



E&J Gallo Winery

# 2023 ESG Report

*Environmental, Social, Governance*

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# What Do We Stand for?

At E. & J. Gallo Winery, we are leaders in sustainability through our enduring commitment to environmental, social, and economic practices so that future generations may flourish.



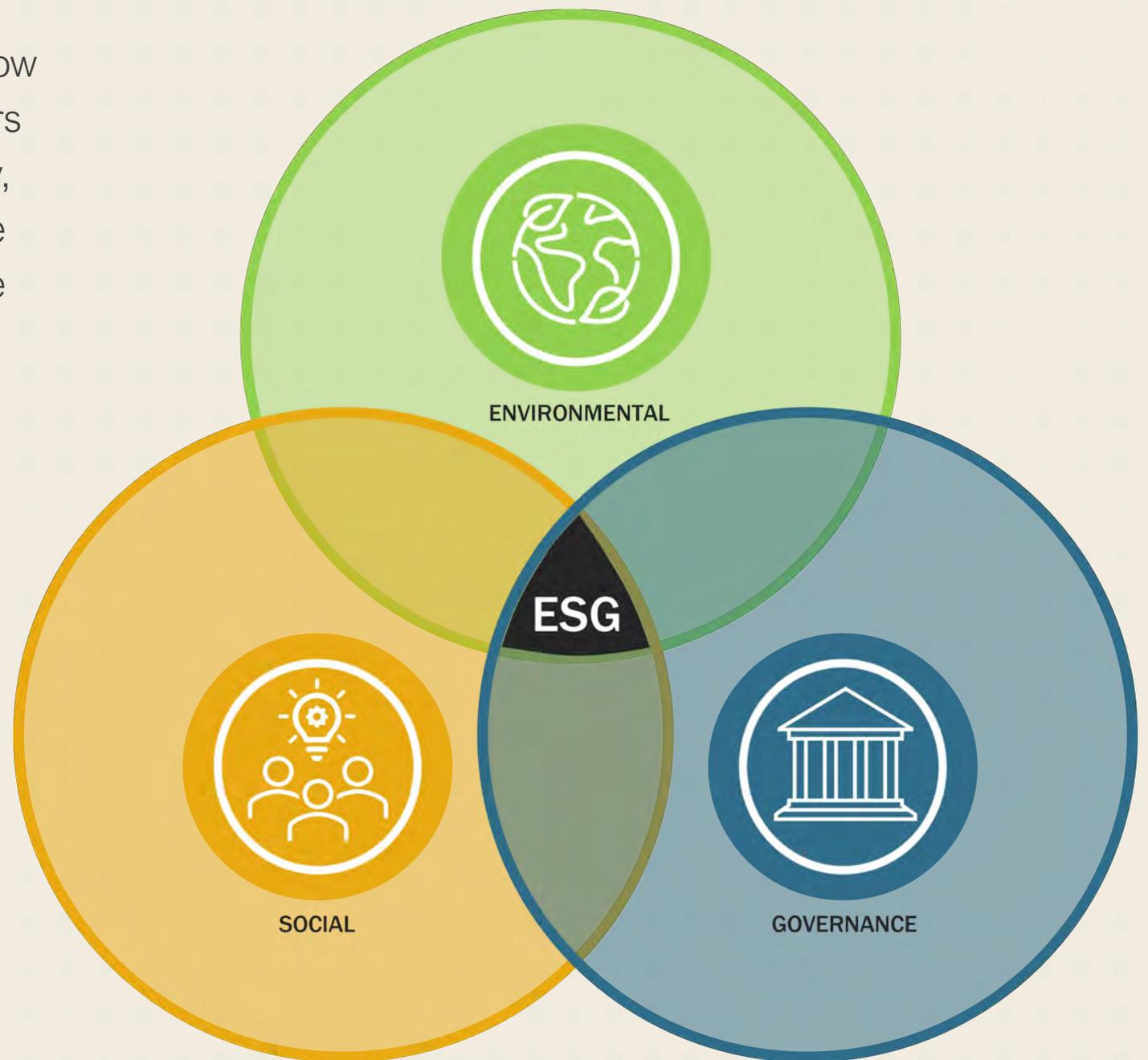
# At Gallo, Sustainability is in Our DNA

Since Ernest and Julio Gallo founded what is now the world's largest family-owned winery 90 years ago, they were committed to innovation, quality, family, and the environment. Those values have inspired our company to evolve and grow, while continuing to stay focused on the people who do the work and consume our products.

This year, we are providing even greater visibility to our corporate social responsibility practices with our Environmental, Social, and Governance (ESG) Report.

Sustainable practices have always been part of our DNA, and we've shared the results for many years.

Our 2023 ESG report showcases how we are taking this commitment to the next level.



# Defining ESG at Gallo



From the earliest days of making wine, Ernest and Julio Gallo understood it was critical to rotate vineyards to preserve the land, use water sparingly, and plant trees in return for planting grapes. **For over 90 years and through global expansion, Gallo's environmental commitment has extended to production, packaging, transportation, recycling, and marketing.** We are proud of the brands across our portfolio that are leading in their communities, extending our combined impact, and driving sustainable strategies with the greatest regional results. Every day, we strive to do more to ensure the planet is in a better place than when we found it.



The focus on people starts within our own company. Gallo is continually named as a great place to work, and we go above and beyond to support our employees with competitive wages, benefits, Employee Resource Groups, and additional opportunities like mentoring and tuition reimbursement. **We also support our community through sponsorships, internships, and scholarships.** We continue to expand the charter of our Diversity & Inclusion Council to drive more focus on diversity, equity, and inclusion in our organization and in the community.



Everything Gallo does as a company stems from a decision, policy, or defined **process.** We embrace and acknowledge that our staff are empowered to drive change with every action we take. We are committed to engaging with other like-minded organizations that share our mission. For years, Gallo has been a member of various trade, environmental, and economic coalitions, including those dedicated to manufacturing and packaging. **We continue to expand our alliances to ensure sustainable governance within our own organization and the communities we serve, as well as the wine and spirits industry.**



# Our North Star: Sustainability

At Gallo, we cultivate the land with care and build thoughtful relationships with people and partners to grow our business sustainably.

Every product Gallo makes and grows strengthens our legacy of giving back to the land, building a community of employees committed to sustainability and innovating to encourage our industry on the journey toward a greener future. Ultimately, our goal is to include as many people as possible in the journey.

We are laser focused on achieving our core sustainability goals: **reducing greenhouse gas emissions, developing systems and processes in support of sustainable packaging, and championing Diversity & Inclusion.** For generations, we've engaged in business practices that grow our positive impact on the land that serves us, and the people we serve in return.



# Gallo's Sustainability Pillars

While Gallo's sustainable efforts and inclusive mindset date back to its founding, we also have in place an Executive Sustainability Steering Committee to help drive our company's direction into the future. Our committee evaluates and recommends organizational objectives and defines goals that span social and environmental areas, including:



## Climate Change & Greenhouse Gas Emissions

Demonstrable, continuous improvement toward a Net Zero carbon economy focused on being a leader in reducing transportation-related greenhouse gas (GHG) emissions and adopting leading GHG best practices across our value chain.



## Sustainable Packaging

Driving towards full circularity of our packaging through increasing recyclability, including recycled content and recovery of recycled materials for reuse.



## Diversity & Inclusion

Championing an inclusive culture which aims to unlock the diverse skills, backgrounds, experiences, and cultural differences that every individual contributes to make Gallo a better place to work.



**“MY GRANDFATHER ERNEST AND GREAT UNCLE JULIO GALLO ALWAYS OPERATED IN THE SPIRIT OF GRATITUDE. WE CONTINUE THAT COMMITMENT EVERY DAY, WHETHER GIVING BACK TO THE LAND, EMPOWERING OUR EMPLOYEES TO MAKE AN IMPACT, OR INNOVATING MORE SUSTAINABLE PRACTICES.”**

*Ernest J. Gallo*

*Chief Executive Officer*





**ENVIRONMENTAL**

# A Legacy of Environmental Stewardship

*At Gallo, our efforts to care for the land are guided by and grounded in a deep legacy of environmental stewardship. It is our decades of stewarding, listening, and learning from the land that enables us to make confident decisions about how to grow our business sustainably while reducing our environmental impact.*

Gallo's commitment to protecting the land and enhancing wildlife habitat through sustainable agricultural practices originated with our co-founders, Ernest and Julio, in the late 1930s. All the Winery's north coast vineyards participate in a unique land management plan started by our co-founders. Through our "50/50 Giveback," for every acre of land planted in a north coast vineyard, we set one acre of property aside to help protect and enhance wildlife habitat.

Over the years, Gallo has led the way in developing and refining new environmentally friendly practices. These include minimizing the use of agricultural protection materials, recycling and reusing process water, and protecting existing riparian habitats.

We are committed to honoring our stewardship legacy by continuing to champion rigorous environmental stewardship across the wine and spirits industry.



*Above: Julio Gallo on horseback*

*Below: Ernest & Julio Gallo in the vineyard*



*Pictured above: Julio Gallo on tractor*



# Shaping a Sustainable Industry

*We are committed to honoring our stewardship legacy by continuing to champion rigorous environmental stewardship across the wine and spirits industry.*



In 2007, E. & J. Gallo Winery was recognized as the first winery in the U.S. to receive the International Standards Organization's ISO 14001

certification. This certification was created to help companies reduce their impact on the environment.



More than 20 years ago, Gallo served a key role in the initiation of the Sustainable Winegrowing Program and the Code of Sustainable Winegrowing Practices (CSWA). This program promotes vineyard and winery practices that are sensitive to the environment and responsive to the needs and interests of society at large. All of Gallo's California-owned vineyards are certified sustainable under the CSWA program.



**CALIFORNIA**  
SUSTAINABLE WINEGROWING  
ALLIANCE



**“WHEN THE VINEYARDS GIVE YOU SO MUCH, THE RIGHT THING TO DO IS GIVE BACK. THAT WAS THE VALUE MY GRANDFATHER JULIO INSTILLED IN THE COMPANY CULTURE FROM THE FIRST HARVEST IN 1933 UNTIL NOW. IT'S UP TO US TO CONTINUE CULTIVATING THE EARTH SUSTAINABLY TO ENSURE A HEALTHY FUTURE FOR GENERATIONS.”**

Matt Gallo

VP, General Manager

Gallo Vineyards



# Core Sustainability Practices

Gallo continuously improves our sustainability practices to minimize impact on the land. Several of our core sustainability practices have raised the bar for environmental standards, including:

- Continuing to maintain an industry-leading 3:1 water-to-wine ratio
- Using alternative energy at the winery to include solar and biofuel
- Recycling and reusing our process water
- Using environmentally friendly cleaning materials
- Protecting river habitats
- Eliminating the use of crop protection materials in the vineyards and industry by improving overall Integrated Pest Management practices



# Sustainability in the Vineyards

Our stewardship practices bring together a legacy of environmental knowledge with the latest in agricultural technology. We strive to protect the land we cultivate so we can sustainably grow our business and maintain a healthy environment for future generations.

We've implemented more than 200 vineyard management best practices and are continuing to innovate to address:

- Land use
- Energy efficiency
- Canopy management
- Water use efficiency
- Biodiversity



# Protecting Habitats

Protecting air, soil, and water underscores everything we do — whether it's keeping waterways habitable or roadways less traveled:

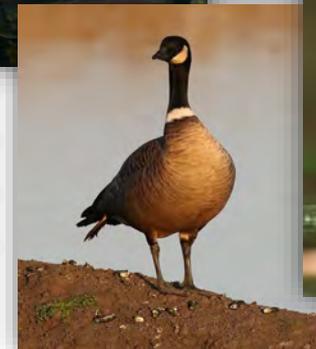
- Implement alternative pest management practices, including sheep, barn owls, and falcons, while reducing the need for traditional pest management materials and soil compaction.
- Provide remote work options and commuter buses for employees traveling to our headquarters in Modesto from surrounding geographic areas to reduce overall carbon footprint and transportation-related emissions.

- Re-establish numerous endangered and threatened species, including Coho Salmon, Aleutian Goose, Riparian Brush Rabbit, and Wood Duck, among others.

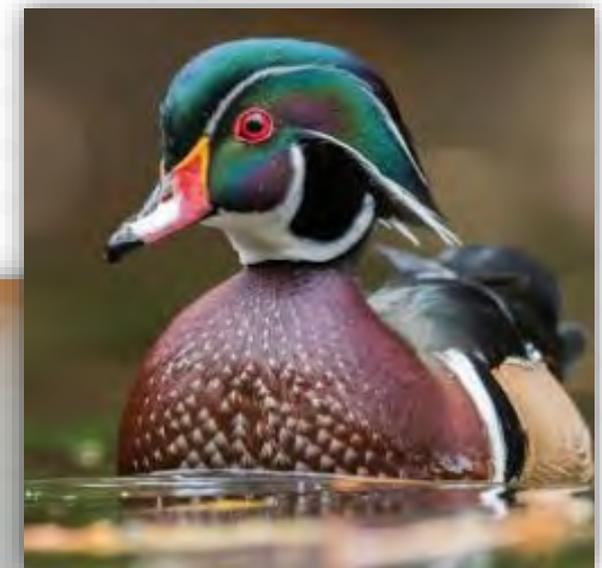
*Wood Duck*



*Coho Salmon*

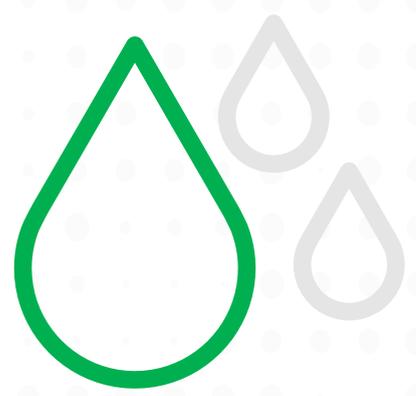


*Aleutian Goose*



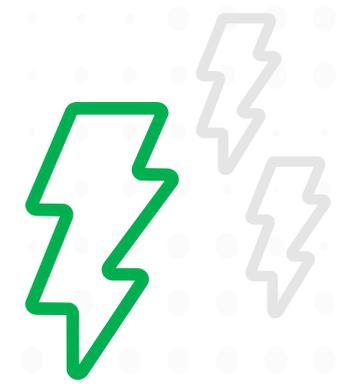
# *Climate Change & Greenhouse Gas Emissions* **Measuring Our Progress**

Gallo has made significant strides in recent years — from reducing our energy usage and shrinking our emissions to furthering the recycling of water and materials. Progress against our core sustainability commitments includes:



**139,498,221  
GALLONS**

Average annual amount of process water managed through the Livingston onsite water-to-energy plant



**12,000,000+  
KILOWATT HOURS  
OF ELECTRICITY  
GENERATED  
ANNUALLY**

**97% WATER  
RECYCLED**

at our Gallo Glass plant each year



**30% ENERGY  
OFFSET  
ANNUALLY**

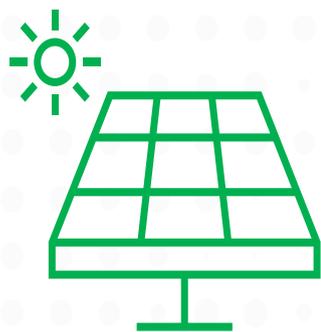
Approximate energy offset annually by making biofuel from winemaking byproducts and from using solar at our Livingston winery

# *Climate Change & Greenhouse Gas Emissions* **Measuring Our Progress**



## **31,000 TONS RECYCLED ANNUALLY**

This is the amount of materials recycled annually across all Gallo sites.

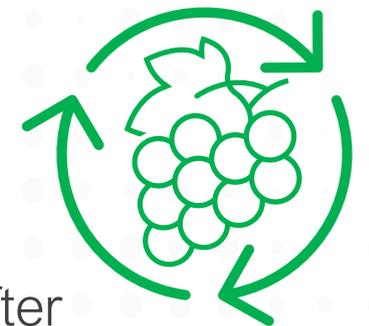


## **20 ACRES OF SOLAR PANELS**

Gallo has more than 20 acres of solar panels across our winery properties, as well as major future planned expansion. Roughly ~8,940 MWh is generated by the panels under Gallo's ownership. This is the equivalent of the amount of electricity that ~840 U.S. homes consume in a year (based on 2021 EPA data).

## **160,000 TONS OF POMACE REPURPOSED**

Across all sites, over 160,000 tons of pomace were produced. Pomace is a mineral-rich pulp that remains after grapes have been crushed and the juice extracted. Of this, Gallo composted over 55,000 tons and sold over 44,000 tons for animal feed to local farmers.



# Partnering for Progress

No single organization has all the solutions for climate change. The urgency of this moment demands that we take ownership of what we can impact and partner to accelerate progress.



As an established wine and spirits company with deep roots in our industry, we recognize our responsibility to use our resources and knowledge to set a path for others to follow. We're also committed to maintaining dialogue with our peers and

emerging players to evolve the industry to be a more inviting and expansive place. Gallo is focused on serving joy as we welcome new friends and consumers into wine and spirits while continuing to adapt new learnings into our approach.

Partnering beyond our industry, we collaborate with scientists from the USDA and numerous national universities to further our efforts across sustainable packaging, land stewardship, and production practices.

We also engage in community partnerships to help make a difference in the communities where we live and work. Alongside sustainability initiatives, we partner with organizations addressing urgent issues, such as food insecurity in local communities.

# Industry Partnerships

At Gallo, we also partner with key third-party organizations to ensure we are upholding the highest standards and best practices, including:

Organization	Description
 <p>CALIFORNIA ASSOCIATION of WINEGRAPE GROWERS</p>	Helps grape growers protect crops and thrive as an industry
 <p>Member of <b>SUSTAINABLE PACKAGING COALITION</b>®</p>	Supports members in moving toward making packaging more sustainable
 <p><b>GLASS RECYCLING COALITION</b></p>	Unites companies in the glass container supply chain to strengthen glass recycling
 <p>CALIFORNIA SUSTAINABLE WINEGROWING ALLIANCE</p>	Sets stringent standards to ensure wine producers operate sustainably
 <p>MANUFACTURERS COUNCIL of the CENTRAL VALLEY</p>	Advocates for wine, agriculture, and other industries in the San Joaquin Valley
 <p><b>VOLT</b> INSTITUTE</p>	Provides training in Modesto to help the workforce in the Central Valley stay strong and level up their skills

# Third-party Environmental Standards

Gallo maintains rigorous certifications to ensure we are meeting third-party standards for our stewardship efforts. These include:



Gallo was the first winery in the United States to receive the ISO 14001 certification.

Created to assist companies throughout the world to reduce their impacts on the environment, our winemaking facilities and related businesses have been certified to be in conformance with these rigorous standards. **These standards are incorporated in an environmental management system (EMS) developed by Gallo, which continues to guide all processes in our operations.** The EMS translates Gallo environmental policy into action at every staff level and encourages similar efforts with our suppliers and trading partners.



Gallo certifies our California vineyards and wineries under the California Sustainable Winegrowing Alliance standards.

More than 20 years ago, Gallo was one of the leaders that initiated and helped to form the Sustainable Winegrowing Program. This program promotes vineyard and winery practices that are sensitive to the environment and responsive to the needs and interests of society at large. Together with Wine Institute and the California Association of Winegrape Growers (CAWG), Gallo brought voice to the Code of Sustainable Winegrowing Practices. This Code serves as the basis for the Sustainable Winegrowing Program and provides a tool for vintners and growers to assess their practices and continuously improve the overall sustainability of their operations.



## Breaking the Glass Cycle to Lessen Impact on Landfills

Each year, America tosses 7.6 million tons of glass into landfills, according to the EPA. As a producer of wine and spirit bottles, Gallo is especially attuned to reclaiming and integrating glass back into the bottle production process. Recently, Gallo opened Halo Glass Recycling (Halo), a state-of-the-art glass processing facility in Modesto.

Because glass is 100% recyclable, Halo continuously reclaims and reuses glass from material recovery facilities, buy-back centers, and curbside collections. From there, Halo converts recycled bottles and jars into color-sorted “cullet,” which is recycled glass ready to be fired into new bottles.

Over time, Gallo anticipates diverting nearly 200,000 tons of glass from landfills annually, while also significantly reducing energy consumption and greenhouse gas emissions.



# Sustainable Packaging: Lighter Packaging, Less Impact

More than any other industry, wine is steeped in traditions. We are always open to more sustainable options, even if it means breaking our own traditions of packaging wine in heavy bottles. Taking a closer look at our packaging, we realized we could make a lighter bottle for still wine without compromising quality or structural integrity. Three of our biggest national brands, Barefoot — the top-selling wine brand in 2022 — Dark Horse, and Apothic, are already leading the way to further minimizing our carbon footprint.

## Sustainable Packaging – Targeted Initiatives:

- 85% of primary packaging will be 100% recyclable by 2030 to increase circularity and contribute to a Net Zero carbon economy
- Additional 10% reduction of total package weight (e.g., lowering raw material uses and reducing transportation related emissions)
- Ensuring every bottle of Gallo Glass is comprised of the highest recycled content achievable
- Diverting nearly 200,000 tons of glass from landfills annually, accounting for more than 30% of all recycled glass in California

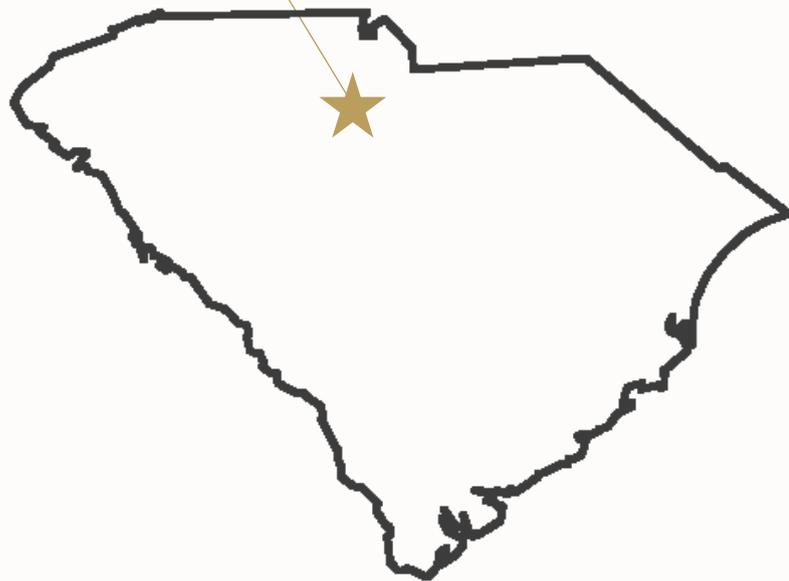




# South Carolina Distribution Center: Closing the Distance & Lessening Our Carbon Footprint

With the growing popularity of our High Noon brand on the East Coast, we seized the opportunity to operate more sustainably. Instead of putting more trucks on the road, we opened a canning facility closer to our customers in Fort Lawn, South Carolina. In 2023, our new facility is now up and running, and we are well on our way to reaching an annual reduction of ~3 million miles off the road.

CHESTER COUNTY, SC



**\$423M**

Investment  
over 8 years

**~500**

New jobs in  
Chester County

**3 MILLION  
MILES SAVED/YR**

Due to closer  
proximity of product  
to customers

**OCT 2022**

Distribution  
Center became  
operational

**BUILDING EAST COAST CAPACITY  
REDUCES CARBON FOOTPRINT &  
OPTIMIZES LOGISTICS**

Import / Export  
volume through  
Port of Charleston  
& Savannah

Access to trained  
manufacturing  
workforce





# TALBOTT VINEYARDS®

For 40 years, the morning sun, rocky cliffs, and sea salt-kissed fog have played an integral part of growing grapes at Talbott Vineyards. In the morning, the grapes bathe in the sun at a high elevation, then fog cools the fruit, allowing them to ripen on the vine longer. Founder Robb Talbott was among the first to recognize the potential of the area for grape growing, helping establish the Santa Lucia Highlands AVA in 1991.

Talbott has taken the lead in implementing sustainable practices to protect the land. Some of those practices include:

- Solar panels help Talbott **generate 70% of its own power.**
- To conserve water, Talbott reuses 100% of its process water to irrigate the vineyards. As a result, **the winery maintains an industry-leading water-use-to-wine-produced ratio of 2:1.**
- Talbott plants cover crops to attract beneficial insects and increase the biodiversity of the vineyards.

Many of these practices have helped Talbott **earn the sustainable winegrowing certification from the California Sustainable Winegrowing Alliance.**

*“It's important that we give back as much as we take from the vineyards.”*

*- Kamee Knutson, Talbott winemaker*



# Starborough: Protecting the Oceans & Restoring Undersea Habitats

Starborough partners with external non-profits and coalitions to help protect and restore our planet's precious ecosystems. Inspired by New Zealand's turquoise seas and tide pools thriving with starfish near where Sauvignon Blanc is grown, Starborough has long championed clean ups and conservation along the coastline.

In 2022, Starborough partnered with Reefmaker to create and drop a limestone reef in the Gulf of Mexico to maintain and protect fish species. Challenging consumers to make an even bigger impact, Starborough pledged to drop a second reef if the brand received over 100,000 engagements on their Instagram feed. After hitting the goal, two limestone reefs were deployed off the coast of Destin, Florida. **Additionally, 24 smaller, ten-foot-tall limestone reefs were dropped into the Gulf of Mexico around one of Starborough's larger reefs, making it a certified reef complex.**

In addition to this, Starborough continued its ongoing fundraising partnership with Oceana, one of the largest international advocacy organizations focused solely on protecting the world's oceans.



STARBOROUGH®  
SAUVIGNON BLANC





# SOCIAL

“AS A MULTI-GENERATIONAL FAMILY COMPANY, GALLO IS COMMITTED TO A BETTER, STRONGER, AND MORE SUSTAINABLE FUTURE. WE MAKE A DIFFERENCE THROUGH OUR COLLECTIVE AND AUTHENTIC EFFORTS TO CREATE AND MAINTAIN A COMMUNITY WHERE ALL OUR EMPLOYEES, CUSTOMERS, AND SUPPLIERS ARE WELCOME, RESPECTED, AND SAFE.”

Stephanie Gallo  
Chief Marketing Officer



# Our Diversity & Inclusion Journey



At Gallo, our employees and their diverse backgrounds are key to living out our mission to cultivate the land with care and embody our values as we grow our business. Their unique perspectives are critical to our success.

We continue to deepen our efforts to reach all levels of our organization on our Diversity & Inclusion journey.

- Our seven employee-led Employee Resource Groups (ERGs) amplify our employee needs.
- Our Diversity & Inclusion Council was founded in 2020 to create strategic accountability and priorities across our organization.
- In 2022, Gallo hired its first Diversity & Inclusion leader to work with our ERGs, D&I Council, and our Executive Leaders to prioritize and execute our multi-year plan.

# Diversity & Inclusion Strategic Pillars



E. & J. GALLO WINERY  
**DIVERSITY & INCLUSION**

We want to ensure the four strategic pillars are embedded in everything we do:

- Be *Amplifiers* for Inclusion
- *Advocate* for Equity
- *Accelerate* for Diversity
- Drive *Accountability* Toward Diversity & Inclusion Progress





# Gallo's Diversity & Inclusion Council

Pictured above: Members of the Diversity & Inclusion Council and ERG Leadership at our Diversity & Inclusion Summit

We are committed to fostering a diverse and inclusive internal culture as well as building the organizational structure needed to guide progress and drive accountability.

Our Diversity & Inclusion Council is made up of a mix of senior leaders providing representation across the organization. Their leadership serves as a critical driver of organizational change through a strategic action plan and accountability that creates a culture where all employees feel a sense of belonging.

The D&I Council is focused on the following priorities:

- Training, Awareness, and Education
- Recruitment and Retention
- Leverage Metrics and Process
- Serve our Employees and Consumers with Consistent Communication



# Industry Recognition: Measuring Our Progress

To help measure progress toward our Diversity & Inclusion goals, we collaborate with third-party evaluators to assess our strengths and identify opportunities for improvement. Gallo has consistently gained recognition for overall work culture, values, and career opportunities, as well as for our efforts to create a workplace that is safe and inclusive.



Glassdoor selected Gallo as one of the top 100 Best Places to Work (2017-2021). Gallo earned high ratings in Glassdoor’s annual Best Places to Work, which weighs the scores of over 600,000

companies for their culture, values, career opportunities, CEO approval, and overall employment rating.

For the last nine years, Gallo has earned a 100% score on the Human Rights Campaign (HRC) Foundation Corporate Equality Index, recognizing Gallo as a Best Place to Work for LGBTQ+ Equality.



Since 2021, Gallo has been a signatory as part of HRC’s Business Coalition for the Equality Act. Gallo is proud to be part of this coalition that encompasses several hundred

leading U.S. employers that support the Equality Act, federal legislation that would provide the same basic protections to LGBTQ+ people as are provided to other protected groups under federal law.

U.S. Veterans Magazine has named Gallo a “Best of the Best” Top Veteran-Friendly Company. The magazine’s goal with the awards is to open opportunities for veterans, transitioning service members, service-disabled veterans, spouses, and veteran business owners within corporate America.



# Fostering Inclusion, Creativity, and Collaboration through Employee Resource Groups



Our Employee Resource Groups play an important role in shaping Gallo's Diversity & Inclusion vision by celebrating employees' perspectives and fostering inclusion, collaboration, and belonging. Gallo's seven ERGs are employee-led and open to all regardless of whether they identify to a particular group.

## 34% of Gallo employees belong to one or more ERG

Since our first group's founding in 2008, our ERGs' commitment to diversity and inclusion have helped Gallo become the company that it is today. In 2022, our ERGs aligned their strategic objectives with the work of the Diversity & Inclusion Council.



# Employee Resource Groups: Communities in Action

*Gallo's ERGs offer dynamic programs to support networking, professional development, mentoring, and community engagement opportunities to all members and their allies. In 2022, our ERGs held over 50 events and partnered with Talent Acquisition and HR to advance recruitment and career growth for the organization.*



ASIA is the ERG for Asian Americans, Pacific Islanders, and their allies and seeks to play a pivotal role in building Gallo to be an inclusive, diverse and welcoming space for all employees.

*Asia hosted "Bridging Cultures," a cross-ERG townhall to educate, drive conversation, and create empathy around issues affecting our diverse communities.*



enABLE seeks to promote an inclusive environment by advancing awareness and education about disabilities, as well as offering greater access and resources for all individuals whose lives have been impacted by disabilities.

*enABLE supported the creation of a sensory friendly zone for our annual Gallo employee and family picnic event.*



GAAN is Gallo's ERG for African Americans and their allies, providing a forum to support recruitment, retention, and professional development of African American employees across the organization.

*GAAN held a two-day summit to empower, grow, and inspire participants to bring their authentic selves to work, wine space, and beyond.*



GVO is helping Gallo attract and retain veterans by providing a community of shared values, support, and a place to grow their careers while serving our veterans and their allies.

*GVO supports members of the military transitioning to the workforce through the SkillBridge program*





# Employee Resource Groups: Communities in Action



Latino Association for Career Advancement and Social Advocacy (La Casa) is dedicated to fostering a community that unites Latinos and BIPOC to develop, inspire, and build a culture of career advancement across Gallo.

*La Casa hosted four events, including a seminar focused on assimilation and the workplace during Hispanic Heritage Month.*



PRIDE is Gallo's ERG for our LGBTQ+ community and their allies to create change and foster an inclusive environment for our employees, consumers, and industry by promoting and amplifying LGBTQ+ voices.

*Created and facilitated Ally 101 training to 10% of our employees and developed online availability.*



WOWS provides Gallo female employees and their allies with a safe and welcoming internal association that offers support, community, and professional growth opportunities to maximize their professional potential.

*Improved coordination of Gallo's lactation policy, facilities, and communication of services available.*



# Hiring Our Heroes: Transitioning Military Program

*Gallo participates in a U.S. Chamber of Commerce Foundation program called Hiring Our Heroes, which connects the military community with American businesses to create economic opportunity and a strong, diversified workforce.*

“I learned so much and built long-lasting relationships during my 22 years in the U.S. Navy. I'm ready for the next chapter but preparing for military retirement can be challenging. I'm currently working in the Gallo Training Department through Hiring Our Heroes, a not-for-profit national foundation that helps veterans, transitioning service members, and military spouses find employment.

This opportunity gave me insight and great experience into multiple facets of the business, like Bottling, Cellar, Spirits, Warehouse, and Harvest Operations. I advise transitioning service members to start planning early (five years before retirement or separation), network with industry experts, find a mentor, and educate themselves on roles of interest.”

– Nathan, Corporate Training (pictured on right)



**HIRING OUR  
HEROES**

U.S. CHAMBER OF COMMERCE  
FOUNDATION

# Championing Women in Wine & Spirits

As we focus on developing a culture of inclusion and belonging at Gallo, we are committed to furthering diverse representation and leadership across the wine and spirits industry. We've invested in two key initiatives that strengthen the pathway for women in the wine and spirits industry through mentorship, education, funding, and more.

Our Women Behind the Wine initiative celebrates female leaders in the wine and spirits industry to empower and support those who will follow in their footsteps. The organization showcases women who have succeeded and provides a path for others.



Nicole Hitchcock  
*Winemaker*

*Wine Enthusiast  
2022 Winemaker  
of the Year*



Beth Liston  
*Winemaker*



Brenae Royal  
*Viticulturist*



# J VINEYARDS & WINERY

## Shifting the Lens Series Expanding Culinary Perspectives to Celebrate Cultures and Identities

Believing there is room for all, J Vineyards & Winery addressed the need for our industry to push palates and perspectives beyond the traditional Euro-centric view of wine and food pairing with an innovative culinary program. Called Shifting the Lens, this guest chef-in-residence series gives space and a platform to voices, cultures, and cuisines that have rarely been featured in winery environments.

Through Shifting the Lens, guest chefs are invited to create their own five-course pairing menu in a multi-week residency at J, opening dialogues that bring understanding to their cuisines, histories, and unique identities. Each J residency includes dinners with consumers followed by an intimate discussion featuring the chef, Winemaker Nicole Hitchcock and other winery leaders.

Featured Chefs-in-Residence included Chef Jenny Dorsey, Chef Preeti Mistry, and Chef Shenarri Freeman in 2022, with Chef Tu David Phu and Chef Ana Castro joining in 2023. To celebrate the series and unify each menu, Nicole Hitchcock created the Shifted Lens Brut Rosé, a versatile bubbly that artfully complements the diverse flavors and foods presented at each residency.



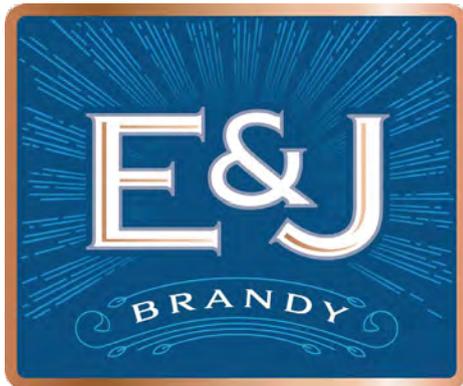


## **We See You. We Support You. We Celebrate You.**

For 35 years, Barefoot Wine has proudly celebrated, supported, and championed for the LGBTQ+ community. Barefoot has demonstrated this in many ways, including sponsoring dozens of LGBTQ+ events annually and partnering with organizations that advocate for the rights of the community. Additionally, Barefoot empowers our LGBTQ+ Employee Resource Group to shape our company culture of acceptance and equity.

The annual Barefoot Bubby Pride bottle is a prominent visual reminder of our unwavering commitment. Proceeds from the sale of this wine benefit non-profit organizations within the LGBTQ+ community, like National Center for Transgender Equality (NCTE) and Free Mom Hugs. In 2022, Barefoot donated up to \$120,000.





## Helping to Build Resilient, Diverse Communities

E&J Brandy is proud to champion the Black community. To give back, E&J aims to provide a platform for partners to ensure we can help elevate Black voices through a commitment of over \$30,000 annually for community donations, entrepreneurial opportunities, and their Spotlight program.

Now in its third year, E&J Brandy has partnered with legendary designer Karl Kani, known as the “Godfather of Urban Streetwear,” for a unique mentorship opportunity and business grant. In 2023, aspiring entrepreneurs have the chance to win mentorship from Kani, including a personal meeting in Los Angeles and a \$5,000 grant.



The ongoing E&J Spotlight program highlights relevant businesses, artists, and cultural moments every month across their media platforms. In 2022, the nearly 75 Spotlights included Black-owned businesses, Karl Kani mentorship winners and finalists, HBCU alumni-entrepreneurs, a celebration of Black Music Month, and more.

During the holiday season, E&J also partnered with comedian Anthony “Spice” Adams for Black-owned Business Gift Shop, featuring 16 Black-owned businesses across several categories.



# ORIN SWIFT

## Supporting Disaster Relief & Underrepresented Communities

After the Napa Valley was ravaged by wildfire in 2020, Orin Swift wanted to help the people in its community rebuild. The winery's Burnt Sacrifice wine was created with recovery in mind. A special limited release of 1,000 cases, the wine helps raise awareness for the Napa Valley Community Disaster Relief Fund. Orin Swift makes a \$50,000 contribution to the fund with each release, while encouraging others to donate.



The Napa Valley, and more generally the wine industry as a whole, is supported by a large immigrant workforce that make every harvest possible. As a way to give back and support the largely underrepresented population, Orin Swift created the Veladora label over 12 years ago. Graced by Our Lady of Guadalupe, a religious icon honored throughout Mexico, the wine represents Orin Swift's annual \$60,000 contribution to Puertas Abiertas. This Napa Valley organization is a gateway for access to health and social services and a culturally appropriate service provider to Latino families. Their mission is to work hand-in-hand with Latinos to inspire and achieve healthy living, self-sufficiency, and opportunities for leadership and community engagement.



# Liberty Creek

## Supporting Our Veterans

Liberty Creek Vineyards has a simple winemaking philosophy: everyone should have access to great-tasting American-made wine. Each bottle of Liberty Creek honors this belief and celebrates the brand's heritage rooted in the rich soils of the United States.

Liberty Creek is proud to celebrate a decade of service to America's military families. Over the past ten years, Liberty Creek has donated \$1.5 million to those who have served in our country and their families.

Most recently, Liberty Creek has partnered with the Folds of Honor Foundation to create the "Proudly Serving America" campaign. Folds of Honor is a non-profit that provides educational scholarships to families of America's fallen and disabled service members. Since 2007, the organization has awarded more than 44,000 scholarships and continues to invest in creating a brighter future for our military families. In celebration of this great cause, Liberty Creek proudly features specially designed Folds of Honor labels for many of its bottles.



# ALAMOS<sup>®</sup>

100 YEARS OF FAMILY WINEMAKING

## Addressing Food Insecurity

Alamos is rooted in the expertise of over 100 years of Argentine family winegrowing and winemaking heritage. Each flavorful bottle of Alamos wine embodies the spirit and character of Argentina, from its unique high-altitude vineyards to the rich, supportive family culture.

Alamos is a proud partner of Hispanic Star, a platform dedicated to elevating, celebrating, representing, and advancing Hispanics in the United States.

During Hispanic Heritage Month in 2022, Alamos joined with Hispanic Star to donate over 1,000 meals to families in the community facing food insecurity, a partnership that will continue in 2023 and beyond. Recipient families enjoy meals from Hispanic-owned restaurants through Hispanic Star Hubs, the organization's local community activation and impact network.

The partnership's #IAM100 campaign also spotlighted and amplified the incredible stories of people who represent the 100% American and 100% Hispanic community. From business leaders to Alamos consumers, participants described how they celebrate their heritage and why it's important to them to carry on these cultural traditions.





# GOVERNANCE

# Family and Corporate Values

At Gallo, we pride ourselves on our honesty and integrity in everything we do — a reputation that we have all worked hard to build and maintain. We believe in adherence to the highest ethical standards and expect all employees to continue building our reputation for honesty, integrity, and ethical conduct.

We believe in the **dignity** of the individual. We work toward creating and maintaining a work environment that fosters **honesty, personal growth, teamwork, open communication,** and adherence to our Company Mission & Values.





# Our Values are the Foundation of Our Company

**Guiding us to build purpose-driven brands that bring people together.**

**INTEGRITY**



**INNOVATION**



**COMMITMENT**



**RESPECT**



**HUMILITY**



**TEAMWORK**



# Spotlight on Safety Excellence

Gallo is committed to providing all employees a safe and healthful work environment and compliance with occupational safety and health regulations. Gallo first published a Statement of Policy to guide the organization's Safety and Health practices. Since then, Gallo has implemented best-in-class safety policies, education, and procedures that have allowed us to consistently maintain an industry-leading safety performance.

“We strive to create an environment where our employees feel prioritized and safe. The safer they are, the more productive and focused they are knowing they are not at risk. Our goal is for our team to go home in good, if not better, shape than when they came into work that day. We acknowledge that safety isn't just 9-5, it's 24/7. The learned behaviors at work go home with our employees and are shared with their loved ones. In the 45 years that I've been with the company, I like to think we have created thousands of safety champions in our communities.”

– *Derrick Jarvis, Director, Corporate Safety & Health*



# OUR PEOPLE ARE OUR BEST ASSET



# Spotlight on Employee Engagement



Gallo invests in our employees along every step of their career journey. As such, we understand that employee engagement is critical for the long-term sustainability of our organization.

Throughout an individual's career at Gallo, we offer robust training pathways that are dedicated and customized to various parts of the organization, as well as cross-functional collaboration that broadens mindsets, increases diversity of ideas, and builds skills.

Our employees also have access to continuous on the job training and additional learning courses that encourage professional development and career advancement.

Gallo also encourages employee wellness initiatives through on-site resources and informative courses that serve to educate and uplift our employees by connecting them to useful tools and providers.

# Matching Employee Donations Program

Family and community go hand in hand. Gallo cares deeply about making a difference in the communities where we live and work. The Gallo Matching Gift Program is an important part of Gallo's corporate giving. Through the program, Gallo matches gifts up to \$5,000 per employee per year to qualified charities. This allows employees to direct our corporate giving by providing them an opportunity to support their favorite charities while strengthening all our communities.



# Preparing for a Greener Future Means We Must Tend to the Present

E. & J. Gallo Winery's commitment to a sustainable world is stronger than ever. We believe that the more we talk about these issues, share our values, and engage our stakeholders, the more we can accomplish together. Our 2023 Environmental, Social, and Governance Report is one more way we are working to keep the conversation going.

