

## Company and Sector Performance

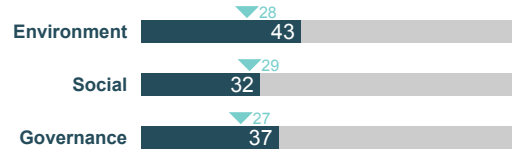
Company performance    Sector average performance    Sector performance

### ESG OVERALL SCORE

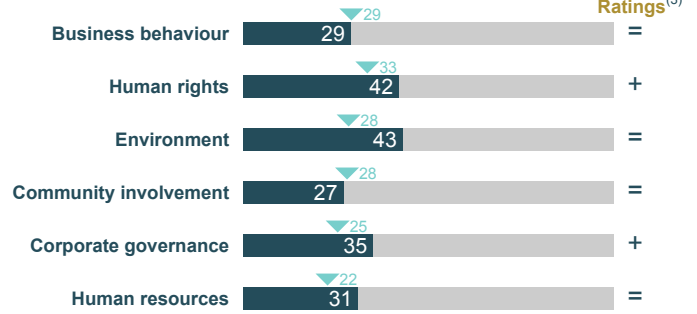


Information rate	65%
sector average	50%
Cooperation level <sup>(2)</sup>	Proactive
High severity controversies	No
Rank in Sector	4/19
Rank in Region	154/890
Rank in Universe	1236/4453

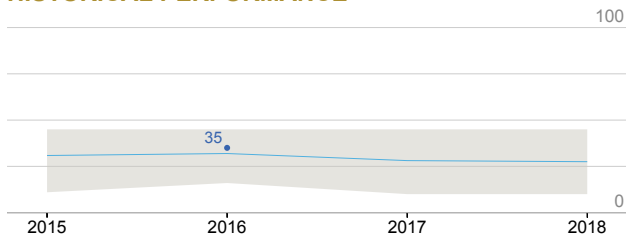
### ESG PERFORMANCE (/100)



### 6 DOMAINS PERFORMANCE (/100)



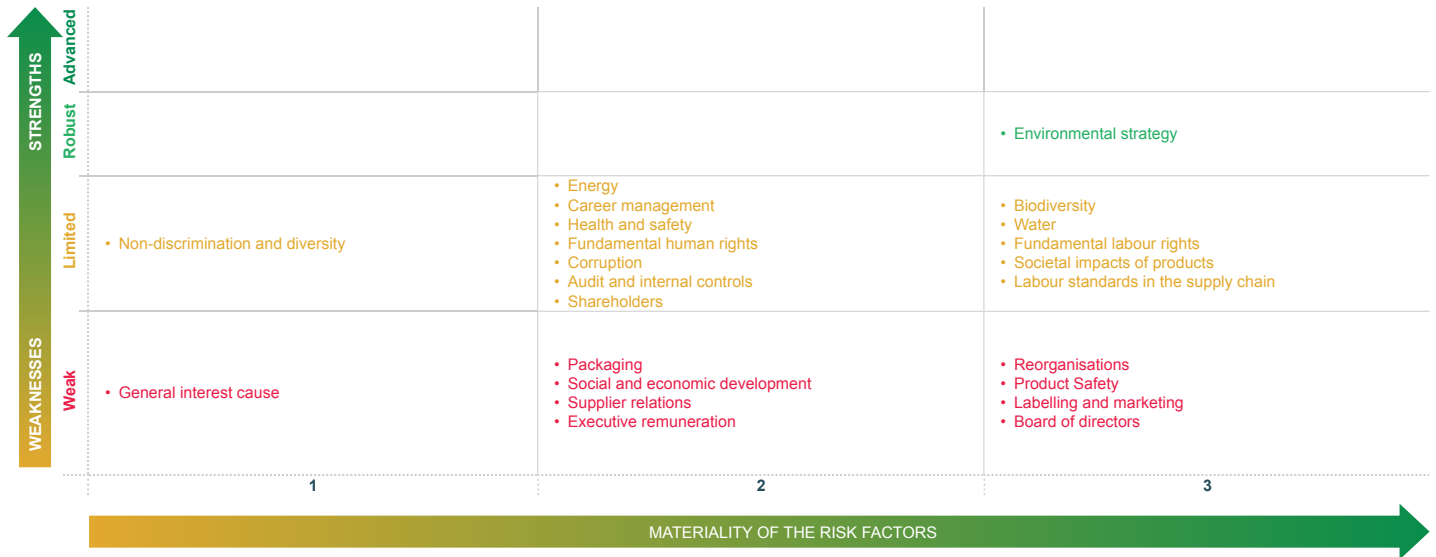
### HISTORICAL PERFORMANCE



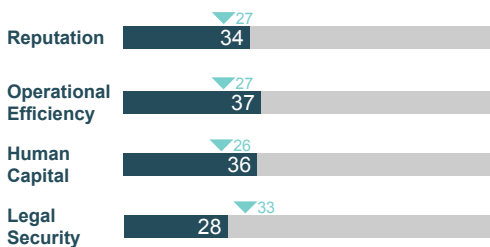
Company inclusion in Vigeo Eiris indices<sup>(4)</sup>: No

## Management of risks and opportunities

### MATERIALITY & PERFORMANCE MATRIX



### RISK MITIGATION INDEX (/100)



### ANALYST FOCUS

Analyst Focus is not available at this time

## Carbon Footprint and Energy Transition\*

"The Carbon Footprint & Energy Transition research provides an assessment of a company's carbon footprint combined with the strategy to manage risks and opportunities related to the transition to a low carbon economy. NI (No Info) is used to indicate that the information is not available."

### CARBON FOOTPRINT



SCALE	EMISSIONS (T CO2 EQ)	CATEGORIES
A	<100 000	Moderate
B	>= 100 000 and <1 000 000	Significant
C	>= 1 000 000 and <10 000 000	High
D	>= 10 000 000	Intense

### ENERGY TRANSITION SCORE



ENERGY TRANSITION SCORE	CATEGORIES
60-100	Advanced
50-59	Robust
30-49	Limited
0-29	Weak

## Goods and services contributing to sustainable development\*

"Sustainable Goods & Services research provides a positive screening on companies to identify business activities devoted to sustainable solutions."



INVOLVEMENT	CATEGORIES
>=50%	Major
20-49%	Significant
0-19%	Minor
0%	None

## Involvement in controversial activities\*

"The Controversial Activities research provides screening on companies to identify involvement in business activities that are subject to philosophical or moral beliefs."

Involvement in controversial activities: Not available in this version

### Screened Areas:

- Alcohol
- Animal welfare
- Chemicals of concern
- Civilian firearms
- Fossil fuels
- Gambling
- Genetic engineering
- High interest rate lending
- Military
- Nuclear power
- Pornography
- Reproductive medicine
- Tobacco

For more information please contact us at [customer.service@vigeo-eiris.com](mailto:customer.service@vigeo-eiris.com)

(1) Performance level: weak (0-29/100), limited (30-49/100), robust (50-59/100), advanced (60-100/100)  
 (2) Cooperation level on a 4-level scale: proactive, responsive, partially responsive, not responsive  
 (3) Ratings outline companies' benchmarked domain performance within a sector, on a 5-level scale: "-", "=", "+", "+", "+"  
 (4) Indices: based on the most recent indices at the date of publication. More details on vigeo-eiris.com.

Company performance in all the Sustainability Drivers

			Overall score 35/100		Trend	Score	Leadership	Implementation	Results
	Weight								
<b>Environment</b>						43	41	54	20
E	ENV1.1	3	Environmental strategy			58	51	65	N/A
E	ENV1.4	3	Biodiversity			49	65	46	35
E	ENV2.1	3	Water			39	0	65	53
E	ENV2.2	2	Energy			36	65	44	0
E	ENV3.1	2	Packaging			25	30	44	0
<b>Human Resources</b>						31	24	29	41
S	HRS2.3	3	Reorganisations			16	0	0	49
S	HRS2.4	2	Career management			36	30	39	39
S	HRS3.2	2	Health and safety			49	55	62	31
<b>Human Rights</b>						42	34	34	60
S	HRT2.1	3	Fundamental labour rights			47	30	46	65
S	HRT1.1	2	Fundamental human rights			40	30	24	65
S	HRT2.4	1	Non-discrimination and diversity			33	51	15	32
<b>Community Involvement</b>						27	19	30	34
S	CIN2.1	3	Societal impacts of products			34	37	30	35
S	CIN1.1	2	Social and economic development			26	0	30	48
	CIN2.2	1	General interest cause			10	0	30	0
<b>Business Behaviour (C&amp;S)</b>						29	17	21	48
S	C&S1.1	3	Product Safety			15	0	11	35
S	C&S1.2	3	Labelling and marketing			26	0	12	65
S	C&S2.4	3	Labour standards in the supply chain			41	48	41	33
S	C&S2.2	2	Supplier relations			22	0	30	35
G	C&S3.1	2	Corruption			43	41	11	77
<b>Corporate Governance</b>						35	38	17	51
G	CGV1.1	3	Board of directors			26	29	9	41
G	CGV2.1	2	Audit and internal controls			44	33	30	70
G	CGV3.1	2	Shareholders			47	75	21	44
G	CGV4.1	2	Executive remuneration			29	20	12	55

■ Weak (0-29/100)
 ■ Limited (30-49/100)
 ■ Robust (50-59/100)
 ■ Advanced (60-100/100)



Involvement in allegations



Involvement in allegations with evidence of corrective measures

Benchmark  
Position versus sector peers

Position versus sector peers		Environment	Human resources	Human rights	Community involvement	Business behaviour (C&S)	Corporate governance	Overall Score
TRECOLA00011	Coca-Cola Icecek Uretim	+	+	++	+	++	+	45
MXP2861W1067	Coca-Cola Femsa	++	+	+	+	+	+	44
CLP3697S1034	Embotelladora Andina	+	+	+	=	+	+	40
MX01AC100006	Arca Continental	+	+	+	+	+	=	35
<b>CLP1744K1070</b>	<b>Vinedos Emiliana</b>	<b>=</b>	<b>=</b>	<b>+</b>	<b>=</b>	<b>=</b>	<b>+</b>	<b>35</b>
PEP218025000	BACKUS Y JOHNSTON	+	=	=	+	+	-	34
CLP249051044	Compania Cervecerias Unidas	=	=	=	=	=	+	34
MXP320321310	Fomento Economico Mexicano	=	+	+	+	+	-	34
TRAAEFES91A9	Anadolu Efes Biracilik ve Malt Sanayi	+	+	=	=	=	+	33
BRABEVACNOR1	Companhia de Bebidas das Américas (Ambev)	=	+	=	=	=	=	28
CLP3698K1338	Coca-Cola Embonor SA	=	=	-	=	-	=	23
CNE1000004K1	Tsingtao Brewery	-	-	-	=	-	+	23
MA0000010415	Oulmes	-	=	+	+	=	-	22
INE854D01016	United Spirits	-	-	=	-	-	=	22
HK0291001490	China Resources Beer	-	=	-	=	-	=	20
KYG9222R1065	Uni-President China Holdings	-	-	-	--	-	=	19
KR7000080002	Hite Jinro	-	-	-	=	-	-	12
MA0000010365	Brasseries du Maroc	-	--	-	--	-	-	10
KR7005300009	Lotte Chilsung Beverage	-	-	-	--	-	--	10

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## General information

Viñedos Emiliana S.A. (Emiliana), founded in 1986, is a Chilean winery characterized for the production of organic and biodynamic wines. The Company is primarily engaged in the enology and agricultural production, bottling, aging and sale of wines. Emiliana's products are classified as biodynamic wines, which include Ge and

Coyam brands; organics wines, including Signos de Origen, Novas and Adobe brands, and the integrated management wines, which includes Emiliana Reserva and Emiliana Varietal. The Company's wines are currently sold in Latin America, North America, Europe and Asia.

## Selected financial data

Key data	Revenues	EBIT	Employees
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N/A

Main shareholders	2016
Rentas Santa Barbara S.A.	19.7%
Inversiones Rauten Ltda.	3.5%
Inversiones Totihue S.A.	12%
Cristalerias de Chile S.A.	10.1%
Inversiones Quivolgo S.A.	6.3%
Inversiones M&M Chile Ltda.	4.1%
BCI Corredores de Bolsa S.A.	4.1%
Inversiones GDF Ltda.	3.8%
Negocios y Valores Corredores de Bolsa S.A.	3.7%
Constructora Santa Marta Ltda.	3.5%

Geographical Breakdown	Turnover 2015	Employees
Europe	41.8%	0%
USA	25.2%	0%
Asia	11.2%	0%
Chile	7.9%	100%

Geographical Breakdown	Turnover 2015	Employees
Others	13.9%	0%

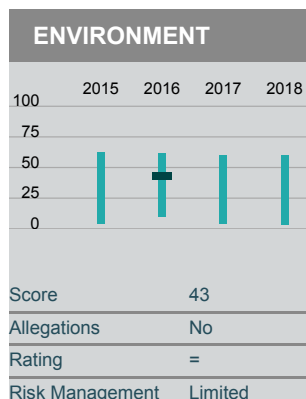
Main economic segment	Turnover 2015
Bottled Wine	90%
Bulk Wine	4.3%
Packaged Wine	4.2%
Others	1.5%

## Selected ESG Indicators

	2015
Non-executive Board member(s) responsible for CSR issues	No
Executive remuneration linked to CSR performance	Yes
3-year energy consumption trend (normalized to turnover)	N/A
Percentage of independent Board members	14
Percentage of women on Board	29
Percentage of women in Executive team	10
Percentage of women in workforce	29
3 year trend for safety at work	↘
Involvement in armament	No
Management of social risks in supply chain	Limited

## CSR performance per domain

■ Sector performance  
■ Company performance  
Rating : min- / max ++

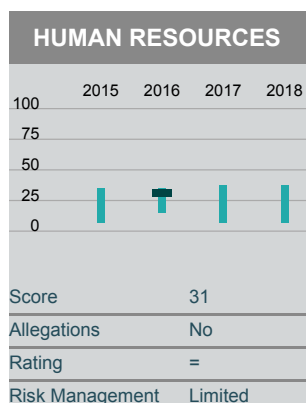


### Key issues

Beverage companies' main environmental impacts are linked to their upstream impacts through agricultural operations (ENV 1.4) and water management (consumption and emissions) as well as the direct impacts through water use in production processes (ENV 2.1). Moreover, due to the important volumes of goods sold, companies in the sector also have a responsibility to manage the environmental impacts of transportation (ENV 2.7) and of packaging (ENV 3.1).

### Company performance

- The Company's performance in the Environmental domain is limited in absolute terms.
- Emiliana has all its sites operating under ISO 14001 certified environmental management system. Relevant measures are in place to integrate biodiversity in the management of operations and significant techniques are used to promote sustainable agriculture. However, no indicators are reported to determine a trend. Emiliana has optimised its production processes to reduce water consumption, reaching a 9% decrease between 2013 and 2015. Also, it has implemented monitoring systems in order to reduce its energy consumption and related emissions, but the consumption indicator has increased over the past three years.

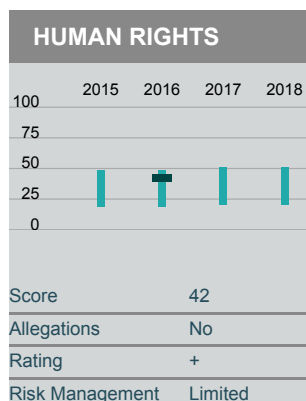


### Key issues

In a context of restructurings, companies from the Beverage sector are expected to ensure employees' rights are respected and that employee representatives are consulted during reorganisations (HRS 2.3). In addition, given the fact that such power struggles are often to the advantage of companies in this sector, good labour relations (HRS 1.1) are expected to provide employees with an equal footing in negotiations on a range of issues (from training, to remuneration, benefits and working hours etc). Beverage companies should provide adequate training for the evolution of what can be a low skilled workforce (HRS 2.4). Finally, companies should undertake initiatives to improve the often hazardous (ergonomically and physically) and stressful conditions of workers. Workers can face health and safety risks in terms of physical hazards, exposure to noise, biological hazards, chemical hazards and exposure to heat and cold (HRS 3.2).

### Company performance

- The Company's performance in the Human Resources domain is limited in absolute terms.
- There is a global lack of reporting on the mitigation of negative impacts reorganisations may have on employees. The majority of its employees received training in 2015, but only a minority benefits from an annual performance evaluation. On health and safety, it has implemented a health and safety system and some initiatives are conducted to reduce stress at work. However, most of its safety indicators have increased between 2013 and 2015.



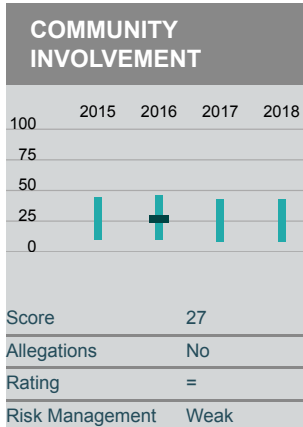
### Key issues

Companies in this sector operate and source raw materials from a range of low and middle income economies (as well as weak governance zones) where fundamental human rights may be at risk (HRT 1.1). This may be particularly the case if security forces are used to secure locations or if the company is sourcing materials from indigenous peoples. Beverage companies also operate in locations where freedom of association and the right to collective bargaining may be restricted. This therefore, directly exposes them to potential violations of labour rights (HRT 2.1) and requires them to manage such issues accordingly.

### Company performance

- The Company's performance in the Human Rights domain is limited in absolute terms.
- Emiliana has issued a formalised commitment to respect human rights, and freedom of association and the right to collective bargaining. The Company has set up monitoring systems to ensure the respect of human rights and external audits are conducted in order to assure compliance with labour rights, but there is no evidence that employees receive information on trade union rights.

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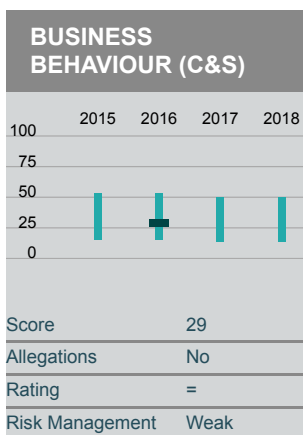


### Key issues

Alcohol mis-consumption, obesity, cardio vascular problems and diabetes are qualified as 'global epidemics' by the World Health Organisation. The beverage industry can help to tackle the major societal impacts linked to their products by raising awareness on these issues and acting to protect the most vulnerable populations from misconsumption (CIN 2.1). Oxfam estimates that 75% of the world's poor and undernourished people live in rural areas and are directly or indirectly dependent on agriculture for their livelihoods. Thus, through their own activities and their supply chain, beverage companies are also seen as key players in the empowerment of local economies (CIN 1.1), a process that is increasingly being recognised as fundamental to addressing these societal challenges.

### Company performance

- The Company's performance in the Community Involvement domain is weak in absolute terms.
- A programme is set up to improve the social and economic development, but no indicator allows to assess the impacts of such initiative on the local development. Although Emiliana has committed to address the societal impacts of its products, only some measures are described to support this commitment.

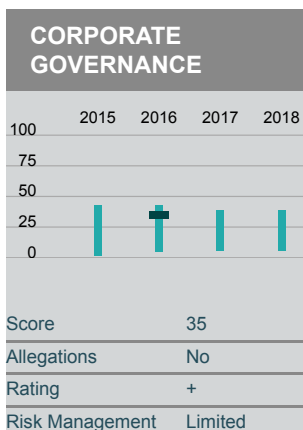


### Key issues

The systematic application of product safety standards and the establishment of a crisis management system throughout the supply chain (C&S 1.1) continues to be a core issue for beverage companies. The transparency and integrity of the information provided to customers (C&S 1.2) on issues such as the health risks related to the misconsumption of the product (or the presence of GMOs), is an ongoing challenge for the industry. Alongside this, companies also have a responsibility to ensure that stable relations and thus a stable supply of raw materials is systematically maintained (C&S 2.2). Finally, ensuring decent labour conditions are granted to employees in the supply chain (C&S 2.4) is also a focus. This is particularly relevant given the habitually hard-working labour conditions found in the agricultural supply chain.

### Company performance

- The Company's performance in the Business Behaviour domain is weak in absolute terms.
- Emiliana discloses a formalised commitment to ensure the prevention of corruption, yet supported only by some trainings to its employees on this issue. Also, no incidents of corruption were reported in 2015. Despite the Company has implemented a crisis management system to alert its customers, no measures to ensure product safety are in place. No clear commitment to inform customers on product risks and on responsible consumption nor significant measures in this sense are described. Emiliana has allocated resources to manage sustainable relations with its suppliers and includes labour standards in the supply chain. The score is hampered by the lack of reporting on indicators.



### Key issues

Corporate governance is critical to ensuring that a well functioning system of checks and balances protects the interests of all of the company's stakeholders. The effectiveness of the Board of Directors (CGV 1.1) is a key issue to be addressed: this can be gleaned from information on Board composition (independence and competencies) and its way of functioning (regularity of Board meetings, evaluation of performance). Other important corporate governance factors include the effectiveness of the Audit and Internal control system (CGV 2.1), the protection of Shareholders Rights (CGV 3.1) and the establishment of Executive Remuneration (CGV 4.1) that align the executives' and the company's interests.

### Company performance

- The Company's performance in the Corporate Governance domain is limited in absolute terms.
- Emiliana reports comprehensively on rules of functioning of the Board. However, no specific committee is in charge of director nomination and the independence of the Board is less than the recommended level. An Audit Committee is in place, but it seems to have only a limited role. Although the one share-one vote principle is respected, major restrictions on shareholders' ability to vote were identify. CSR indicators are considered on executive remuneration, but targets are not disclosed.

## CSR performance per criterion

### Detailed Analysis

<b>Environment</b>	<b>10</b>
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C&S1.2 Information to customers on products	35
C&S2.2 Sustainable Relationships with suppliers	36
C&S2.3 Integration of environmental factors in the supply chain	37
C&S2.4 Integration of labour standards in the supply chain	38
C&S3.1 Prevention of corruption	40



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## Corporate governance 42

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CGV2.1	Audit & Internal Controls	44
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CGV3.1	Shareholders	45
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CGV4.1	Executive Remuneration	46
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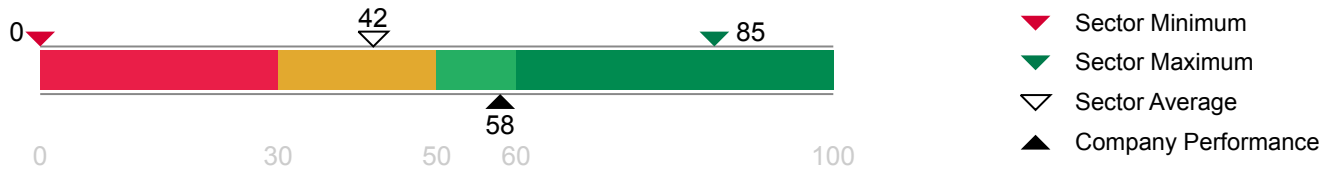
 Involvement in allegations     Involvement in allegations with evidence of corrective measures

Environment

Score: 43

ENV1.1 Environmental strategy

(score: 58, weight: 3)



Visibility of commitment to environmental issues

The company has issued a formalised commitment to environmental protection in its Code of Ethics.

Relevance of environmental strategy

The company commits to the majority of its responsibilities in terms of environmental protection:

- protection of biodiversity
- minimising environmental impacts from energy use in production
- minimising environmental impacts from CO2 emissions
- eco-design of packaging

Ownership of commitment

The commitment applies throughout the company, supported by senior management.

The Corporate Sustainability Officer and the Environmental Manager are in charge of this commitment.

Means allocated to environmental management

The company has allocated resources to environmental management, including training, communication and monitoring.

Emiliana has sites operating under a certified environmental management system, which include training, monitoring, risk assessment and internal audits.

Coverage of certified environmental management systems

More than 75% of the company's sites have a certified environmental management system.

All Emiliana's sites are certified in ISO14001.

Leadership	51	Implementation	65
Visibility	65	Means & resources	30
Relevance	65	Coverage	100
Ownership	30		

ENV1.4 Protection of biodiversity

(score: 49, weight: 3)



Relevance of commitment to biodiversity protection

The company's commitment towards biodiversity protection covers the main impacts of its activities:  
- Promotion of sustainable agriculture

Managerial tools allocated to biodiversity protection

The company has implemented relevant measures to identify the impacts of its operations on biodiversity, including:  
- Environmental impact assessments: Emiliana has implemented environmental assessments as they are certified by Demeter, which is a Biodynamic Agriculture Certification. In addition, the company has analysed the biodiversity of the birds at Los Robles in order to detect the impacts produced by the vineyards.  
- Training relevant employees on biodiversity: the company develops training to its employees on issues related to biodiversity and biodynamic processes.  
- Monitoring of biodiversity indicators: Emiliana monitors biodiversity of flora and fauna present in its sites. The company has conducted a biodiversity inventory in Los Robles property, on which the species were also separated in conservation categories. Moreover, the company is carrying out studies to identify native species as cover crops instead of alien species.  
Of note, In 2015, 600 hectares of Los Robles were allocated for conservation.

Coverage of means allocated to biodiversity protection

The company has implemented these measures in a majority of sites or operations. Also, all the company's sites are covered by the Biodynamic Agriculture Certification Demeter.

Prevention of GMO cross contamination

Information obtained from company and public sources regarding means allocated to prevent cross contamination is insufficient.  
Of note, Emiliana requests to all its providers to certify that the material provided to the company is not GMO.

Promotion of sustainable agriculture

The company has allocated significant means to promote sustainable agriculture:  
- minimizing the use of external inputs: Emiliana produces its grapes and wines without the use of synthetic inputs as pesticides and fertilizers.  
- protection of soil from erosion: annually, the company covers with plants species between the vineyards rows to reduce wind and water erosion. Moreover, to remove weeds and compact the soil, instead of use machinery, Emiliana uses sheep to carry out those processes.  
- international certification schemes: the company has organic certification standards for US and Canada (NOP), Brazil, Chile, Japan, South Korea, China and Europe.  
- promotion and effective development of organic farming: As Emiliana is an organic vineyard, all of its sites are managed organically. Moreover, 100% of its estates are certified organic.

Results with regard to biodiversity protection

Information obtained from company and public sources regarding biodiversity

*indicators on its sites of operations is insufficient to determine a trend.*

## Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

<b>Leadership</b>	<b>65</b>
Relevance	65

<b>Implementation</b>	<b>46</b>
Means & resources	49
Coverage	30

<b>Results</b>	<b>35</b>
Performance	65
Trends	0

ENV2.1 Protection of water resources

(score: 39, weight: 3)



Relevance of the company's commitment in terms of reducing its water consumption

The company does not disclose any commitment with regard to its water consumption.

Relevance of the company's commitment in terms of reducing its water emissions

The company does not disclose any commitment with regard to its water emissions.

Means allocated to mitigate water consumption

The company has set up monitoring systems for its water consumption, and works to optimize its processes. Emiliana has implemented drip irrigation systems, which cover 85% of sites' surface. Also, it tracks the efficiency of these irrigation systems, monitors the water requirements of soils, uses covercrops and mulch to reduce evaporation. Regarding its wine processes, the company has changed the equipment of cleaning tanks and barrels, by using specially machinery designed to reduce water consumption by switching off automatically.

Scope of measures allocated to mitigate water consumption

Measures allocated to mitigating water consumption cover a majority of types of water use:  
- agricultural practices  
- industrial water (used for processes in production)

Means allocated to mitigate water emissions

The company has set up monitoring systems for its water emissions, and has technological systems in place such as end-of-pipe processes to reduce its impacts.

Emiliana has implemented water treatment plants to treat winery wastewater. 100% of the industrial wastewaters are treated and enabled to be used in the irrigation of vineyards.

Scope of measures allocated to mitigate water emissions

Measures allocated to mitigating water emissions cover a majority of types of water use:  
- agricultural practices  
- industrial water (used for processes in production)

Direct water consumption

The company's water consumption, normalised to production, has decreased but not continuously over the past three years by 9%, from 0.0023 m3 per liter in 2013 to 0.0021 in 2015.

Water discharge

According to the Superintendence of Sanitary Services, Emiliana does not emit water discharges since 2011.

## Wastewater Chemical Oxygen Demand (COD) and Biological Oxygen Demand (BOD)\*

*The company's wastewater chemical oxygen demand (COD), normalised to sales/production, has decreased but not continuously over the past five years by 15%, from 54.6 mg per liter in 2011 to 46.6 in 2015.*

## Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

<b>Leadership</b>	<b>0</b>	<b>Implementation</b>	<b>65</b>	<b>Results</b>	<b>53</b>
<b>Relevance</b>	<b>0</b>	<b>Means &amp; resources</b>	<b>65</b>	<b>Performance</b>	<b>53</b>
		<b>Scope</b>	<b>65</b>		

**ENV2.2 Minimising environmental impacts from energy use**

(score: 36, weight: 2)



**Relevance of the company's commitment in terms of reducing its energy consumption.**

The company has set quantified targets with regard to its energy consumption, and these cover the entire group.

*The company commits to reduce its energy consumption in its 2020 Sustainability Planning. The target of 2020 is to reduce its energy consumption by 20%.*

**Relevance of the company's commitment in terms of reducing its related CO2 emissions.**

The company has set quantified targets with regard to its related CO2 emissions, and these cover the entire group.

*The company commits to reduce its related CO2 emissions in its 2020 Sustainability Planning. The target of 2020 is to reduce its CO2 emissions by 30%.*

**Means allocated.**

*The company has set up monitoring systems for its energy consumption and its related emissions. Also, Emiliana has implemented isolation in winery facilities and heat and cool systems that incorporate the external environmental temperature to control the temperature of the wine casks. Moreover, it has installed a biomass boiler for the generation of hot water in one of the wine cellars.*

**Coverage**

*The company has taken such measures at a majority of sites.*

**Energy consumption**

*The company's energy consumption (only electricity), normalised to production, has increased over the past three years by 15% from 0.29 Kwh per liter in 2013 to 0.33 Kwh per liter in 2015. Other energy consumption indicators are disclosed, but these are not reported as consolidated data.*

**CO2 emissions linked to energy consumption**

*Information obtained from the company and public sources regarding CO2 emissions linked to energy consumption is insufficient to determine a trend.*

Leadership	65	Implementation	44	Results	0
Relevance	65	Means & resources	30	Performance	0
		Coverage	65		

## ENV2.4 Management of atmospheric emissions

(deactivated)

This Sustainability Driver is only analysed for large companies in the Beverage Emerging Market sector. It is therefore not analysed for this company.



## ENV2.7 **Management of environmental impacts from transportation** (deactivated)

This Sustainability Driver is only analysed for large companies in the Beverage Emerging Market sector. It is therefore not analysed for this company.

**ENV3.1 Management of environmental impacts from products' packaging**

(score: 25, weight: 2)



**Relevance of commitment to packaging eco-design**

The company commits to address eco-design of packaging in its 2020 Sustainability Planning.

**Means allocated to packaging eco-design**

The company integrates some elements of eco-design into its product's packaging:  
 - reducing weight: Emiliana uses "Ecoglass 2" bottles, which are 19% lighter than the bottles used in 2010.  
 - increasing the amount of recycled material in primary and second packaging: most of the company's packaging suppliers of labels, corks and wooden boxes are certified by FSC and PEFC. Also, its cardboard boxes and bottles are from recycled material.

**Coverage of measures linked to packaging eco-design**

The company has taken eco-design measures for a significant part of its products' packaging. Emiliana states that 90% of the production is covered by these means.

**Share of products whose packaging was eco-designed**

Information disclosed on the share of the company's products having an eco-designed packaging is insufficient to determine a trend.

<b>Leadership</b>	30	<b>Implementation</b>	44	<b>Results</b>	0
<b>Relevance</b>	30	<b>Means &amp; resources</b>	30	<b>Trends</b>	0
		<b>Coverage</b>	65		

## Human resources

Score: 31

### HRS1.1 Promotion of labour relations

(deactivated)

This Sustainability Driver is only analysed for large companies in the Beverage Emerging Market sector. It is therefore not analysed for this company.

**HRS2.3 Responsible management of reorganisations**

(score: 16, weight: 3)



**Relevance of commitment to manage reorganisations responsibly**

The company does not disclose any commitment to manage reorganisations responsibly.

**Involvement with employee representatives**

The company does not disclose any commitment to inform and consult employee representatives on reorganisations.

*Of note, Emiliana states that its employee representatives participate in regular meetings between the union and the labour relationships committee.*

**Means allocated to prevent and manage reorganisations**

*Information obtained from company and public sources regarding measures allocated to prevent and manage reorganisations is insufficient.*

**Coverage**

**Result of the company's commitment to manage reorganisations responsibly**

*The company has not conducted any reorganisations recently. However, its workforce has decreased by 23.2% since 2013.*

**Stakeholders' feedback**

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

<b>Leadership</b>	0	<b>Implementation</b>	0	<b>Results</b>	49
Relevance	0	Means & resources	0	Performance	49
Ownership	0	Coverage	0		

**HRS2.4 Career management and promotion of employability**

(score: 36, weight: 2)



**Visibility of commitment**

The company has issued a formal commitment to promote career management and training in its Performance Management System Statement, but it is not published publicly.

**Relevance of commitment**

The company's commitment to promoting career management and training is general.

**Ownership of commitment**

The Head of HR, Paola Gajardo Palou, is part of the company's Executive Committee. However line managers do not appear to be evaluated on their performance in terms of HR management.

**Career management systems**

Emiliana's employees have regular performance assessment interviews. The annual individual performance evaluations are based on objectives and organizational competencies.

**Coverage of career management systems**

These career management systems cover a minority of the company's employees. 33% of Emiliana's employees have participated in the annual individual performance evaluation.

**Types of training provided to non-managers**

The training programmes are mostly aimed at adapting employees' skills to the requirements of their current position.

**Means allocated to training for all employees**

The number of training hours has increased but not continuously over the past three years by 106% from 7.8 hrs per employee in 2013 to 16 hrs per employee in 2015.

**Mobility / turnover**

The turnover rate of employees has increased 3.2 percentage points from 0.47% in 2013 to 3.7% in 2015.

**Training delivered during the year under review**

The majority of the company's employees received training during the year under review. During 2015, 65% of the total workforce has received training.

Leadership		Implementation		Results	
Leadership	30	Implementation	39	Results	39
Visibility	30	Means & resources	48	Performance	39
Relevance	30	Scope	30		
Ownership	30	Coverage	30		

**HRS3.2 Improvement of health and safety conditions**

(score: 49, weight: 2)



**Visibility of health & safety commitments**

The company has made a formalised commitment to health and safety issues in its Ethics Code.

**Relevance of commitment**

The company's commitment only addresses part of its responsibilities:  
- reduce the number of work accidents

**Ownership of commitment**

The commitment applies throughout the company, supported by senior management. In addition, responsibility for commitments is allocated to a dedicated structure. The Corporate Chief of Human Resources and the Health and Safety Area are in charge of this commitment. Also, the Health and Safety Committees in each site are responsible for oversight health and safety issues.

**Means allocated to health and safety**

The company has allocated means to address these issues, including a health and safety system:  
- training programmes: Emiliana conducts trainings on health and safety issues to its employees, temporary collaborators and subcontractors.  
- internal monitoring: the company monitors employee's accidents in its sites.  
- risk assessments: Emiliana has developed an agricultural matrix risk in order to identify and separate the most risky activities and their consequences.  
- internal H&S audits: internal audits are made monthly in all the company's facilities.

**Coverage of health and safety system**

The health and safety measures cover all of the company's employees.

**Means allocated to reduce stress at work**

The company has allocated basic means to address stress at work, including:  
- monitoring of stress through opinion surveys: Emiliana has developed psychosocial surveys in order to identify employee's concerns and factors that could generate stress.  
- assessment of stress through analysis of internal H&S data: the company has implemented psychosocial teams per site, which meet once a month to discuss the concerns and problems of employees that may arise from the surveys.

**Coverage of means allocated to reduce stress at work**

The measures allocated to address stress cover all of the company's employees.

**Accident frequency rate**

The company's accident frequency rate has decreased but not continuously over the past three years by 0.88 points from 5.78 in 2013 to 4.9 in 2015.

## Accident severity rate

The company's severity rate has increased but not continuously over the past three years by 96 points from 47 in 2013 to 143 in 2015. Regarding its fatal accidents, Emiliana explicitly states that they never presented fatalities in its sites.

## Other health and safety indicators

The company's absenteeism rate has increased over the past three years by 6 percentage points from 0.27% in 2013 to 0.33% in 2015.

## Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

<b>Leadership</b>	<b>55</b>
Visibility	65
Relevance	30
Ownership	65

<b>Implementation</b>	<b>62</b>
Means & resources	48
Coverage	82

<b>Results</b>	<b>31</b>
Performance	31

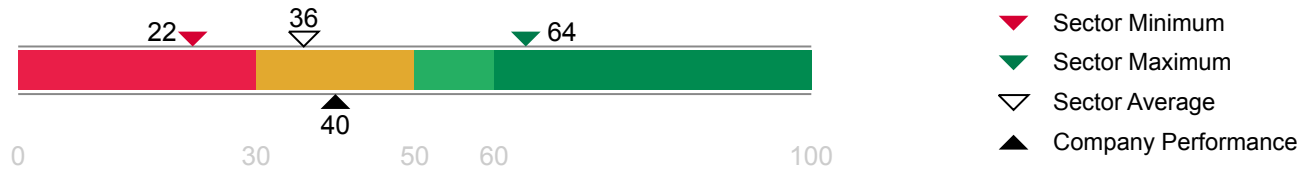


Human rights

Score: 42

HRT1.1 Respect for human rights standards and prevention of violations

(score: 40, weight: 2)



Visibility of commitment

The company has issued a formalised commitment to respect and promote human rights in society in its Freedom of Association and Union Protocol.

Relevance of commitment

The company's commitment to respect and promote human rights in society is general.

Ownership of commitment

The commitment applies throughout the company, supported by senior management.

The Fairtrade Officer and the Human Resources Chief Officer are in charge of this commitment.

Means allocated

The company has set up a basic system to ensure the respect and promotion of human rights in society that includes:  
- Monitoring: Emiliana monitors incidents related to human rights. In 2015, the company states that no claims were presented.

Coverage

The company has set up such systems throughout the company.

Scope of measures

The company does not specify for which relevant human rights issues these measures are undertaken.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

Leadership	30	Implementation	24	Results	65
Visibility	30	Means & resources	30	Performance	65
Relevance	30	Scope	0		
Ownership	30	Coverage	30		

**HRT2.1 Respect for freedom of association and the right to collective bargaining**

(score: 47, weight: 3)



**Visibility of commitment**

The company has issued a formalised commitment to freedom of association and the right to collective bargaining in its Freedom of Association and Union Protocol.

**Relevance of commitment**

The company's commitment addresses part of its responsibilities:  
- respect of the right to collective bargaining

**Ownership of commitment**

The commitment applies throughout the company, supported by senior management.

The CEO, the Human Resources Chief Officer and the Fairtrade Officer are in charge of this commitment.

**Monitoring**

The company has implemented permanent measures, with third-party involvement, to monitor the respect of freedom of association within its operations:  
- external audits: a third-party, IMOSwiss, conducts audits on issues related to the respect of labour rights. These audits are held every year.

**Coverage**

The company has set up such audit systems throughout the company.

**Promotion of collective bargaining**

Information obtained from the company and public sources regarding measures in place to inform employees about their trade union rights is insufficient.

**Stakeholders' feedback**

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

<b>Leadership</b>	<b>30</b>
Visibility	30
Relevance	30
Ownership	30

<b>Implementation</b>	<b>46</b>
Means & resources	37
Coverage	65

<b>Results</b>	<b>65</b>
Performance	65

HRT2.4 Non-discrimination

(score: 33, weight: 1)



Visibility of commitment

The company has issued a formalised commitment to non-discrimination in its Ethics Code.

Relevance of commitment

The company's commitment to non-discrimination explicitly defines most of the categories covered:

- gender
- race / ethnicity / nationality
- social background
- religion
- sexual orientation
- family responsibilities (including pregnancy)
- disabilities
- political opinion
- age

Ownership of commitment

The commitment applies throughout the company, supported by senior management.

The Fairtrade Officer and the Human Resources Chief Officer are in charge of this commitment.

Means allocated

The company has set up a few measures to prevent discrimination:

- monitoring: Emiliana conducts monitoring of the age, gender, professional category and ratio wage of its employees.

Coverage

Although the company has set up monitoring systems, the company has not gone beyond that to implement programmes to promote diversity in its operations.

Results in terms of gender distribution

The share of women in management positions has increased but not continuously over the past three years by 2 percentage points, from 8% in 2013 to 10% in 2014. Of note: in 2015, 29.4% from Emiliana employees were women

Results in terms of employment of disabled persons

Information disclosed on performance indicators such as the share of disabled persons in the total workforce is insufficient to determine a trend.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

Leadership	51
Visibility	65
Relevance	65
Ownership	30

Implementation	15
Means & resources	30
Coverage	0

Results	32
Performance	65
Trends	17

Community involvement

Score: 27

CIN1.1 Promotion of the social and economic development

(score: 26, weight: 2)



Visibility of the policy

The visibility of the company's commitment to promote local social and economic development is insufficient.

Relevance of commitment

Ownership of commitment

Means allocated

The company has allocated some means to address social and economic development, including:  
- education transfers: Emiliana has developed community organic orchards in order to promote organic food production for family nutrition. Also, the company conducts a monthly training and provides seeds to promote this initiative.

Geographical coverage

These means are allocated in a minority of company sites.  
This programme is being developed in Las Palmeras and Totihue, where the company has 39.3% of the total grape plantation.

Performance trend

Information obtained from company and public sources regarding the quantitative outcomes of local social and economic development projects is insufficient to determine a trend.

Transparency of tax reporting

The company reports on total taxes and total revenues in Chile. Also, it discloses its sales per zone.

**Presence in IMF 'offshore financial centers' and/ or in jurisdictions considered by the OECD as not compliant enough with tax transparency rules** The Company does not operate in any location considered by the IMF as 'offshore financial centres' and in jurisdictions considered by the OECD as not compliant enough on tax transparency rules.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

Leadership	0	Implementation	30	Results	48
Visibility	0	Means & resources	30	Performance	65
Relevance	0	Coverage	30	Trends	0
Ownership	0				

**CIN2.1 Societal impacts of the company's products**

(score: 34, weight: 3)



**Visibility of the company's policy on preventing and mitigating the negative societal impacts of its products**

The company has issued a formalised and accessible commitment to prevent and mitigate the negative societal impacts of its products in its Wine in Moderation Statement. Emiliana has joined to the international initiative Wine in Moderation programme, which promotes responsible marketing practices related to the potential negative effects of the wine.

**Exhaustiveness of the company's policy on preventing and mitigating the negative societal impacts of its products**

The company's commitment only addresses some of the societal problems linked to product consumption:  
- preventing excessive drinking

**Ownership of commitment**

The commitment applies throughout the company, supported by senior management.

The Marketing Manager, the Corporate Sustainability Officer and the Human Resources Chief Officer are in charge of this commitment.

**Measures implemented to prevent and mitigate the negative societal effects linked to its products.**

The company has allocated some measures to prevent and mitigate and negative societal impact of its products:

- prevention campaigns: in partnership with Senda (national service for the prevention and rehabilitation of drugs and alcohol), Emiliana has developed campaigns of alcohol prevention to improve the quality of life of its workers and their families.
  - programmes to mitigate negative health impacts of misconsumption: the company offers to its employees alcohol treatment programmes in order to treat the alcohol abuse and dependence. Emiliana has made an agreement with Nancagua's Hospital, on which alcohol treatments are conducted.
- Of note, in 2016, Emiliana joined to the Wine in Moderation initiative in order to promote campaigns about moderate wine consumption.

**Geographical Coverage**

These measures are allocated in a minority of sites where the company is present. These programmes are being developed in Nancagua, where the company has 17.5% of the total grape plantation.

**Performance trend of programmes dedicated to address the negative societal impacts of products**

Information obtained from company and public sources regarding the quantitative outcomes of the company's projects in terms of the societal impact of its products is insufficient to determine a trend.

**Stakeholders' feedback**

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

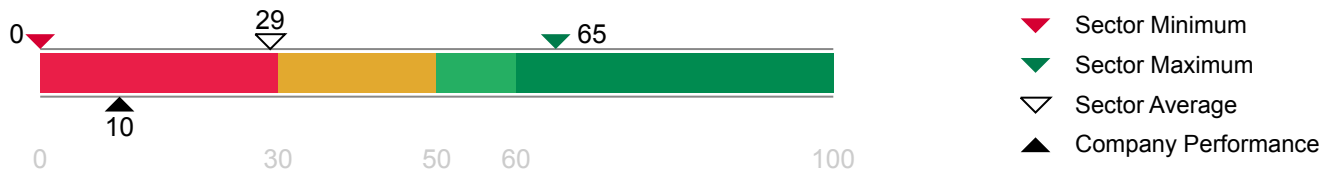
Leadership		Implementation		Results	
Leadership	37	Implementation	30	Results	35
Visibility	65	Means & resources	30	Performance	65
Relevance	30	Coverage	30	Trends	0
Ownership	30				

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CIN2.2 Contribution to general interest causes

(score: 10, weight: 1)



Relevance of commitment

The company does not disclose any commitment to contribute to general interest causes.

Ownership of commitment

Means allocated

The company has allocated some means to general interest causes, including:  
 - financial support: in 2015, Emiliana provided financial support to sports community projects.  
 - in-kind donations: the company delivers toys to children through foundations and neighbourhoods initiatives.

Geographical coverage

These means are allocated in a minority of company sites.  
 These measures are mainly being developed in Nancagua, Casablanca and Placilla.

Trend in contributions to general interest causes

Information obtained from company and public sources regarding the company's contributions to general interest causes is insufficient to determine a trend.

Leadership	0	Implementation	30	Results	0
Relevance	0	Means & resources	30	Trends	0
Ownership	0	Coverage	30		

Business behaviour (C&S)

Score: 29

C&S1.1 Product Safety (process and use)

(score: 15, weight: 3)



Visibility of commitment

The company does not disclose any commitment to product safety.

Relevance of commitment

Ownership of commitments

Product safety management systems

Information obtained from company and public sources regarding product safety systems is insufficient. Of note, the company states that some of its subcontract companies for bottling and labelling are certified by the International Food Standards and the British Retail Consortium.

Coverage

Crisis management system

The company has a system to alert its customers.

Emiliana has implemented a product emergency plan, on which its importers are informed about the emergency cases. The importers will contact its own distributors in order to conduct the corrective measures as re-label or recall products.

Transparency and trends of indicators relative to product safety

Information obtained from company and public sources regarding the outcomes of the company's product safety policy is insufficient to determine a trend.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral.

Leadership	0	Implementation	11	Results	35
Visibility	0	Means & resources	15	Performance	65
Relevance	0	Coverage	0	Trends	0
Ownership	0				

C&S1.2 Information to customers on products

(score: 26, weight: 3)



Visibility of commitment

The company does not disclose any commitment to adequately informing customers about its products.

Relevance of commitment

Ownership of commitment

Systems to provide information to customers on product content

The company has set up a passive information system to ensure customers are informed about product content:  
- detailed information on products on website: Emiliana provides detailed information about its wines through technical specifications on its website.

Responsible marketing and commercial practices

Information obtained from company and public sources regarding responsibility in marketing and commercial practices is insufficient.  
Of note, the company states that continuous meetings to oversight responsible marketing and commercial practices within Emiliana were held. However, it remains unclear if those meetings included trainings and workshops.

Coverage of responsible marketing and commercial practices

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

<b>Leadership</b>	0	<b>Implementation</b>	12	<b>Results</b>	65
Visibility	0	Means & resources	17	Performance	65
Relevance	0	Coverage	0		
Ownership	0				

C&S2.2 Sustainable Relationships with suppliers

(score: 22, weight: 2)



Visibility of commitment

The company does not disclose any commitment to establish sustainable relationships with its suppliers.

Relevance of commitment

Ownership of commitment

Measures established to manage supplier relations

The company has allocated some resources to manage sustainable relations with its suppliers that include:  
 - training: Emiliana conducts training to its grape suppliers about pests and its organic control. Also, the suppliers were trained on issues related to machinery, environmental initiatives and social responsibility.  
 - technical assistance: the company advises its suppliers on issues related to pest management, fertilization and machinery.

Coverage

There is no evidence that these means cover the company's main suppliers.

Transparency and trends of indicators relative to the outcomes of the company's commitment to ensure balanced and sustainable relations with suppliers

Information obtained from company and public sources regarding the outcomes of the company's commitment to ensure balanced and sustainable relations with suppliers is insufficient to determine a trend.

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

Leadership	0
Visibility	0
Relevance	0
Ownership	0

Implementation	30
Means & resources	30
Coverage	30

Results	35
Performance	65
Trends	0

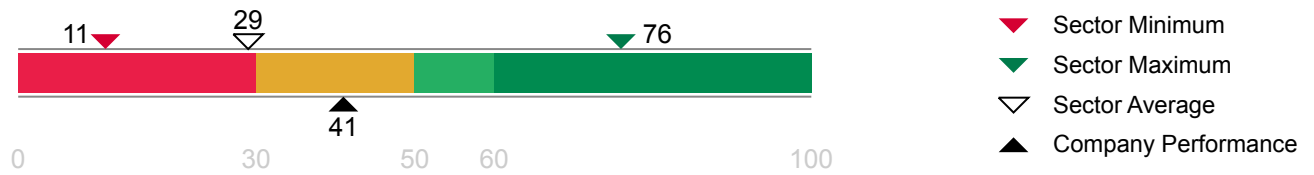
## C&S2.3 Integration of environmental factors in the supply chain

(deactivated)

This Sustainability Driver is only analysed for large companies in the Beverage Emerging Market sector. It is therefore not analysed for this company.

C&S2.4 Integration of labour standards in the supply chain

(score: 41, weight: 3)



Visibility of commitment

The company has made references to including labour standards in supply chain management in its 2015 Sustainability Report.

Relevance of commitment

The company's labour requirements for suppliers address the main relevant issues in the sector:

- Freedom of association and right to collective bargaining
- Abolition of child labour
- Abolition of forced labour
- Non-discrimination
- Health and Safety

Ownership of commitment

The commitment applies throughout the company, supported by senior management.  
The Sustainability Department is in charge of this commitment.

Means allocated to include labour factors in supply chain management

The company has set up selection measures to address labour standards in its supply chain:

- integration of labour issues into contractual clauses: Emiliana states that labour requirements are included in work agreements with subcontractors and suppliers.

Coverage

The measure implemented cover the majority of suppliers and subcontractors.

Audits of suppliers

The company includes labour aspects in its standard quality audits of suppliers.  
Emiliana conducts sustainability audits to its grape suppliers every year.

Share of corrective measures / problems uncovered

Information disclosed on the share of labour problems in the supply chain that were addressed by corrective measures is insufficient.

Allegations against suppliers

A review of stakeholder sources did not reveal any labour allegations against the company's suppliers.

Leadership	48	Implementation	41	Results	33
Visibility	30	Means & resources	30	Performance	33
Relevance	65	Coverage	65		
Ownership	30				

C&S3.1 Prevention of corruption

(score: 43, weight: 2)



Visibility of commitment

The company has issued a formalised commitment to preventing corruption in its Ethics Code.

Relevance of commitment

The company's commitment to preventing corruption addresses only part of its responsibilities:  
 - active/ passive bribery  
 - gifts and invitations  
 - conflicts of interest

Ownership of commitment

The commitment applies throughout the company, supported by senior management.

The CEO is in charge of this commitment.

Involvement of employees

The company has instituted awareness-raising programmes for relevant employees on corruption prevention.

In 2015, Emiliana conducted a corporate training about the Ethics Code.

Means allocated

Information obtained from company and public sources regarding reporting mechanisms in place to monitor corruption is insufficient.

Coverage

Reporting

The company explicitly states that no incident of corruption was reported internally in the last fiscal year (2015).

Stakeholders' feedback

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

Leadership	41	Implementation	11	Results	77
Visibility	65	Means & resources	15	Performance	77
Relevance	30	Coverage	0		
Ownership	30				



## C&S3.2 Prevention of anti-competitive practices

(deactivated)

This Sustainability Driver is only analysed for large companies in the Beverage Emerging Market sector. It is therefore not analysed for this company.

Corporate governance

Score: 35

CGV1.1 Board of Directors

(score: 26, weight: 3)



**[LISTED COMPANIES] Existence and independence of Nomination Committee** No specific committee is in charge of director nomination, which might raise concerns.

**Independence of the Board Chairman** The roles of Chairman and CEO are separated, but the chairman is not considered independent.

**Responsibility allocated over CSR issues** The Head of CSR department, Sebastián Tramón, reports directly to the CEO.

**Share of independent shareholder-elected Board members** The Board is between 0 and 20% independent, which might raise concerns. One member of the seven-member Board is considered independent.

**Diversity of the skills and backgrounds of the Board** The Board of Directors diversity appears to be partial:  
- Board members with demonstrated professional experience in the company's sector of activities

**Training and expertise provided to board members** No training is provided.

**Regular election of Board members** Board members are elected at least every three years and these elections are not staggered. Board members are eligible for re-election following three-year terms.

**Evaluation of Board's functioning and performance** Information obtained from company and public sources regarding the evaluation of board functioning and performance is insufficient.

**Review of CSR issues at Board meeting** Only few of the relevant CSR issues appear to be discussed at Board level:  
- sustainable agriculture: The Board oversight the implementation of the standards for the sustainable organic production.

**Regularity of and attendance at Board meetings** Regular meetings are held, and attendance rates are disclosed, but these are below 90%.

11 Board meetings were held during the last fiscal year (2015) and the average

attendance rate of Directors was 89.4%.

Name of Board member	Role	Executive	Non executive	Employee representative	Nomination	Audit	Remuneration	Former executive	> 9 years on Board	Stock options	Paid > 1/2 executive salary	Represent > 3% company's shares	Other	Independency
Rafael Guilisasti	Chairman		X									X		
José Antonio Marín	Vice President		X			X			X					
María Isabel Guilisa			X									X		
Felipe Larraín Vial			X									X		
Josefina Guilisasti			X									X		
Fernando Lefort			X			X								X
Matías Concha			X			X							Non-independent Director.	

CGV2.1 **Audit & Internal Controls**

(score: 44, weight: 2)



**[LISTED COMPANIES] Existence and independence of Audit Committee**

No executive is a member of the committee, but half or fewer are independent.  
One member of the three-member Audit Committee is considered independent. Emiliana called the Audit Committee as Directors' Committee.

**Skills and backgrounds of Audit Committee members** *Members appear to have financial experience and relevant operational experience.*

**Operational and CSR risks covered by the company's internal controls system** *The system covers the standard issues related to financial, operational, and legal risks.*

**Role of the Audit Committee in overseeing internal and external controls** *The Audit Committee has a limited role that includes:*  
- Oversee internal audit and internal controls  
- Oversee the work of the external auditor

**Management of the CSR risks** *Although the company has set up some measures, it has not gone beyond that to integrate CSR risks in its overall strategy.*  
- Risk mapping and materiality assessment

**Independence of the firm's external auditors** *The audit firm does not receive any non-audit fees, in accordance with standards advocated by Vigeo.*

**Inclusion of CSR issues in the company's reporting** *The company publishes significant CSR reporting on key material issues.*

**Stakeholders' feedback** *A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral*

CGV3.1 Shareholders

(score: 47, weight: 2)



**Nonexistence of voting rights restrictions**

The company respects the "one share - one vote" principle.

**Nonexistence of anti-takeover devices**

There is no reference to anti-takeover devices in the company's reporting.

**Safeguards on transactions with major shareholder(s)**

No safeguards appear to be in place, which might raise concerns with regard to the fairness of any such transaction.

**Ability to add items to the agenda of the AGM and to convene an EGM**

Major restrictions have been identified to convene an EGM.

*Exceptional General Meetings may be called by shareholders representing at least 10% of the issued voting shares.*

**Access to voting at General Meetings**

Shareholders' ability to vote is restricted.

*There is no ability to vote by mail.*

**Ability to vote on relevant issues in separate resolutions at AGM**

All major items are put to a shareholder vote, but shareholders are not given an opportunity to express their opinion on all elements of executive remuneration.

**Presentation of CSR strategy to shareholders and investors**

*The company has presented to shareholders and investors its CSR strategy but this covers a limited part of the most relevant CSR issues:  
- Biodiversity*

**Stakeholders' feedback**

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

CGV4.1 Executive Remuneration

(score: 29, weight: 2)



**[LISTED COMPANIES] Existence and independence of Remuneration Committee**

No executive is a member of the committee, but half or fewer are independent.

*One member of the three-member Remuneration Committee is considered independent. Emiliana called the Remuneration Committee as Directors' Committee.*

**Disclosure of senior executives' individual remuneration**

*Executive remuneration is disclosed, but on a collective rather than on an individual basis.*

**Link between Short Term Incentive Plans and the performance of the company**

There is no disclosure on what rules guide the company in allocating bonuses and other short-term incentives to senior executives.

**Link between the main Long Term Incentive Plan and the performance of the company**

The company does not have any incentives plan for its executives linked to multi-year performance conditions.

**Link between variable remuneration and CSR performance of the company**

*CSR performance objectives as water and biodiversity are considered in the determination of variable remuneration of senior executives, but information on performance targets are not disclosed.*

**Severance pay for senior executives**

Severance pay may exceed 2 years' base salary, contrary to standards advocated by Vigeo.

**Evolution of CEO-to-employee compensation ratio**

*The ratio of CEO compensation vs. average employee salary has decreased by 30.7% between 2012 and 2014.*

**Stakeholders' feedback**

A review of stakeholder sources did not reveal any allegations against the company during the period under review: stakeholders' feedback is neutral

## Detailed Scores and Ratings

### CURRENT AND PREVIOUS RATINGS

Period	Environment	Human resources	Human rights	Community involvement	Business behaviour (C&S)	Corporate governance
2016/10	=	=	+	=	=	+

### SCORES PER DOMAIN

Domain	Average Score	Leadership	Implementation	Results
Environment	43	41	54	20
Human resources	31	24	29	41
Human rights	42	34	34	60
Community involvement	27	19	30	34
Business behaviour (C&S)	29	17	21	48
Corporate governance	35	38	17	51

### SCORES PER CRITERIA

Sub-domain	Criterion	Score
Environment 1	1	58
	4	49
Environment 2	1	39
	2	36
	4	N/A
Environment 3	7	N/A
	1	25

Sub-domain	Criterion	Score
Human resources 1	1	N/A
	3	16
Human resources 2	4	36
	2	49

Sub-domain	Criterion	Score
Human rights 1	1	40
	1	47
Human rights 2	4	33

Sub-domain	Criterion	Score
Community involvement 1	1	26
	1	34
Community involvement 2	2	10

Sub-domain	Criterion	Score
Business behaviour (C&S) 1	1	15
	2	26
Business behaviour (C&S) 2	2	22
	3	N/A
Business behaviour (C&S) 3	4	41
	1	43
	2	N/A

Sub-domain	Criterion	Score
Corporate governance 1	1	26
	1	44
Corporate governance 2	1	47
Corporate governance 3	1	29
Corporate governance 4	1	

## Contacts

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## Overview of the latest updates

Date of the latest update	Information updated
2018/07	Carbon & Energy Transition
2017/08	Sustainable Goods & Services
2017/05	Controversial Activities Screening
2017/01	Controversy Risk Assessment
2016/10	<b>Full ESG profile</b>