

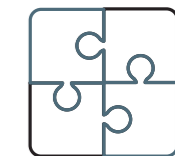


IMPACT

ASSESSMENT REPORT 2025



TINDAL
WINE MERCHANTS



TEAMWORK

GOING FORWARD A WORD FROM OUR MANAGING DIRECTOR

In the future we will continue to support farmers around the world who preserve eco-systems, communities and natural capital within their craft and traditions. In turn we'll promote the feel-good, social value experienced when sharing good wine and food with fun people. The value of these initiatives, home and abroad is overlooked in today's globalised, fast and tech heavy society.

In the course of our work we'll make informed decisions to minimise our impact on the environment and aid social equality among communities we touch along the way.

William Tindal





VISION

Irelands Leading Wine Merchant



MISSION

Outstanding wines and leading customer experience by real people



WHAT WE DO

As an independent merchant we source a diverse range of wines direct from sustainably focussed producers globally for strong representation among leading on-trade and independent retail in Ireland. Promoting wine appreciation through informative tastings, courses and fun events in collaboration with both customers and producers contributes to knowledge development and (we hope) a leading customer experience.

Champions of the wine trade, driven by our professional and knowledgeable team we're careful to mind those less fortunate than ourselves as we chose productive work within a balanced lifestyle among good people.





WHY B CORP ?

We believe that the Bcorp movement aligns with Tindal Wine Merchants aims and values and this is why we have chosen to dedicate our time and resources towards becoming BCorp Certified.



STARTING THE JOURNEY

From the beginning Tindal Wine Merchants has taken care to do business ethically and sustainably. From working with winemakers that protect and enhance the environments within which they work and championing organic and biodynamic practices; through to the supportive and transparent relationships we have with our customers; and creating a welcoming workplace that encourages women in leadership roles.

Now headed up by William Tindal, the new generation is leading our team forward bringing fresh focus to sustainability and low intervention wines from the world's most exciting producers, working hard to create a more sustainable and inclusive business.

To give credence to the way we do business, we have embarked on the lengthy BCorp journey. We are proud to announce that we have completed our B Impact Assessment and are now in the BCorp verification stage of our assessment for BCorp certification.

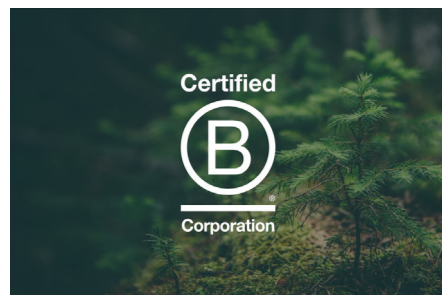
WHY IS IT IMPORTANT?

Certified B Corporations, or B Corps, are companies verified by B Lab to meet high standards of social and environmental performance, transparency, and accountability.

To give credence to the way we do business, we have embarked on the lengthy BCorp journey. We are proud to announce that we have completed our B Impact Assessment and are now in the BCorp verification stage of our assessment for BCorp certification.

THE GROWTH OF THE MOVEMENT

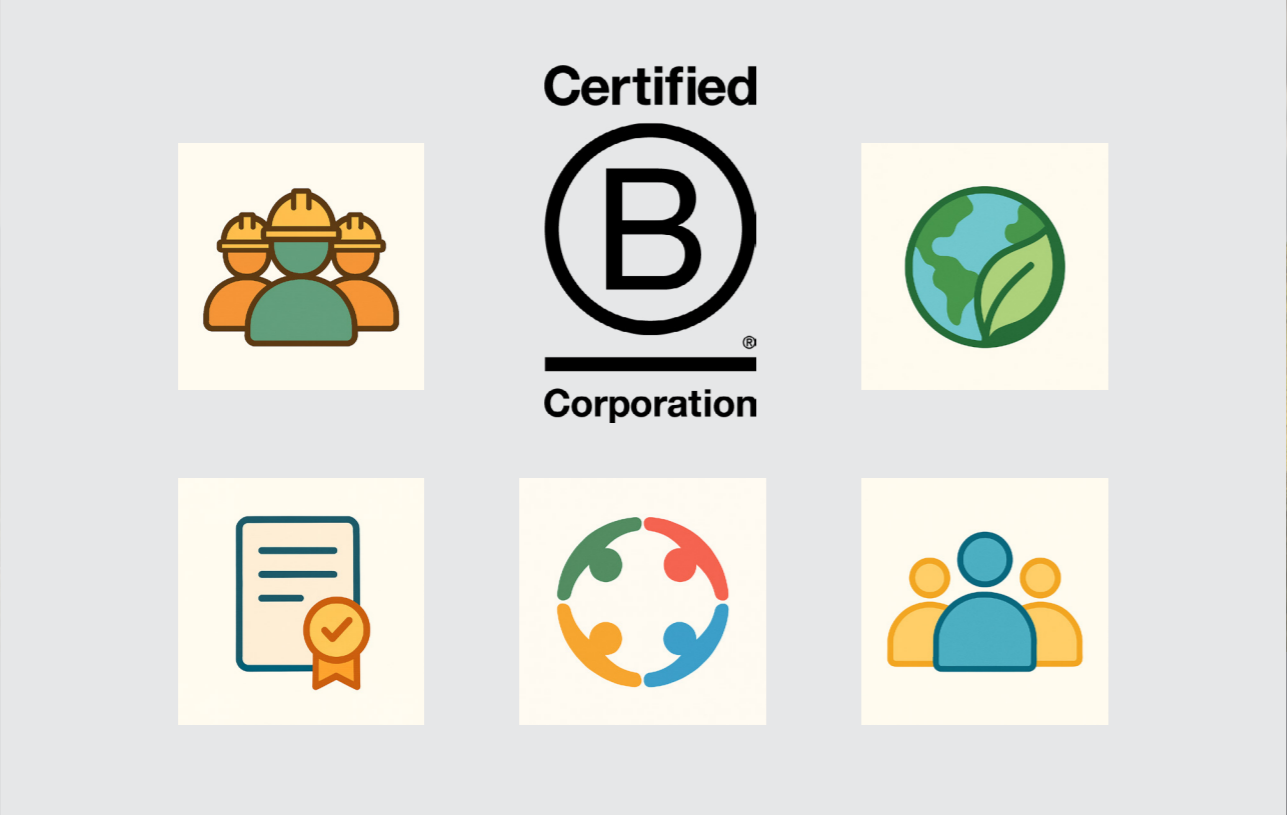
Globally, there are now over 9,000 B Corps employing over 800,000 people in 100+ countries. In Ireland, we proudly have over 60 B Corps, with many more in the certification process and 500+ businesses actively utilising B Lab's impact measurement tools in the past 12 months. Ireland is now home to one of the world's fastest-growing B Corp communities!



A SELECTION OF B CORPS IN IRELAND

An international network that creates economic systems change through standards, policies, tools, and programs for business, and certifies companies—known as B Corps—who are leading the way.



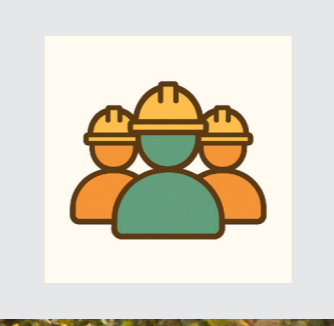


5 IMPACT AREAS

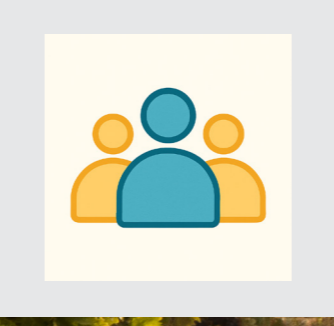
The B Impact Assessment evaluates a company's practices and outputs across five categories: governance, workers, community, the environment, and customers.



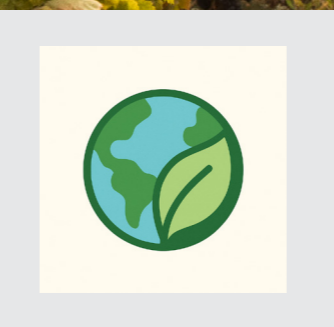
Governance
A company's overall mission, ethics, accountability, transparency and how they build their vision and values into their bylaws. Best practices are focused on how they engage employees, board members, and the community to achieve their mission, as well as employee access to financial information, customers' opportunities to provide feedback, and the diversity of their governing bodies.



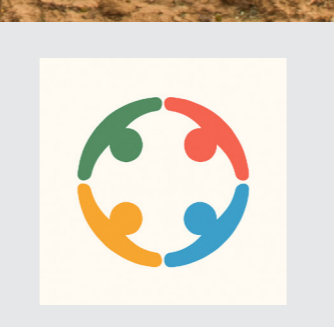
Workers
A businesses' efforts to create positive impacts for their workforce. Best practices in the work environment look at aspects like employee compensation, benefits, training and ownership opportunities, as well as assessing working communication, job flexibility and worker health, safety practices and overall work conditions.



Customers
How a company serves their customers, offering products or services that support the greater good. Best practices explore whether a company adds value to customers' lives by providing critical services like education, healthcare, and finance management, as well as engaging in ethical marketing, data privacy and security, and feedback channels.



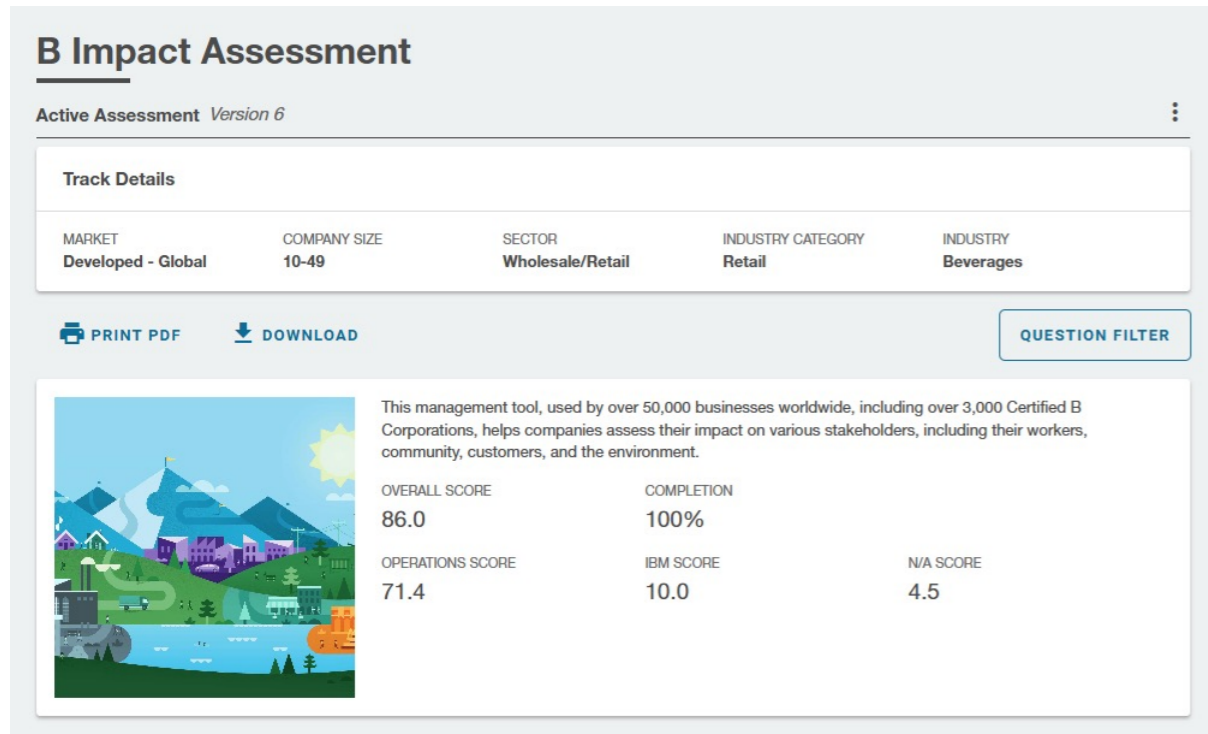
Environment
How a company works towards a more sustainable and regenerative planet by reducing their footprint and putting their impact on the air, climate, water, land, and biodiversity first in their business practices. This section explores the impact of a company's facilities, materials, emissions, and resource and energy use, as well as transportation/distribution channels and the environmental impact of their supply chain.



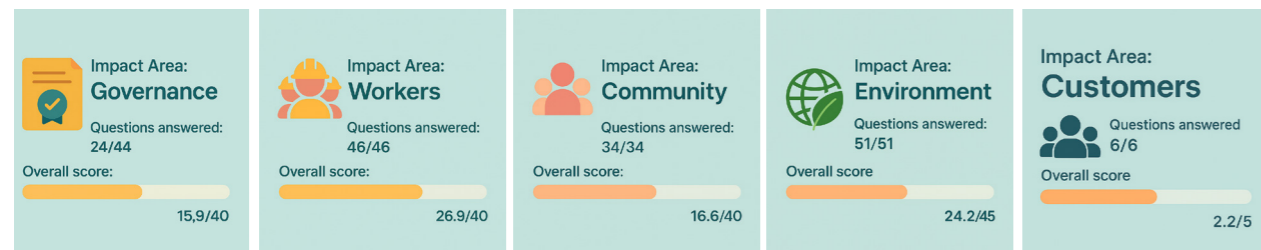
Community
How a business contributes to the economic and social well-being of the communities in which they operate. Best practices explore initiatives and policies directed at community impact, including embracing supplier relations, social engagement, charitable giving, and strong, diverse communities.

TINDAL WINE MERCHANTS 21 YEARS IN BUSINESS

We are proud to have completed and submitted the B Impact Assessment and are now working with the B Corp assessment team to assess our certification status. Presently we are in the Verification Stage of our BCorp Application.



The B Impact Assessment provides us with an in-depth framework through which we can assess our strengths and weaknesses across the five pillars of the five categories. As can be seen below we have scored well in some areas such as Workers but much lower in other areas such as Governance and Customers. This has given us a framework to build a strategy to improve our ESG overall by addressing each of these areas separately.



WHAT WE ARE DOING, AND HAVE DONE TO IMPROVE SOCIAL AND ENVIRONMENTAL PERFORMANCE

WHAT WE'VE DONE	WHAT'S STILL IN PROGRESS
<p>MATERIALITY ASSESSMENT A materiality assessment has been conducted that included surveys of employees, customers and wine suppliers, as well as qualitative interviews with experts, employees and suppliers.</p> <p>CHANGING LEGAL GOVERNANCE STRUCTURE The B Corp Legal Requirement formalises your company's alignment with the B Corp Movement's values and embeds a stakeholder-focused mindset that separates B Corps from other businesses. Tindal Wine Merchants has changed our legal structure within our Articles of Association to make our directors accountable to all stakeholders including the environment, compelling the business to include ESG considerations when making decisions.</p> <p>SUPPLIER SURVEY Online survey of all our wine suppliers to gain insight into the sustainability of our supply chain.</p> <p>CERTIFICATIONS Collect the ESG certifications of all wine suppliers</p> <p>IMPACT REPORT Publish our Impact Report on our website</p> <p>STAKEHOLDER ENGAGEMENT Survey taken with customers and employees to encourage their involvement in ESG improvements.</p> <p>SUPPLIER CODE OF CONDUCT Every wine supplier to Tindal Wine Merchants to sign off on a Supplier Code of Conduct</p> <p>OFFICE IMPROVEMENTS Bought a cardboard shredder to turn used boxes into packaging material</p>	<p>TARGETS AND GOALS Create set targets and goals for our ESG improvements based on the materiality assessment</p> <p>CERTIFICATIONS Display the ESG certifications of all suppliers on our website</p> <p>COMMUNICATE OUR SUSTAINABILITY Create a sustainability page on our website to articulate our beliefs, our existing work and plans for the future</p> <p>STAKEHOLDER ENGAGEMENT Continue to improve our stakeholder engagement</p> <p>OFFICE IMPROVEMENTS Set goals of 20% reduction in general waste production</p>

SUSTAINABILTY CERTIFICATION



Tindal Wine Merchants was the first certified Wine Importer in Ireland to be certified by the Organic Trust to import and distribute organic wines in Ireland. Specifically, Tindal Wine Merchants has a Certificate pursuant to Article 35(1) of Regulation (EU) 2018/848 on organic production and labelling of organic products.

The Organic Trust is Ireland's premier organic certification organisation. Established as a not-for-profit organisation, the mission of the Organic Trust is to assure consumers that food labelled as 'organic' and bearing the Organic Trust and EU organic logos, has been produced to strict standards of organic production. The Organic Trust is approved by the European Commission; by the Department of Agriculture, Food & The Marine (approval code IE-ORG-03 – Republic of Ireland) and by DEFRA (approval code GB-ORG-09 – UK). The Organic Trust is accredited by INAB (Irish National Accreditation Board) to ISO 17065.





WHY SURVEY ?

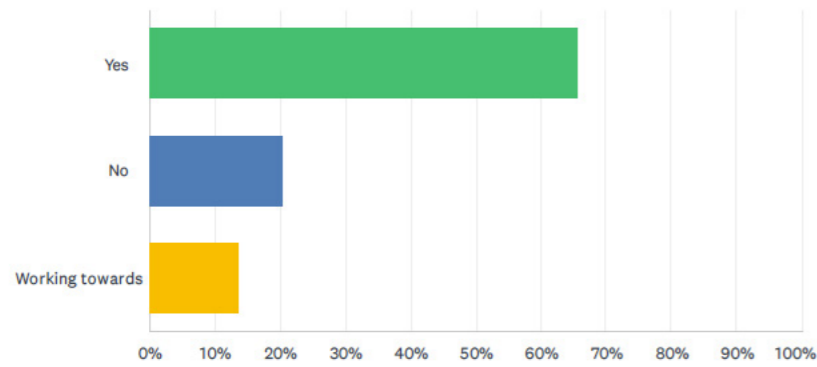
These surveys help gather qualitative and quantitative data to verify that our business is meeting high standards of social and environmental performance, accountability and transparency.

2025 SUPPLIER SURVEY ANALYSIS

HERE ARE SOME HIGHLIGHTED RESULTS FROM OUR 2025 TINDAL WINE MERCHANTS SUPPLIER SUSTAINABILITY QUESTIONNAIRE.

Q3 Does your company hold any overall environmental or sustainability certification, or are you working towards one?

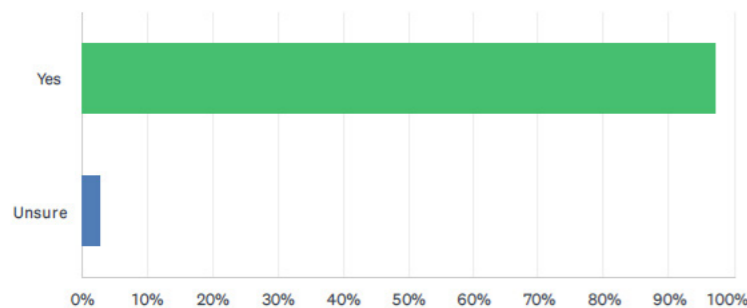
Answered: 73 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	65.75%	48
No	20.55%	15
Working towards	13.70%	10
TOTAL		73

Q6 Are all company sites free of regulatory problems, liabilities or fines for environmental issues?

Answered: 72 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	97.14%	68
Unsure	2.86%	2
TOTAL		70

SUPPLIERS COMMITTED TO SUSTAINABILITY

PERLAGE WINERY, ITALY

OUR VALUES

- INNOVATION
- QUALITY
- ENVIRONMENTAL RESPONSIBILITY
- SOCIAL RESPONSIBILITY

OUR HISTORY

- 1985 Establishment of PERLAGE Srl
- 1993 First EU Regulations on organic grape growing
- 1999 New winery from 500 to 2000mq
- 2012 EU Certification for organic wines
- 2014 Vegan Certification
- 2016 Certified Benefit Corporation
- 2019 We are a 'Società Benefit'

OUR VISION

- TERRITORY CARE**: Promotion of local Regenerative Economy
- BIO-DISTRICT**: Promote organic production in the DOCG Prosecco area

PERLAGE SRL SB - VIA CAL DEL MUNER 16 - 31010 FARRA DI SOLIGO (TV) - INFO@PERLAGEWINES.COM - WWW.PERLAGEWINES.COM

DOMAINE SAINTE MARIE DES CROZES, LANGUEDOC, FRANCE



VITICULTURE CERTIFICATION EXPLANATIONS

We choose supplier partners who produce great wine but who are also committed to environmental responsibility and sustainable practices throughout the winemaking process. Vineyards are in the front line when it comes to climate change. The loss of indigenous flora and fauna is found first in the vineyard. Water shortages and weather extremes can be disastrous. This is why sustainability is at the centre of every concerned producer's practice. Increasing numbers of farmers are adopting a broad array of practices both in the vineyard and winery to mitigate the extremities and reduce the intervention needed in the vines. These include better site selection, improved pruning techniques, modified canopy management, use of cover crops, avoidance of soil compaction, water re-cycling and the lowering carbon emissions.

We at Tindal Wine Merchants are passionate about these innovations and believe that they culminate, in not only a healthier more sustainable planet, but also more often than not, fundamentally more interesting wines.

Viticulture certifications that verify the sustainability of our wine products are numerous and differ from location and individual viticulture practices. Below is a selection of our suppliers and the sustainability certifications they hold.

Name of Supplier	City, State/Province	Country	Third-party certification that covers the company OR its product/service	If Yes for previous answer, please list which certification(s) apply
Marchesi Antinori S.P.A	Cazzago San Martino	Italy	Yes	SQNPI - The National Quality System of Integrated Production
Walnut Block Wines	Blenhiem	New Zealand	Yes	SWNZ (Sustainable Winegrowing New Zealand) program. Certified member BioGro NZ Organic certified
LGI LANGEUDOC WINES	Carcassone	France	Yes	We are currently working on a RSE report
Azienda Vitivinicola Zenato	Lugana	Italy	Yes	Equalitas certification (The Equalitas standard focuses on the social, environmental and economic pillars of sustainability)
Pasqua Vigneti e Cantine S.p.a	Verona	Italy	Yes	Equalitas certification -Standard SOPD 'Modula Organizzazione Sostenibile-OS'; ISO 9001; ISO 14001; Certificato conformità VINO Biologico; Certificazione Standard IFS Food; Global Standard for Food Safety
Champagne Henriot	Reims	France	Yes	Henriot's vineyard is organically certified, and carries other certifications such as HVE3 ("High Environmental Value") and VDC (Champagne Sustainable Viticulture)
Vina TomaSol (Terramater)	Curico Valley	Chile	No	Strong sustainability ethos but no certification. View further information: https://terramater.cl/en/sustentabilidad
Perlage Vini	Fara di Soligo	Italy	Yes	Organic, vegan, Equalitas, BCorp
Vinicola Serena S.R.L.		Italy	Yes	Equalitas
Domaine Bousquet	Tupungato	Argentina	Yes	B Corp, Organic, ROC(Regenerative Organic Certified), Biodynamic, Sustainability Protocol - Bodegas de Argentina, Fair For Life, For Life, ISO 14064 Cooperative Carbon Footprint.
Araex Rioja Alavesa	Rioja	Spain	No	Numerous organic wines. No overall sustainable business certification but foundation info here: https://araex.com/araex-world/fundacion-araex-grands . Plan to go 100% organic https://www.thedrinksbusiness.com/2021/05/araex-to-go-100-organic-for-its-growers-in-spain/
Champagne JM Gremillet	Balnot sur Laignes	France	Yes	HVE level 3 certification, (Sustainable Viticulture in Champagne) VDC certification, Carbon monitoring
DUBOS FRERES & CIE	Bordeaux	France	Yes	Number of organic certified wines
Spirit of Waterford Distillery	Waterford	Ireland	Yes	Biodynamic
Vinedos Emiliana SA	Santiago	Chile	Yes	B Corp, Organic, Biodynamic, Regenerative Organic (ROC), Fairtrade and National Code of Sustainability
William Fevre	Chablis	France	Yes	"High Environmental Value" (HVE) status
Dog Point Vineyard	Marlborough	New Zealand	Yes	Biogro Organic, SWNZ (Sustainable Winegrowing New Zealand) program.

Name of Supplier	City, State/Province	Country	Third-party certification that covers the company OR its product/service	If Yes for previous answer, please list which certification(s) apply
Symington Family Estates Vinho	Porto	Portugal	Yes	ISO 14001, ISO 14064, BCorp Sustainable Winegrowing Certification Portugal, Integrated Crop Management certification
Bodegas Manzanos (Kind Wine, La Bascula) & Muriel Wines		Spain	Yes	Organic certified wines
Les Deux Cols	Loire	France	Yes	Organic viticulture
Bouchard Finlayson	Onrus River	South Africa	Yes	IPW (Integrated Production of Wine) is the environmental sustainability scheme established by the South African wine industry in 1998. Majority of wines vegan friendly, a WWF-SA Conservation Champion with the vineyard including 100 hectare conservancy.
Collegiale des Domaines Loire	Loire	France	Yes	"High Environmental Value" (HVE) status, TERRA VITIS and organic certifications
Domaine Thomas Et Fils	Verdigny	France		
Talmard Mallory & Benjamin	Bourgogne	France		
Anthony Barton	Bordeaux	France	Yes	CERTIFICATION BIO
Trizanne Signature Wines Ltd	Kommetjie	South Africa	Yes	IPW (Integrated Production of Wine), WIETA (The Wine and Agricultural Ethical Trading Association, a multi-stakeholder, non-profit voluntary organisation which actively promotes ethical trade in the wine industry value chain through training, technical assessment and audits to assess members' compliance), Fairtrade Trader
Bouchard Pere & Fils	Burgundy	France	Yes	BIO
Bodegas Castano	Yecla	Spain	Yes	ISO 14001; 22000 FSSC
Anselmo Mendes Vinhos LDA	Meigaco	Portugal	Yes	We have the environmental management system 14001:2015 and we are working towards further sustainability certification; Packaging and labels with FSC certification
Clarence Dillon Wines	Bordeaux	France	Yes	Corporate Social Responsibility, maturity level 2 IFS - 24IFS149 BRC Site Code: 1767760
Malat Weingut		Austria	Yes	In organic conversion. Fair Choice https://www.fairchoice.info/ and respekt biodyn https://www.respekt-biodyn.bio/en/community.html and EU-Bio
J. Garcia Carrion	Madrid	Spain	No	
Chateaux St Croix -SarI Pelepol ef Fils (Jean Pierre Moueix)	Provence	France	No	In organic conversion
Tollot Beaut & Fils	Burgundy	France	Yes	"High Environmental Value 3" (HVE) status
Chateau Montelena	California	USA	Yes	CSWA, FFF
Domaine Lucien Lardy		France	Yes	"High Environmental Value 3" (HVE) status + ORGANIC CERTIFICATE (white wine)
Domaine Mas Saint Louis	Châteauneuf-du-Pape	France		
Bodega Renacer	Lujan de Cuyo	Argentina	Yes	In 2010 we were the first winery to certify the carbon footprint of the wine delivery process to the warehouses of our distributors and customers around the world, Organic Winery Members of Sustainable Roundtable The Vegan Society Certified by Bodegas Argentinas
BODEGAS LUIS CAÑAS S.A.	Villabuena de Alva	Spain	Yes	"Proveedores sostenibles" Pacto Mundial de la ONU España. FSSCC 22000; ECO LABEL VEGAN
Bga San Gregorio El Escoces Vo	Aragon	Spain	No	We have been organic in practice since 2014. We will be submitting paperwork for certification shortly... Yes, we have a lot planned in terms of building a kilometre zero winery and implementing many regenerative viticulture initiatives in the vineyards.
Ambrosia - Chateau Maucams	Margaux	France	Yes	La Clotte = Organic / Panuades = HEV (High Environmental Value) / Melin = Vegan & HEV / Grand Clapeau Olivier = HEV
Jean Pierre Moueix	Bordeaux	France	Yes	HVE CERTIFICATION - CERTIFICATE FR047270-V2 - VALID TILL FEB. 18, 2027
Domaine Hubert Lamy	Saint Aubin	France		
Vignobles du Monteillet	Rhone Valley	France	Yes	HVE3
Louis Michel & Fils	Chablis	France	Yes	80% of the vines are farmed organically, strictly sustainable in the vineyards with the highest level of HVE certification.

VITICULTURE CERTIFICATION EXPLANATIONS

Name of Supplier	City, State/Province	Country	Third-party certification that covers the company OR its product/service	If Yes for previous answer, please list which certification(s) apply
Vins Auvigüe (Maison Jean Loron or MJL)	Bourgogne	France	Yes	Engagés RSE (AFNOR ISO 26000)
Domaine Truchetet		France		
Premium Wine Selection		Italy		
Domaine Jacques Carillon		France	Yes	HVE
SCEA Chateau Cantenac	Saint-Emilion,	France	Yes	AFNOR HVE : HAUTE VALEUR ENVIRONNEMENTALE - NIVEAU 3
Domaine Sainte-Marie des Croze	Douzen	France	Yes	Certified Organic
SARL Tardieu Laurent	Rhone Valley	France	No	
Francois Raveneau	Chablis	France	No	Certifications in process
Weingut Markus Molitor		Germany	Yes	Natural Wines
La Guardiense S.C.A.	Campania	Italy		
Sarl Jean-Luc Baldes	Cahors	France	Yes	HVE level 3
Domaine Stephane Ogier	Ampuis	France	Yes	We are certified Organic
Rey Fernando de Castilla	Jerez	Spain		
Domaine Comte Armand	Pommard	France	Yes	Ecocert vines cultivated biodynamically
Saint Jean Des Sources (Domaine de Morin Langaran)	Castelnaud de Guers	France	Yes	HVE level 3
Domaine Gerard Seguin		France	No	
Sarl Baumard Distribution (Domaine des Baumard)	Loire	France		
Maison Tymas / Grandes Serres	??	France	Yes	Organic viticulture
Thibault Liger-Belair Successe	Burgundy	France		
Domaines Schlumberger	Guebwiller	France	Yes	Vignerons Engages = CSR HVE level 3
Weingut A. Christmann		Germany	Yes	Fair Choice https://www.fairchoice.info/ and respect biodyn https://www.respekt-biodyn.bio/en/community.html and EU-Bio
Mendes & Symington (collaboration)	Vinho Verde	Portugal	Yes	SYMINGTON: ISO 14001 ISO 14064 B Corp Sustainable Winegrowing Certification Portugal Integrated Crop Management certification; ANSELMO MENDES: We have the environmental management system 14001:2015 and we are working in sustainability certification
Boisson Domaine	Cairanne	France	Yes	The vines are cultivated in Organic Farming (Certification in 2020)
Maison louis Picamélet	Rully	France	No	
Proximo	Dublin	Ireland	Yes	Socially Responsible Company (ESR) Distinction, granted by Cemefi and AliaRSE
IPL Brands BV		Germany		
Tenuta Le Calcinaie	Tuscany	Italy	Yes	The vineyards and the wines are certified organic according to the EU and NOP regulations.
Domaine Chante Cigale	Chateauneuf Du Pape	France	Yes	Ecocert certified ORGANIC
Cederberg	Cederberg	South Africa	Yes	IPW South Africa-Intergated Production of wine initiative; IPW will conduct annual audits , every three years there is an onsite audit . WWF also conducts annual reviews of EMP goals, Cederberg Wines has invested in the development of day care center for farm children. Additionally there is a clinic that has been built onsite for weekly visits from nurses to grant easier access for employees to health care. There is also a community hall on site for functions and religious practices .For sport activities there is a soccer field aand training program.
Farnese Vini S.r.l.		Italy	Yes	Non audited ESG report 23, Ecovadis.
Avondale Wine	Paarl	South Africa	Yes	The Dutch-based company, Control Union; one of Europe's leading certification authorities, independently audits and certifies both Avondale vineyards and cellar. Avondale is accredited according to two organic standards; the USDA NOP for the United States and EU organic regulation for the EU.
Domaine Rene Favre	Valais	Switzerland	No	Working towards
Michel Bouzereau et Fils		France	Yes	Organic viticulture
LD Vins	Bordeaux	France		

Name of Supplier	City, State/Province	Country	Third-party certification that covers the company OR its product/service	If Yes for previous answer, please list which certification(s) apply
The Trustee for Hither & Yon T		Australia	Yes	We are certified sustainable (vineyards and wine) with Sustainable Winegrowing Australia and certified carbon neutral (business and product) with Climate Active.
Dominique Gruhier Vigneron	Epineuil	France	Yes	Certified Organic
Domaine La Boussiere	Gigondas	France	Yes	Vegan
Arpent LLC dba Birchino	Sant Cruz	USA	No	
Tomas Cusine	Les Garrigues	Spain	Yes	Organic, HVE3
Teusner and Page Pty Ltd	Barossa	Australia	Yes	SWA - Sustainable Winegrapes Australia
Kracher Fine Wine GmbH		Austria	Yes	IFS certification
Domainen Ragot	Poncey	France	Yes	HVE Level 3 certification
Bodegas Barbadillo SL	Sanlúcar de Barrameda	Spain	Yes	ISO 14001, Sustainable Wineries for Climate Protection
Les Champs de Themis	Burgundy	France	Yes	Organic
Chateau Carbonneau	Dordogne	France	No	
Magna Vides	Ribera del Duero	Spain	Yes	Secanos vivos, Seo bird life
Antoine Sunier	Beaujolais	France	Yes	Organic certification
Bodegas PENTECOSTES	Galicia	Spain	Yes	
Atelier Des Sources	Rhône Valley	France	Yes	Biodynamic farming
Origin Spirits Ireland Ltd	Tipperary	Ireland		
COLOMBIER DOMAINE DU	Rhone	France		
Adria Vini Srl	Boglione	Italy		
Domaine Amirault	Bourgueil	France	Yes	We are certified DEMETER (on the labels) and PME+(Corporate Social Responsibility (CSR)
TSIMPIDIS & CO. MONEMVASIA	Monemvasia	Greece	No	In Organic conversion
Domaine de la Folie	Burgundy	France		
Elephant Hill Holdings	Te Awanga	New Zealand	Yes	100% accredited by Sustainable Winegrowers of New Zealand (SWNZ).
Clos Thieriere	Vouvray	France	Yes	Organic conversion, biodynamic conversion
Diemersfontein Wines	Western Cape	South Africa	No	
Weingut Wachter Wiesler		Austria	Yes	Certified organic
Clos Del Rey		France	No	



SUPPLIER SPOTLIGHT

LEADER IN ORGANIC AND BIODYNAMIC VITICULTURE EMILIANA, CHILE

At the end of the 1990s, Rafael and José Guilisasti, together with visionary winemaker Álvaro Espinoza, began converting a conventional Chilean winery into a 100% organic and biodynamic winery, with the firm objective of creating wines of the highest quality while respecting people and the environment.

In 2004 Anthony Tindal realised the impressive quality and drive behind Emiliana and instigated a partnership. His foresight meant Emiliana was one of the first high quality organic wines available in the Irish market. The partnership between Tindals and Emiliana has grown in strength and trust over the past 20 years.

Emiliana is now the largest organic and biodynamic winery in the world, with a full portfolio of products, with recognitions both domestic and international.

Amongst their awards and certifications are B Corp, Organic, Biodynamic, Regenerative Organic, Fairtrade and National Code of Sustainability. The results of these certifications are visible throughout the wine production's journey including composting 100% organic residues to use as fertilizer, 100% reuse of waste water and 40% of recycled material in packaging.

"At Emiliana we are constantly working on new challenges to help protect nature, mitigate climate change, and promote the well-being and development of people. These commitments, together with our organic and biodynamic agricultural practices, are an essential part of what we do, and align with our purpose of reconnecting people with nature."

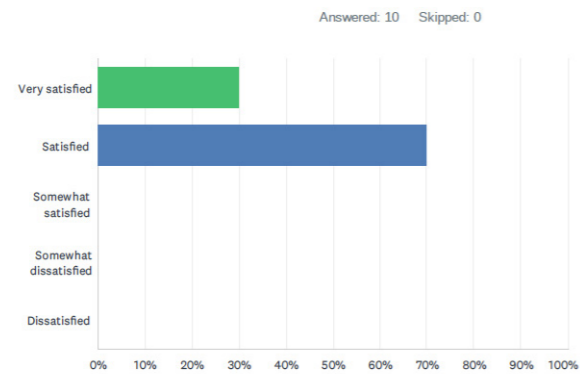


2025 EMPLOYEE SURVEY ANALYSIS

To improve feedback from our employees we have initiated an anonymous survey which should help to assist with employee feedback mechanisms that already exist. Some feedback from the survey stated that 'I think structures like this help give employees a voice'.

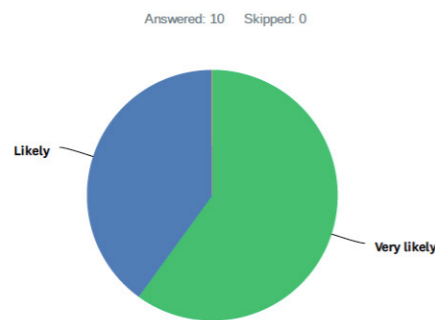
Mostly the feedback was positive and the suggestions for improvements constructive.

Q1 How satisfied are you with Tindal Wine as a whole?



ANSWER CHOICES	RESPONSES	
Very satisfied	30.00%	3
Satisfied	70.00%	7
Somewhat satisfied	0.00%	0
Somewhat dissatisfied	0.00%	0
Dissatisfied	0.00%	0
TOTAL		10

Q19 How likely are you to recommend Tindal Wines as an employer?



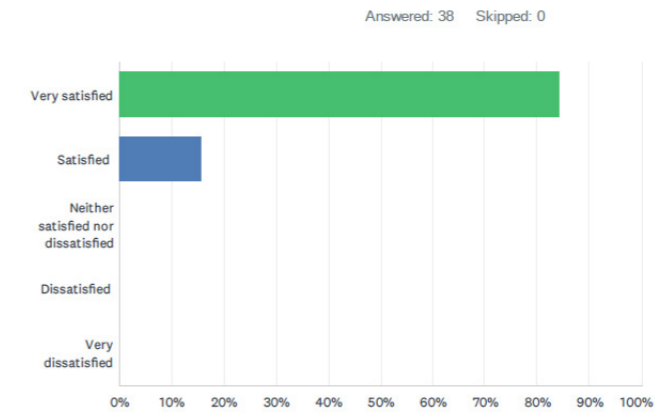
ANSWER CHOICES	RESPONSES	
Very likely	60.00%	6
Likely	40.00%	4
Neither likely nor unlikely	0.00%	0
Unlikely	0.00%	0
Very unlikely	0.00%	0
TOTAL		10

2025 CUSTOMER SURVEY ANALYSIS

To gain insight into how our customers view Tindal Wine Merchants and make the business more transparent we initiated a Customer Satisfaction Survey.

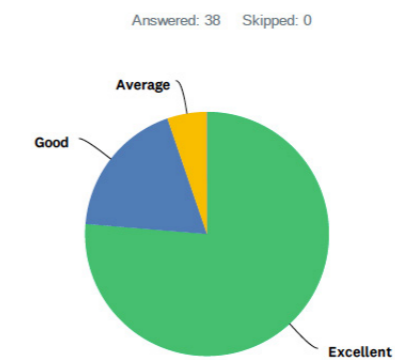
Mostly the feedback was positive and the suggestions for improvements constructive.

Q3 How satisfied are you with the service provided by Tindal Merchants as a whole?



ANSWER CHOICES	RESPONSES
Very satisfied	84.21%
Satisfied	15.79%
Neither satisfied nor dissatisfied	0.00%
Dissatisfied	0.00%
Very dissatisfied	0.00%
TOTAL	

Q11 How well would you rate the level of communication between Tindal Wine Merchants and yourselves?

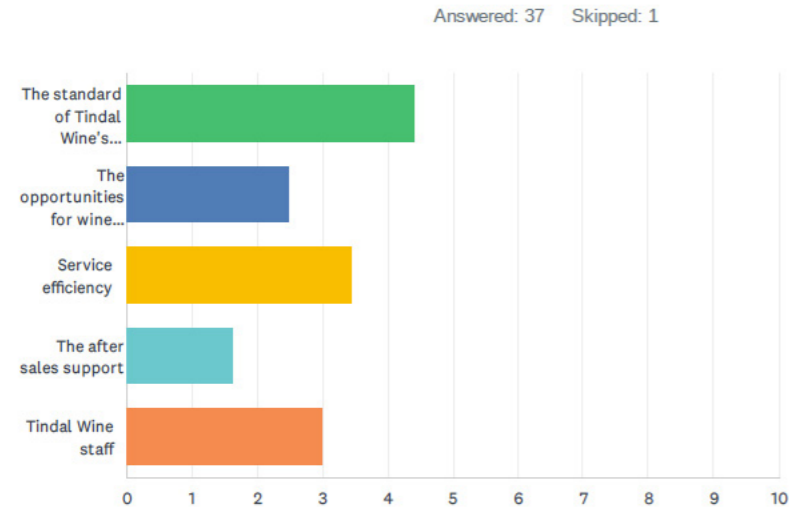


ANSWER CHOICES	RESPONSES	
Excellent	76.32%	29
Good	18.42%	7
Average	5.26%	2
Poor	0.00%	0
Terrible	0.00%	0
TOTAL		38

2025 CUSTOMER SURVEY ANALYSIS

The feedback from customers helps us to see what our customers find as the most important issues in their relationship with Tindal Wine Merchants and where we can have the greatest impact in improving.

Q12 Please rate in order of importance the following in your business relationship with Tindal Wine Merchants



IMPORTANCE OF ENVIRONMENTAL AND SUSTAINABILITY ISSUES TO CUSTOMERS

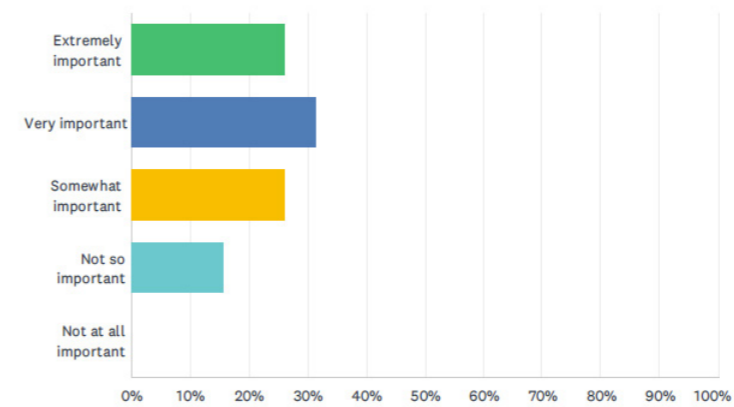
19% of customers that responded hold, or are working towards, an environmental or sustainability certification. These include Green Award, Green Hospitality Award, Eu Eco Label and working on carbon calculators with Failte Ireland. A number of establishments do not see sustainability issues as important but the majority do find that their customers are inclined to ask about certification and to find it important.



2025 CUSTOMER SURVEY ANALYSIS

Q14 How important is the sustainability of your products to your customers?

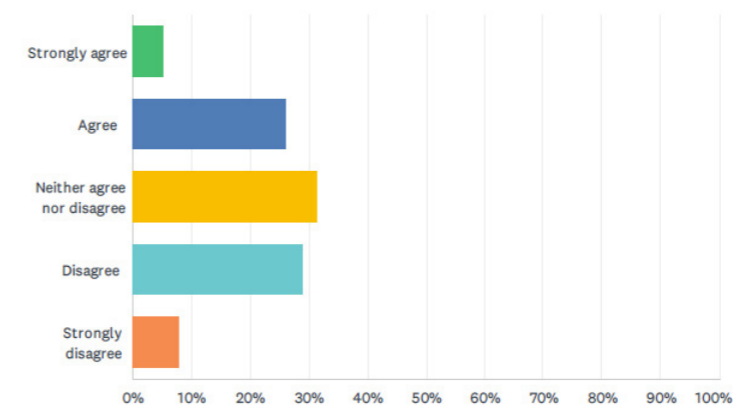
Answered: 38 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely important	26.32%	10
Very important	31.58%	12
Somewhat important	26.32%	10
Not so important	15.79%	6
Not at all important	0.00%	0
TOTAL		38

Q15 You are often asked about the environmental certification of your wine by customers

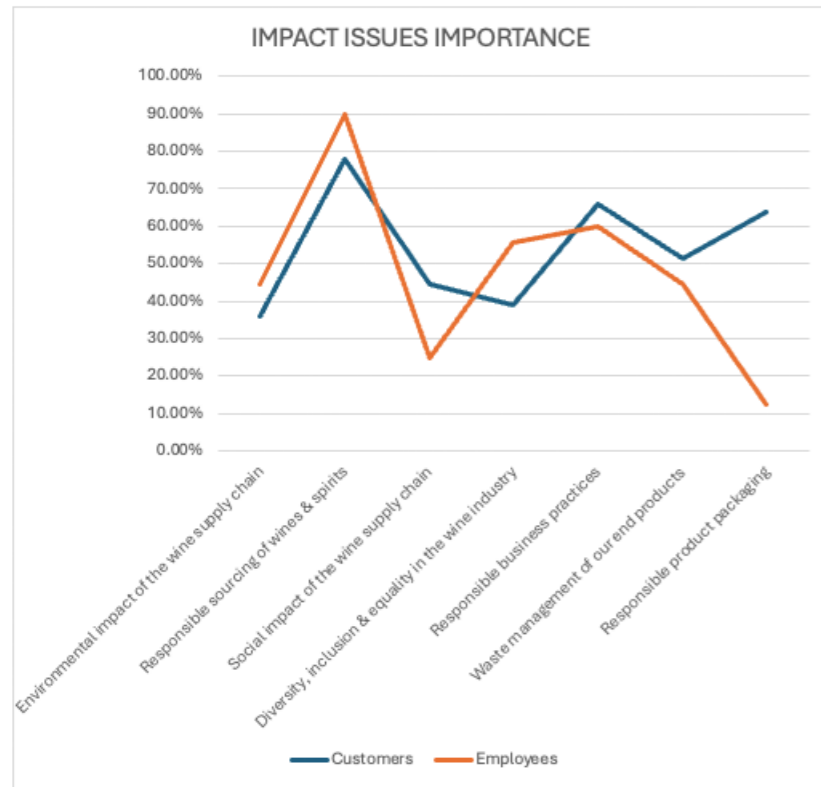
Answered: 38 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	5.26%	2
Agree	26.32%	10
Neither agree nor disagree	31.58%	12
Disagree	28.95%	11
Strongly disagree	7.89%	3
TOTAL		38

MATERIALITY ASSESSEMENT

Tindal Wine Merchants is continuously looking at ways to have a positive impact on our environment and our community. Looking at various issues it seems that both our customers and employees rate responsible sourcing of wines and spirits as the area where we could have the most impact.



REPAK

Tindal Wine Merchants has been a Repak member for over ten years. Repak is an environmental not-for-profit organisation, with a social mission. Their purpose is to lead the recycling and sustainability of Ireland's packaging on behalf of their members; advocate for a new circular economy; and educate businesses and consumers on reducing and recycling packaging.

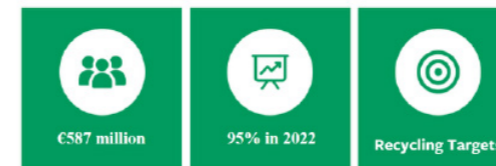
Primary Goals

1. To make Ireland a Leader in Europe when it comes to packaging recycling and recovery
2. To recycle 55% of plastic packaging and 65% of all packaging material placed on the market by 2035.
3. To educate Irish society on how to recycle better and re-use packaging material

How Repak advocates

They represent TWM at Government and EU level on key issues, legislation and policy relating to packaging, packaging waste and the development of sustainable packaging in a circular economy. This includes taking part in consultations with state bodies, local authorities, EU stakeholders, environmental organisations and other European Packaging Compliance Schemes (also known as 'Extended Producer Responsibility' schemes), as well as media interviews on packaging recycling and sustainability.

Repak impact over the last 20+ years



- * Repak Members have invested over €587 million to date
- * Helping to grow packaging recycling and recovery from under 15% in 1997 to an estimated 95% in 2022
- * Exceeding all EU material recycling targets



TINDAL
WINE MERCHANTS

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