination, inclusion and diversity

The DBR Lafite Group requires unconditional respect for the dignity of every person.

The DBR Lafite Group prohibits any discrimination based in particular on sex, sexual orientation, gender identity, age, origin, nationality, family situation, pregnancy, physical appearance, state of health, disability, political opinions, trade union activities, religious beliefs, or any other ground prohibited by law.

The DBR Lafite Group promotes equal opportunities, diversity and inclusion at every stage of working life: recruitment, training, pay and career development.

4.2. Prohibition of child labour, forced labour and modern slavery

The DBR Lafite Group prohibits:

- child labour in breach of international standards and local laws;
- any form of forced or servile labour, human trafficking or modern slavery;
- any abusive practice in the context of subcontracting and the use of labour providers.

The DBR Lafite Group expects its Partners to apply the same prohibitions and to put in place appropriate controls in their own supply chains.

4.3. Decent working conditions, health and safety

The DBR Lafite Group undertakes to provide decent and safe working conditions, in particular as regards:

- occupational health and safety: risk assessment and prevention, suitable protective equipment, regular training;
- pay in line with the applicable legal and collective-agreement minimums;
- prevention of risks specific to winegrowing, in particular exposure to plant protection products and extreme heat;
- working time, rest and leave in accordance with applicable laws and agreements.

4.4. Freedom of association and social dialogue

The DBR Lafite Group recognises its employees' freedom of association and trade union freedom.

It respects trade union rights and the right to collective bargaining, and fosters constructive social dialogue with employee representatives.

4.5. Combating harassment, violence and abuse of authority

The DBR Lafite Group tolerates no form of harassment, whether psychological, sexual or in the form of sexist behaviour, nor any violence or abuse of authority in the workplace.

The DBR Lafite Group expects its Partners to respect the same commitment.

4.6. Respect for privacy and personal data

The DBR Lafite Group respects the privacy of its employees and partners and processes personal data in compliance with applicable laws, in particular the GDPR.

The DBR Lafite Group puts in place appropriate security and data governance measures, as well as procedures enabling individuals to exercise their rights effectively (access, rectification, objection, etc.).

4.7. Work-life balance

The DBR Lafite Group recognises the importance of balance between professional and personal life and, in accordance with local legislation, puts in place measures to support employees, for example in terms of parenthood or the right to disconnect.

5. Due diligence approach

The DBR Lafite Group implements a due diligence approach in order to identify, prevent, mitigate and, where appropriate, remedy risks of adverse impacts on human rights and working conditions linked to its activities and its value chain.

5.1. Whistleblowing mechanisms

The DBR Lafite Group provides, on its website www.lafite.com, a dedicated platform (Whispli) enabling internal and external stakeholders to report any suspected breach of this Policy.

5.2. Risk analyses and mapping

The DBR Lafite Group carries out risk analyses to identify the main human rights risks, both with regard to its employees and the communities affected by its activities, and within its value chain.

5.3. Gap analyses and action plans

For issues identified as priorities, the DBR Lafite Group carries out gap analyses between the situation observed and the requirements of this Policy.

Where gaps are identified, the DBR Lafite Group develops and implements corrective action plans, setting appropriate objectives and deadlines.

5.4. Requirements for our partners

The DBR Lafite Group integrates requirements on human rights and working conditions into its business relationships, in particular through:

- codes (supplier code on responsible purchasing);
- specific contractual clauses.

In the event of serious or repeated breaches, and in the absence of satisfactory remediation, suspension or termination of the business relationship may be considered.

6. Governance, monitoring and transparency

6.1. Indicators and steering

The DBR Lafite Group puts in place monitoring and progress indicators on human rights and working conditions, for example: workplace accident frequency rate, share of suppliers and service providers that have signed the code, number of audits or checks of providers that use labour, number of alerts received and handled, number of training hours.

Results are presented regularly to DBR Lafite's Executive Committee, in a spirit of continuous improvement.

6.2. Transparency and reporting

This policy is published on the website www.lafite.com.

The DBR Lafite Group reports on the implementation of its commitments on human rights and working conditions in its CSR report and in additional ad hoc reports.

6.3. Entry into force and review

This Policy enters into force upon its online publication.

It is reviewed whenever a major event concerning human rights and working conditions occurs, and whenever there is a significant change in legislation or in the activities of the DBR Lafite Group, in order to ensure its compliance with international standards and with the regulations of the countries in which the DBR Lafite Group operates.



Approved by General Management