Pernod Ricard Response to HRD Policy Commitment Survey

Thank you for inviting us to participate in this important survey. We greatly value this initiative and the work undertaken by BHRC to advance dialogue and good practice regarding the protection of Human Rights Defenders. We recognise the important role played by Human Rights Defenders and the relevance of considering risks to individuals and organisations that raise concerns regarding actual or potential adverse human rights and environmental impacts.

In June 2026, we published an updated Global Human Rights Policy, which provides further information on how we seek to fulfil our responsibility to respect human rights across our activities and value chain, as well as the continuous improvement approach we are taking to strengthen our human rights due diligence system. In this updated Policy, we have provided more operational information on our existing grievance mechanisms and have committed to prohibiting retaliation against any individual who raises a concern, reports misconduct or participates in an investigation in good faith. As stated in the Policy: "The Group is committed to ensuring that concerns can be raised without fear of negative consequences, recognizing that trust and psychological safety are essential to effective grievance mechanisms."

As published in our Universal Registration Document FY25, our broader due diligence framework includes processes embedded in our procurement programme, as well as terroir risk mapping across our agricultural sourcing areas to identify and assess potential environmental and social risks. Depending on the context, these may include risks relevant to Human Rights Defenders and environmental defenders. Where appropriate, we also conduct third-party assessments on the ground to deepen our understanding of local contexts and inform appropriate risk-management measures.

We recognise that the specific consideration of risks to Human Rights Defenders within corporate human rights due diligence is an evolving area of practice. While elements of our existing framework may contribute to identifying and addressing such risks, we also recognise that there are opportunities to strengthen how these considerations are integrated into our processes. We are therefore seeking to better understand where improvements can be made and how risks affecting Human Rights Defenders and Environmental Defenders can be better identified, assessed and addressed. To support this work, we are currently conducting a maturity assessment of our due diligence processes to identify opportunities for further improvement.

We would welcome the possibility of engaging with external stakeholders such as BHRC and other industry peers to understand best practices in regards to Defenders and how we can reinforce our HRDD process at Pernod Ricard.