

# ETHICAL CODE



**To the attention of :  
our employees, our consumers, our customers , and all our business partners**

Maison Ginestet has been a fine wine merchant in Bordeaux since 1897. Located on the right bank of the Garonne river at Carignan-de-Bordeaux, Maison Ginestet is an international, innovative and human-sized Company with around one hundred employees including a mobile sales team specialized in Bordeaux Grands Crus wines. Maison Ginestet has the dual ambition to sell Bordeaux wine in selective channels and ensure social progress. Everything we do in Maison Ginestet must respect our ethical standards and the laws of all countries where we operate.

Our ethical code sets out our commitment to our stakeholders and the standards of behavior to which all of us must comply with. Our reference is the Sedex Members Ethical Trade Audit (SMETA) code of conduct.



#### **COMMITMENT 1 : EMPLOYEES**

**We provide a safe working environment where there is respect and equal opportunity for all**, including our recruitment, training and career development process. We respect the human rights of our employees as set out in fundamental conventions of the International Labour Organisation, including the right to freedom of association. We are committed to providing fair remuneration and working hours, with a healthy work-life balance. We respect the International Bill of Human Rights (including the Universal Declaration of Human Rights). We will not tolerate violence, bullying, harassment, discrimination in any form or forced, bonded or child labor. We are committed to respecting equality between men and women. We welcome diversity and encourage open communication and dialogue between employees and managers, a key of our entrepreneurial spirit. We have a zero tolerance on bribery and corruption.

#### **COMMITMENT 2 : CONSUMERS**

**We base our success on the satisfaction of our consumers and the quality of our products.** We abide by the highest quality and safety standards and follow international legislation and best practices in terms of honest and responsible marketing and accurate and clear labelling.

#### **COMMITMENT 3: CUSTOMERS**

We aim to establish fair and ethical relationships with our customers based on clear and respected terms of business.

#### **COMMITMENT 4 : BUSINESS PARTNERS**

Business partners are our suppliers, service providers, agents, distributors and labor providers. We are committed to fair and ethical relationships with our business partners, based on clear and respected terms of business, and a fair selection process.

#### **COMMITMENT 5 : COMPETITORS**

We believe in and promote the principle of unrestricted and fair competition. We will not engage in anti-competitive activities either with or against our customers, business partners or our competitors.

#### **COMMITMENT 5 : ENVIRONNEMENT**

we are committed to respecting and protecting the environment through developing our business in a sustainable manner. We monitor and report on our environmental impacts and minimize these wherever possible, striving always to do more.

#### **COMMITMENT 6 : TRANSPARENCY AND GOOD GOVERNANCE**

we guarantee the reliability, fairness and transparency of the accounting, financial, social and environmental information that we communicate to stakeholders.

#### **COMMITMENT 7 : SHARE OUR VALUES**

We invite you to share our values : trust, respect, innovation, performance, passion, sharing.

**We count on your vigilance and professionalism to ensure compliance with this charter, every day, in a positive and constructive spirit. The entire management has joined forces to provide you with the support and the appropriate means to ensure effectiveness. For further inquiries, please contact our Human Resources Department.**