



# Viña Concha y Toro

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Disclosure Report  
Date Submitted: June 2024



## Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

### B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

**This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.**



# Disclosure Questionnaire

## Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Biodiversity Impacts</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Disclosure Alcohol</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Fossil fuels Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Water Intensive Industries</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Labor Issues &amp; Penalties</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration <a href="#">Disclosure A</a> <a href="#">Disclosure B</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<a href="#">On-Site Fatality</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<a href="#">Penalties Assessed for Health &amp; Safety</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



## Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<a href="#">Overtime For Hourly Workers Is Compulsory</a>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

## Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



# Disclosure Questionnaire Statement

Company Name: Viña Concha y Toro S.A.

Disclosure Questionnaire Category: Environmentally Intensive Industries

<b>Topic</b>	Water Intensive Industries
<b>Summary of Issue</b>	As a vineyard and winery, Viña Concha y Toro operates in an industry that is water intensive. Aspects of the industry that make it water intensive include irrigation used in the cultivation of wines, water used in the winemaking process (e.g. for cleaning tanks and barrels), and water used in the bottling process.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	<p>In the previous fiscal year, 93% of revenue was earned from the sale of wine.</p> <p>The company utilizes approximately 130,4 liters of water for production of one bottle of wine. 100% of the company's vineyards are irrigated utilizing drip irrigation.</p>
<b>Impact on Stakeholders</b>	<p>As water intensive industries, agriculture and wine production poses risks such as water stress or depletion of local water sources if water use is not appropriately managed. 86% of Viña Concha y Toro operations are carried out in areas with high or very high water stress.</p> <p>Viña Concha y Toro uses ground, surface and municipal water in its operations. In the impact analysis of the water footprint of the company no significant impacts on other stakeholders have been detected.</p>
<b>Management Practices</b>	<p>The company acknowledges that water scarcity has become a critical problem at a global level, and that its availability is vital both for the sustainability of the business and for the quality of life of the communities that operate in.</p> <p>The company implements the following best practices to manage the water resources:</p> <ol style="list-style-type: none"><li>1) High efficiency technified irrigation systems</li><li>2) Coverage of surfaces of water accumulation tanks to prevent evaporation</li><li>3) Monitoring of water extraction points (consumption and phreatic level)</li><li>4) Moisture measurement in soil, to generate more efficient irrigation programs</li><li>5) Use of efficient washing techniques such as hydrowashers</li><li>6) Definition of water consumption reduction goals, with periodic monitoring by the management involved</li><li>7) Commitment of "zero water waste" as part of the sustainability strategy</li><li>8) Implementation of incentives related to reach water goals</li></ol> <p>Since 2010, the company has measured its water footprint based on the Water Footprint Network methodology, which shows that Viña Concha y Toro footprint is 40% lower than the average of the global wine industry. The footprint is verified by a third party and reported annually to its stakeholders.</p> <p>As for the company's specific water intensity, the company measures and monitors its water consumption indicator for each production facility, which is reviewed monthly, and compared with the previous year's operation and the goals proposed for each area.</p>



<b>Report</b>	<a href="https://sustentabilidad.vinacyt.com/">https://sustentabilidad.vinacyt.com/</a> <a href="https://sustentabilidad.vinacyt.com/wp-content/uploads/2023/08/Informe-de-Impactos-2022_ESP.pdf">https://sustentabilidad.vinacyt.com/wp-content/uploads/2023/08/Informe-de-Impactos-2022_ESP.pdf</a>



# Disclosure Questionnaire Statement

Company Name: Viña Concha y Toro S.A.

Disclosure Questionnaire Category: On-Site Fatality

Issue Date	April 3, 2019
Topic	Operational on the job fatality due to an accident
Summary of Issue	<p>The fatality occurred on a farm called La Granja (Ovalee), which is one of the properties of Viña Concha y Toro and involved the worker of one of Viña Concha y Toro's contractors that the company utilizes for their services and machinery.</p> <p>The fatality was the result of a grape harvesting machine accident. The grape harvesting machine turned and the contractor's worker was trapped underneath the machine resulting in the fatality.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The accident resulted in the loss of one person's life.
Impact on Stakeholders	Loss of life experienced by the deceased person and the related loss experienced by their family.
Resolution	The accident was reported to the following Chilean agencies: Emergency Medical Services; Investigation Police; Chilean Police. Because there was a fatality, the Investigation Police investigated the causes and responsibilities of the incident. The results of the investigation were that the accident was caused by excessive speed while operating the machine on a terrain slope.
Management Practices	<p>Viña Concha y Toro reaffirmed the monitoring of working conditions of external contractors. Furthermore, the contractor was requested to improve their operating control conditions, to ensure that their workers do not exceed the machine speed limits. The company also has a Risk Prevention department that is in charge of continuously improving the company's safety practices to mitigate all of the risks associated with the activities of the company.</p> <p>Further, the contractor reinforced their internal work procedures and conducted intensive safety training for all their workers. In addition, they promised to increase the frequency of training for their employees and to reinforce their control measures in the field. Additionally measures such as prohibition of mechanical harvesting on slopes, reinforcement of safety signage in risk areas, reinforcement of signage pertaining to speed limits, trainings for all workers prior to commencing work, specific trainings for those operating New Holland harvesting machines, trainings for all workers pertaining to safe working procedures of the harvesting machinery, risks assessment prior to starting mechanized harvesting and switching to manual harvesting in case of high risk, creation of a zoning map of the farm highlighting critical access points, installation of zoning signs that highlight the risk levels of zones, were adopted by the company.</p> <p>Viña Concha y Toro also worked with a therapist to support staff that seemed</p>



	<p>affected by this incident. The contractor of this service, compensated the deceased person's family.</p> <p>The company continues to work with the said contractor as they're the main (and almost only) provider of machinery for automatic harvesting of vineyards. In addition, the company has verified that the contractor meets all legal requirements.</p>



# Disclosure Questionnaire Statement

Company Name: Viña Concha y Toro S.A.

Disclosure Questionnaire Category: Alcohol

<b>Topic</b>	Viña Concha y Toro produces alcohol products
<b>Summary of Issue</b>	Viña Concha y Toro is a winery that earns a material amount of revenue from the sale of alcohol. The company sells wine worldwide and in Chile it also produces, imports and sells beers. The company produces and sells alcohol to wholesale and retail customers.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	For the fiscal year 2022, 100% of Viña Concha y Toro's revenue was earned from the sale of alcohol.
<b>Impact on Stakeholders</b>	Alcohol may have a negative impact on the health and well-being of individuals and their communities
<b>Management Practices</b>	<p>Viña Concha y Toro complies with all the regulations and laws related to the sale of alcohol in every country where its products are produced and sold. The company has a legal department that works to ensure compliance with all requirements and regulations in each destination country.</p> <p>The company is committed to promoting, creating and strengthening a healthy relationship with wine consumption, based on informed, responsible and moderate consumption that is restricted in cases that represent a risk to personal health or society. Through its publicly available responsible consumption policy, the company promotes moderate consumption in line with international standards proposed by the World Health Organization (WHO) and rejects and condemns the consumption of wine and alcoholic beverages among high-risk groups, such as minors, pregnant women and drivers.</p> <p>Company employees that are involved in the sale of alcohol are trained on the responsible consumption policy of the company and the company is committed to market and advertise its brands in a responsible way. The company include symbols or words on their labels to condemn alcohol consumption among minors, disseminate and apply the corporate principles of responsible consumption on a global level, carry out activations in consumption centers that communicate the message of responsible consumption, and communicate the risks of excessive alcohol consumption in a clear and appropriate way, among others.</p> <p>The company is also part of organizations that promote responsible consumption such as DRINKAWARE and <a href="#">Wine in Moderation</a>.</p>
<b>Report</b>	<a href="https://conchaytoro.com/en/holding/responsibleconsumption/">https://conchaytoro.com/en/holding/responsibleconsumption/</a>



# Disclosure Questionnaire Statement

**Company Name:** Viña Concha y Toro S.A.

**Disclosure Questionnaire Category:** Environmentally Intensive Industries

<b>Topic</b>	Biodiversity Impact and Monoculture Agriculture
<b>Summary of Issue</b>	As a vineyard and winery, Viña Concha y Toro operates in an industry in which biodiversity impact and monoculture agriculture are material environmental issues.
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	The company owns 16,697 hectares of land, of which 90% is used for cultivation purposes. The remaining non-cultivated land has been allocated for conservation areas, biological corridors, and roads. Approximately 7% of the non-cultivated land has been utilized for building roads and buildings, while 6% has been preserved as virgin native areas. Additionally, around 5% of the total land is replanted annually.
<b>Impact on Stakeholders</b>	Agriculture, particularly in cases where a single crop is cultivated at a time, poses a risk to local ecosystems of flora and fauna as well as the potential degradation of cultivated land.
<b>Management Practices</b>	<p>Of the total land under company control, the company has allocated 4,272 hectares of land with native forests under its Forest Conservation Program. This surface is distributed in 9 farms, in 4 valleys in the central zone of Chile. In 2012, the company declared all the land present in its estates corresponding to forest formations to the National Forest Corporation. With this declaration, the company began its Forest Conservation Program and, at the same time, established that it would establish new vineyards on these native forest lands. In 2019, the company also obtained the FSC certificate of Sustainable Forest Management for the conservation of these forested lands which was the first such certificate to be obtained worldwide by a non-forest company and a vineyard. The certificate ensured that the company has appropriate mechanisms for the conservation of these forests, including the establishment of a Plan for Forest fire prevention, prevention of illegal activities in forests, regulation of recreational activities, evaluation of carbon capture, and monitoring of biodiversity, among others.</p> <p>Recently, the company launched the "Nature-Based Solutions Program" to bring about a transformational change in how it interacts with the natural environment. As part of this program, the company has implemented regenerative practices for biodiversity, such as installing pollinator gardens, bird nest houses, water troughs for wildlife, and inter-row crops in 67% of its fields. By 2025, the company aims to incorporate regenerative practices in soil, flora, fauna, and native forests on 100% of its surface area.</p> <p>Moreover, the company conducted a biodiversity study in part of the estates it owns to determine the current biological diversity of flora and fauna. It has also defined and implemented conservation zones and biological corridors on each property to contribute to the protection of the biodiversity of each area where it operates. The company has a policy to not establish new vineyards on new land purchased or leased that contain native vegetation cover or areas of high ecological value without the corresponding permits from the competent bodies.</p> <p>New vineyards are only established on land with a maximum slope of 15% to</p>

	<p>reduce the effects of soil erosion. The company uses permitted agrochemicals and employs class III or higher pesticides. However, the company is actively searching for less toxic alternatives that complement their practices. These practices include careful timing and application of pesticides, focused application to affected surfaces, taking care of the presence of nearby native vegetation, and ensuring the safety of its workers. Approximately <b>100% of the vineyard area is managed with regenerative practices</b>. The vineyards use various methods to minimize the use of agrochemicals, including sexual confusion with pheromones, a predictive system to reduce the number of treatments, a nutrition vine program to replenish the minerals taken by the plant, and composting. The fertilization, weed, and disease control programs also include mechanical work to decrease the use of agrochemicals.</p> <p>Since 2013, the company has been certified under the national system "Code of Sustainability of the Chilean Wine Industry." This certification system periodically verifies compliance with requirements related to soil care, water courses, and biodiversity conservation.</p>
<b>Report</b>	<p>To learn more about Deforestation Policy and sustainability practices of the company:</p> <ul style="list-style-type: none"> <li>- <a href="https://sustentabilidad.vinacyt.com/wp-content/cms/wp-includes/download_includes/03.05%20Informe%20SbN%202022%20(Final)_ENG.pdf">https://sustentabilidad.vinacyt.com/wp-content/cms/wp-includes/download_includes/03.05%20Informe%20SbN%202022%20(Final)_ENG.pdf</a></li> <li>- <a href="https://sustentabilidad.vinacyt.com/en/#nature">https://sustentabilidad.vinacyt.com/en/#nature</a></li> </ul>



# Disclosure Questionnaire Statement

Company Name: Viña Concha y Toro

Disclosure Questionnaire Category: Compulsory Overtime

Issue Date	2022 Fiscal Year
Topic	Hourly workers required to work overtime due to seasonal harvesting requirements and situational overtime requirements.
Summary of Issue	<p>Viña Concha y Toro has a subsidiary called Bonterra Organic Estates based in California, USA. The company has seasonal/harvest periods where overtime is scheduled with notice, when all non-exempt employees as well as temporary workers may be requested or required to work overtime in a pay period. Overtime may also be required for particular situations such as in the event of equipment failures. Working hours may vary depending on the staffing needs of each department, and schedules are determined between the employee and supervisor. Upon hire, employees are assigned a work schedule and are expected to begin and end work according to that schedule. Employees must obtain their supervisor's approval before working outside of their standard work hours and/or schedule.</p> <p>Certain departments have positions with an established alternative workweek to better meet the operational needs of the Company. In most cases, the alternative workweek maintains a forty (40) hour schedule, such as a 4/10 workweek. Non-exempt employees under a 4/10 schedule will generally be scheduled to work four (4) days per workweek and ten (10) hours per workday. Employees under this schedule will be eligible for overtime in accordance with applicable federal and state wage and hour rules and applicable alternate work schedule agreements.</p> <p>Employees may submit requests for time off in writing at least two (2) weeks in advance in order to be considered. All schedule changes initiated by employees require management approval.</p> <p>Bonterra Organic Estates follows California law in relation to overtime hours and pay. Regulation requires that non-exempt employees that work more than eight hours in any work day or more than six days in a work week must receive either 1.5 times (if worked 8-12 hours) or 2 times (if worked 12 hours+) their regular rate of pay for all hours worked over eight hours in a workday or over 40 hours in the work-week.</p> <p>The company has at least one employee earn overtime in a week.</p>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>In the previous fiscal year, a total of 192 workers were subject to compulsory overtime hours, of which 147 were non-exempt employees and 45 were temporary workers. Individuals subject to compulsory overtime represented approximately 4% of the total workforce in 2022.</p> <p>The average total hours worked at a rate of 1.5 times an employees regular rate was 107.3 hours, carried out by 139 employees.</p> <p>The average total hours worked at a rate of 2 times an employee's regular rate was 21.9 hours, carried out by 56 employees.</p>



<b>Impact on Stakeholders</b>	Employees that work compulsory overtime can experience increased stress and have less time to spend on activities outside of the workplace, such as spending time at home. At Bonterra Organic Estates overtime requirements are set at the time of hiring. The company attempts to accommodate an employee's personal schedule when possible. If the overtime is pre-planned employees are expected to work unless they receive approval to be absent.
<b>Management Practices</b>	<p>Bonterra Organic Estates follows California law in relation to overtime hours and pay. Regulation requires that non-exempt employees that work more than eight hours in any work day or more than six days in a work week must receive either 1.5 times (if worked 8-12 hours) or 2 times (if 12 hours) their regular rate of pay for all hours worked over eight hours in a workday or over 40 hours in the work-week. Non-exempt employees will be paid double their regular rate of pay for all hours worked in excess of twelve (12) in any workday or in excess of eight (8) on the seventh (7th) day of the workweek.</p> <p>All employees are entitled to at least one (1) day of rest every seven (7) days in a workweek. An employee may independently and voluntarily choose not to take a day of rest and confirm such choice in writing with the Company. Exempt employees are expected to work as much of each workday as is necessary to complete their job responsibilities. No overtime or additional compensation is provided to exempt employees.</p>
<b>Related Incidents (Yes/No)</b>	There have been no health or safety issues related to overtime hours to date.



# Disclosure Questionnaire Statement

Company Name: Viña Concha y Toro S.A

Disclosure Questionnaire Category: Litigation and Arbitration

Issue Date	2019-2023
Topic	Labor Issues
Summary of Issue	<p>In the last 5 years, Viña Concha y Toro had 37 litigation and arbitration cases related to labor issues.</p> <ul style="list-style-type: none"><li>- 9 cases are claims related to violation of fundamental rights (i.e. avoiding discrimination);</li><li>- 19 cases of claiming unfair dismissal;</li><li>- 9 cases related to work accidents.</li></ul>
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	<p>9 cases of violation of fundamental rights settled for 66,599,000 CLP - USD\$67,000</p> <p>19 cases of labor litigation on wrongful dismissal settled for 45,000,000 CLP - USD\$45,000</p> <p>8 cases related to accidents settled for 251,000,000 CLP - USD\$251,000</p> <p>1 case is pending resolution</p>
Impact on Stakeholders	The main stakeholders affected by labor litigation cases are employees who have their labor rights and benefits violated.
Resolution	36 cases have been closed and corresponding payments have been made. One case is pending resolution.
Management Practices	<p>Due to repetitive activities some employees are required to perform, Viña Concha y Toro was requested by the Ministry of Health to perform studies and to report on how the work tasks affect employees' health conditions.</p> <p>The company has also implemented a Self-Care Route, allowing employees to have access to psychologists and other well-being services free of charge.</p> <p>Annual health and safety training is conducted with all workers, which includes at least one emergency drill per year. The use of personal protection elements is checked through a Checklist and all workers who are in contact with hazardous materials receive initial and continuous training (at least twice a year) in relation to correct storage, handling and disposal of said materials.</p> <p>The company updates its Risk Matrix once a year and then the company informs relevant changes to all employees. IPA Procedure (Implementation of Action Plans) has been implemented where traceability of each identified finding is carried out involving the corresponding Business Unit and considering security as a permanent management pillar.</p>
Related Incidents (Yes/No)	Yes, labor related penalties reported <a href="#">below</a> .



# Disclosure Questionnaire Statement

Company Name: Viña Concha y Toro S.A

Disclosure Questionnaire Category: Penalties

Issue Date	2019-2023
Topic	Penalties related to labor inspections
Summary of Issue	Over the past 5 years the company has had 11 penalties related to labor inspections. The company has received administrative fines mainly due to non-compliance with Work Health and Safety, such as the provision of Personal Protection Equipment (PPE), not informing workers of the risks involved in their work, relevant preventative measures and correct methods of working.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The penalties paid represented less than 1% of the company's annual revenue in the reporting periods.
Impact on Stakeholders	The non-compliance with occupational Health and Safety Regulation represented a potential impact on all employees.
Resolution	All penalties were paid for by the company.
Management Practices	<p>Annual health and safety training is conducted for all workers, which includes at least one emergency drill per year.</p> <p>The use of personal protection elements is checked through a Checklist and all workers who are in contact with hazardous materials receive initial and continuous training (at least twice a year) in relation to correct storage, handling and disposal of said materials.</p> <p>The company updates its Risk Matrix once a year and then the company informs relevant changes to all employees. IPA Procedure (Implementation of Action Plans) has been implemented where traceability of each identified finding is carried out involving the corresponding Business Unit and considering security as a permanent management pillar.</p>
Related Incidents (Yes/No)	Yes. Labor related litigations reported <a href="#">above</a> .



# Disclosure Questionnaire Statement

Company Name: Viña Concha y Toro S.A

Disclosure Questionnaire Category: Penalties

Issue Date	2019-2023
Topic	Penalties related to Health and Safety inspections
Summary of Issue	Over the past 5 years the company has had four penalties related to Health and Safety inspections, COVID-19 inspections, non-compliance with COVID measures, inspections of hazardous waste and toxic exposures.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The penalties paid represented less than 1% of the company's annual revenue in the reporting periods.
Impact on Stakeholders	Potential environmental and sanitary impact.
Resolution	All penalties were paid for by the company.
Management Practices	Viña Concha y Toro has implemented corrective measures to avoid these penalties from happening in the future.
Related Incidents (Yes/No)	No



# Disclosure Questionnaire Statement

Company Name: VIÑA CONO SUR S.A.

Disclosure Questionnaire Category: Litigation or Arbitration and/or Penalties

<b>Issue Date</b>	2019, 2020, 2021, 2022, 2023
<b>Topic</b>	Penalties related to Health and Safety inspections
<b>Summary of Issue</b>	<p>Over the past 5 years the company has had four penalties related to Health and Safety inspections, COVID-19 inspections, non-compliance with COVID measures, inspections of hazardous waste and toxic exposures.</p> <p>One of the inspections by the health authority (SEREMI de Salud) was related to the use of hazardous substances (sulfur dioxide) in the grape reception area during the harvest. The focus of this inspection was related to the type of safety equipment that workers in this area must use.</p> <p>Based on this, a thorough review was made of the performance of the safety equipment currently used and improvements were established in relation to the type of equipment that must be used. Additionally, training was provided to staff to improve their knowledge in the use of this type of substance.</p> <p>It should be noted that the company has a hazards identification and risk assessment associated with the use and handling of hazardous substances. As control mechanisms, it has established documented work procedures that seek to minimize the level of risk and continuous training plans in these matters. It also has maintenance plans for equipment and storage tanks.</p>
<b>Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)</b>	The penalties paid represented less than 1% of the company's annual revenue in the reporting periods.
<b>Impact on Stakeholders</b>	Potential environmental and sanitary impact.
<b>Resolution</b>	All penalties were paid for by the company.
<b>Management Practices</b>	VIÑA CONO SUR S.A. has implemented corrective measures to avoid these penalties from happening in the future.
<b>Related Incidents (Yes/No)</b>	No