



DISTILLERIE
DE LA TOUR

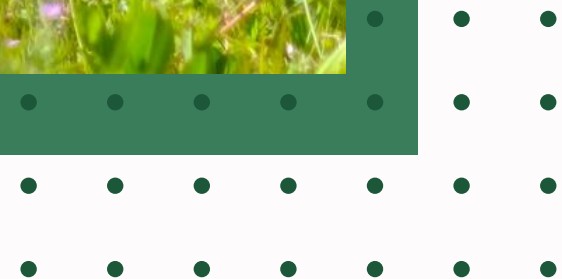
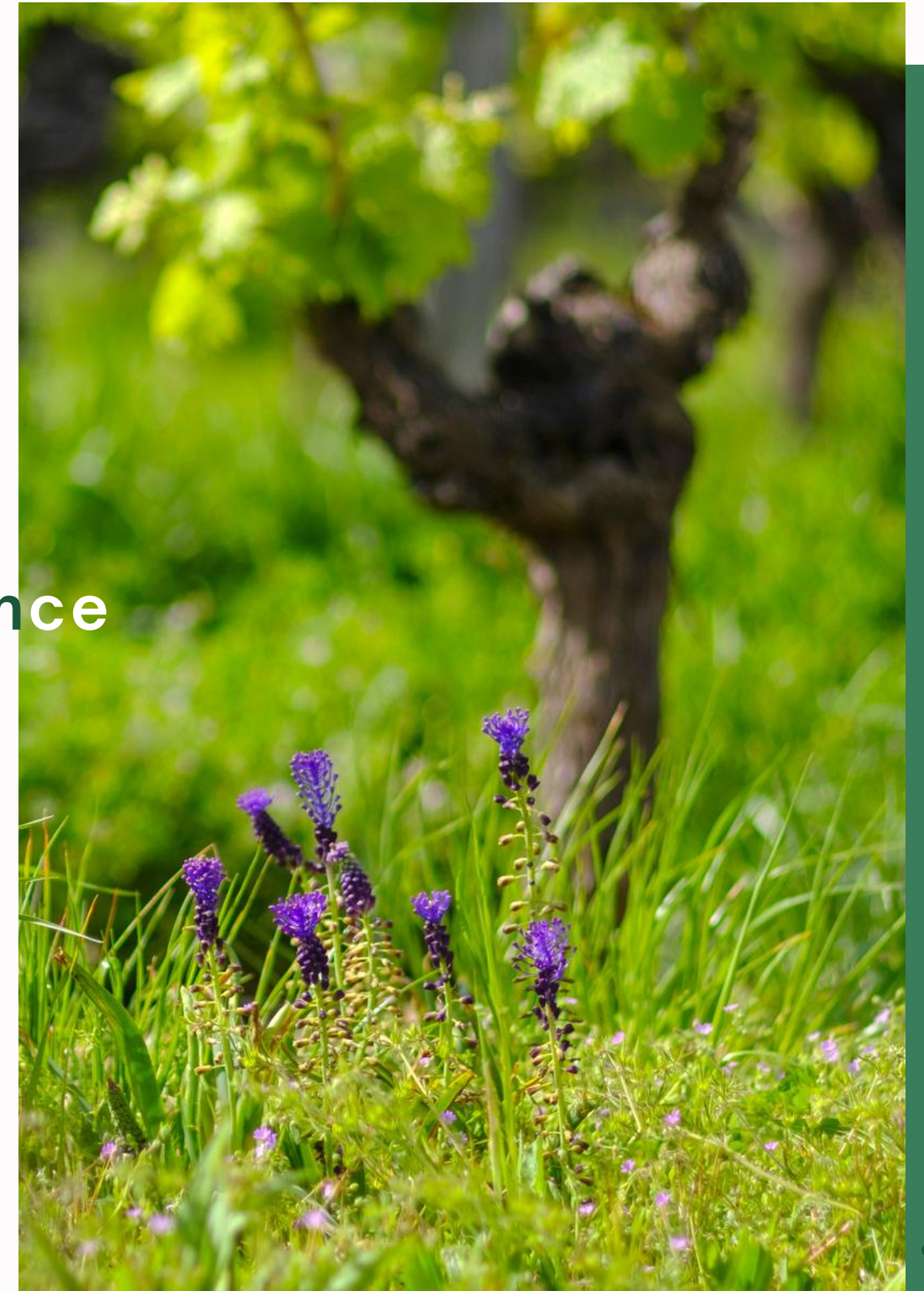
2025

REPORT CSR



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Introduction

Our Values & Purpose



Respect:

people, partners, territory
& environment



Quality:

products & services



Innovation:

technological, economic,
social and environmental

Our Purpose

“To produce distinctive wines and spirits, drawing on the diversity of our expertise and our commitment to quality and innovation, while upholding the values of our family-owned business.”



Key Milestones

1989
Founding

1997
Column distillation unit in Pons

1999
Ethyl-alcohol rectification unit in Pons

2002
Acquisition of winery in Jonzac

2009
ISO 9001 quality

2012
ISO 14001 environment

2015
ISO 22000 food safety

2017
Organic certification for distillery

2019
1st electric vehicle

2020
Sustainability : HVE Vineyards and CEC

2020
CSR committee

2021
1st photovoltaic equipped building

2022
Wastewater treatment plant in Pons

2024
CSR Committed Label: Confirmed



Governance & Economic Performance

Governance



- Weekly Executive Committee composed of 6 people (5 men, 1 woman)
- Annual meeting with employees (review of past year and future projects)

- Weekly weather update with all site and service managers.
- Risk and opportunity analysis reviewed annually

CSR



- CSR group with 10 employees since 2019
- CSR charter since 2021
- Periodic newsletter sent to employees

Quality



8,95/10

Satisfied clients
(Net Promoter
Score)



- Technical meeting with winegrowers before harvest
- Annual Broker Day

Foodstuff Safety



Health and Safety



- Bi-monthly QHSE meetings for employees
- Monthly internal QHSE audits

SOCIAL

Valuing Our People



01



Company Integration

- Personalised employee integration process
- Welcoming mid-career switchers
- Hosting interns (4-5/year), work-study students (2/year)

Workplace Unity



- Regular after-work events
- Annual “Company Day” combining culture and leisure
- “Family Harvest Day”, open days & arty events

02

Quality of Life at Work



- Flexibility of working hours depending on the job.
- Approach on psychosocial risks in collaboration with Occupational Health
- Harassment Officer
- Annual Work Life Quality assessment questionnaire: response rate each year is between 60% and 70%

03

Work Conditions



- Employee benefits (lunch vouchers, gift vouchers, holiday vouchers, etc.)
- Rest room on each site and picnic tables

04

Environnement

Preserving Our Land

Certifications

- ISO 14 001 certified (environment)
- High Environmental Value and Cognac Environmental Certification for our vineyards
- Organic certification on our spirits products and processes
- CSR-AFNOR Committed Certification, level : Confirmed

Recycling

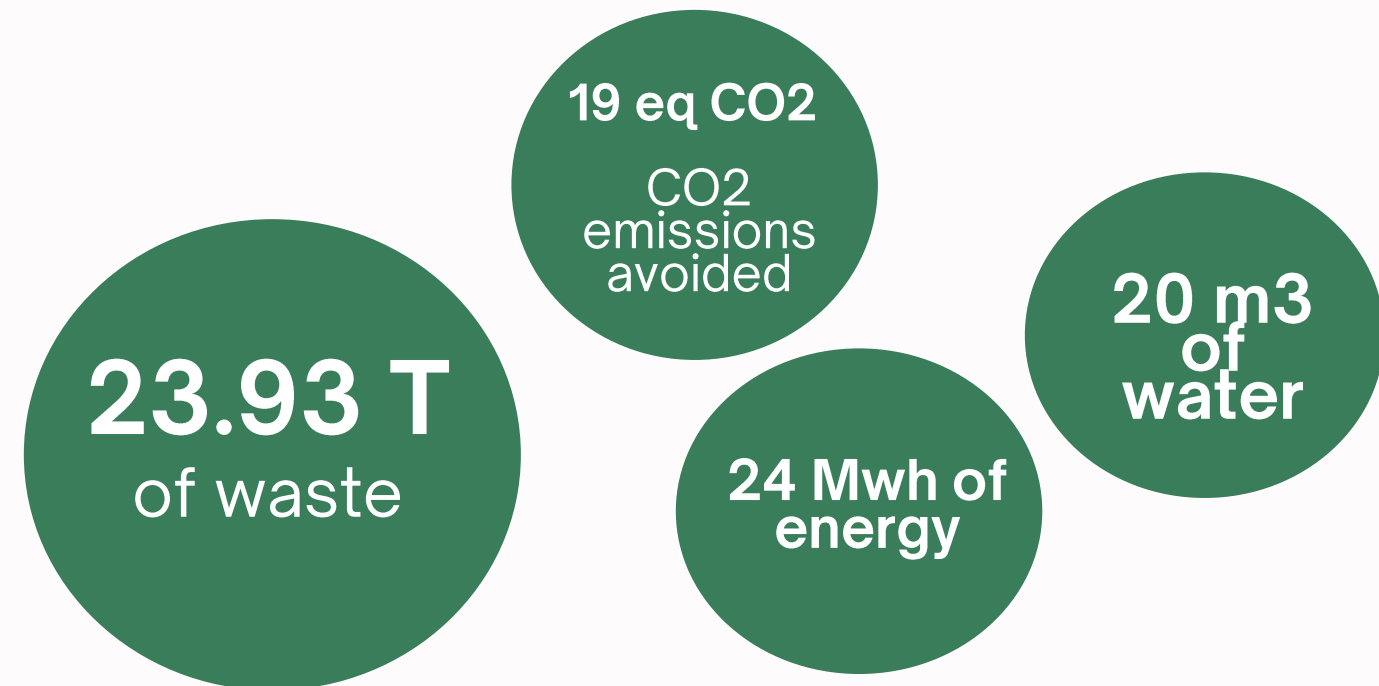
- Reprocessing and recycling of waste (glass, plastic, cardboard, wooden pallets, coffee capsules, computer equipment, compost)
- Rainwater collection on estates, watering of young vines, cleaning of agricultural equipment
- Reuse of effluents from Charentais distillation

Reducing our consumption

- Panels used to confine the treatment on our vineyards (-30% in phytosanitary products over the last 10 years)
- Switch from wine filtration on earth to tangential filtration (ceramic membranes)
- Geothermal air conditioning in Merpins
- Heat recovery system on steam boiler outlet on the industrial distillation unit in Pons
- In-house treatment of process water since 2022 through a Waste water treatment process and re-use for ferti-irrigation



**In 2023, by recycling (glass, plastic, cardboard),
We saved:**



Environnement

Preserving Our Land

Biodiversity

- Mechanised work under the vine rows to limit chemical weedkiller use
- Planting resistant grape varieties in our vineyards
- Foliar application of bio stimulants and UV to encourage healthy growth of vines
- Planting of hedges (1000 meters since 2021), installation of nesting boxes
- Trade of swapping our Alfalfa plants with organic manure in partnership with local breeders
- Plant cover in our vineyards, sowing of field/faba beans between rows

Installations

- Installation of 3000 M2 of photovoltaic panels on our vineyard buildings
20% of our annual electricity consumption
- Installation of **18 electric charging stations**
- Electrification of the vehicle fleet: 6 electric + 2 hybrid



Local Roots

Staying Local

01

Active member in several business clubs (CJD, DEFI, CEPP...) and inter-professions: Federation of Spirits, UGVC, AFED, UNDV, SENS, SMG, Syndicat des vins charentais, Syndicat du Pineau des Charentes...

Participation in 3 work groups within the inter-professions:

- Sustainable distillation
- Food safety
- Evolution of the vineyard

02

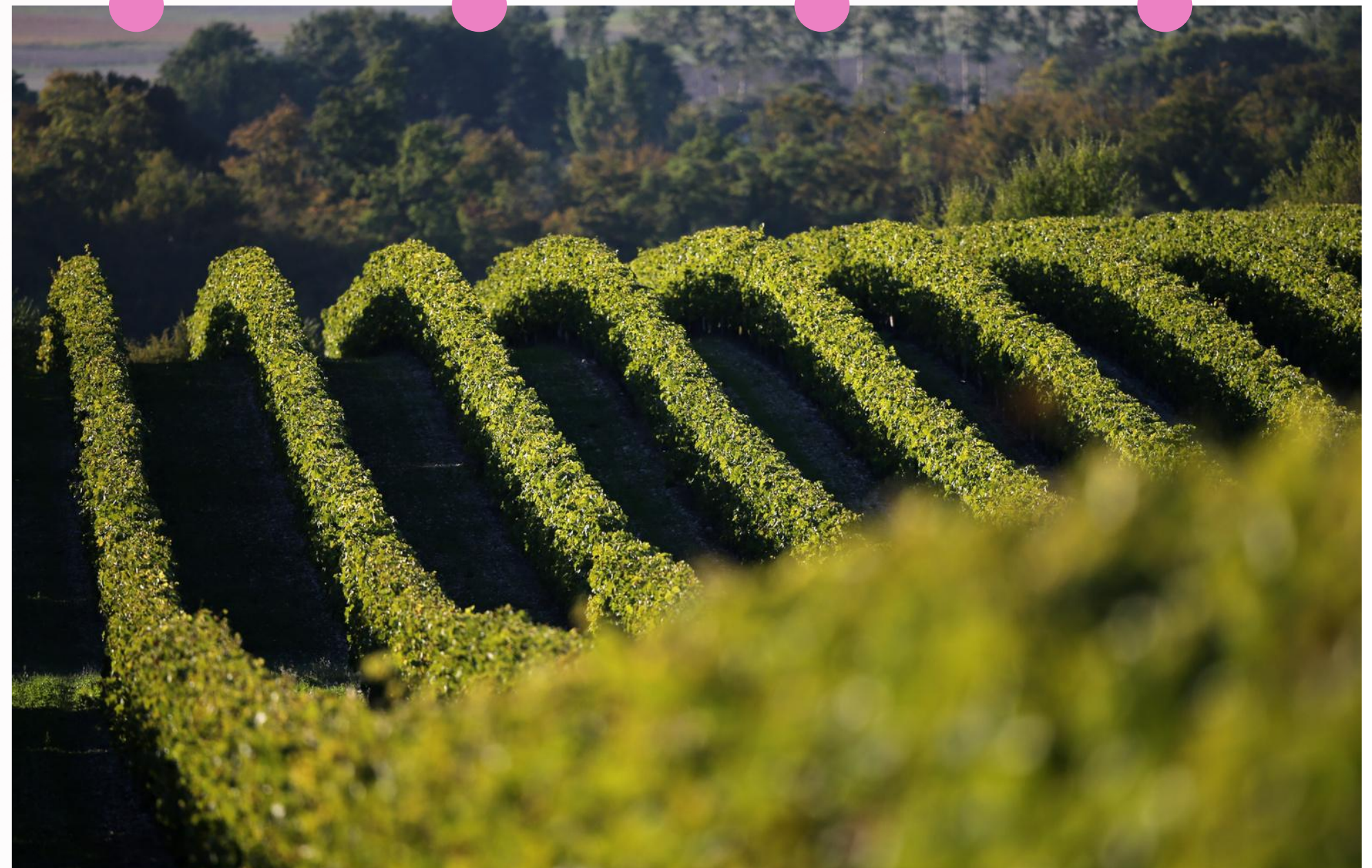
20 Partnerships with local cultural, sports, educational and humanitarian associations

03

Work with l'ESAT des Vauzelles (16), a social community group providing jobs for people with disabilities (gardening and co-packing)

04

100% local year-round and seasonal work force



Our Goals For 2026

*Together, we all share responsibility for
better workplace unity*

1

Strengthen internal and external communication

2

Encourage group training

3

Maintain occupational risk assessment & QHSE awareness

4

Raise awareness of addiction patterns: collective prevention & offer of individual support

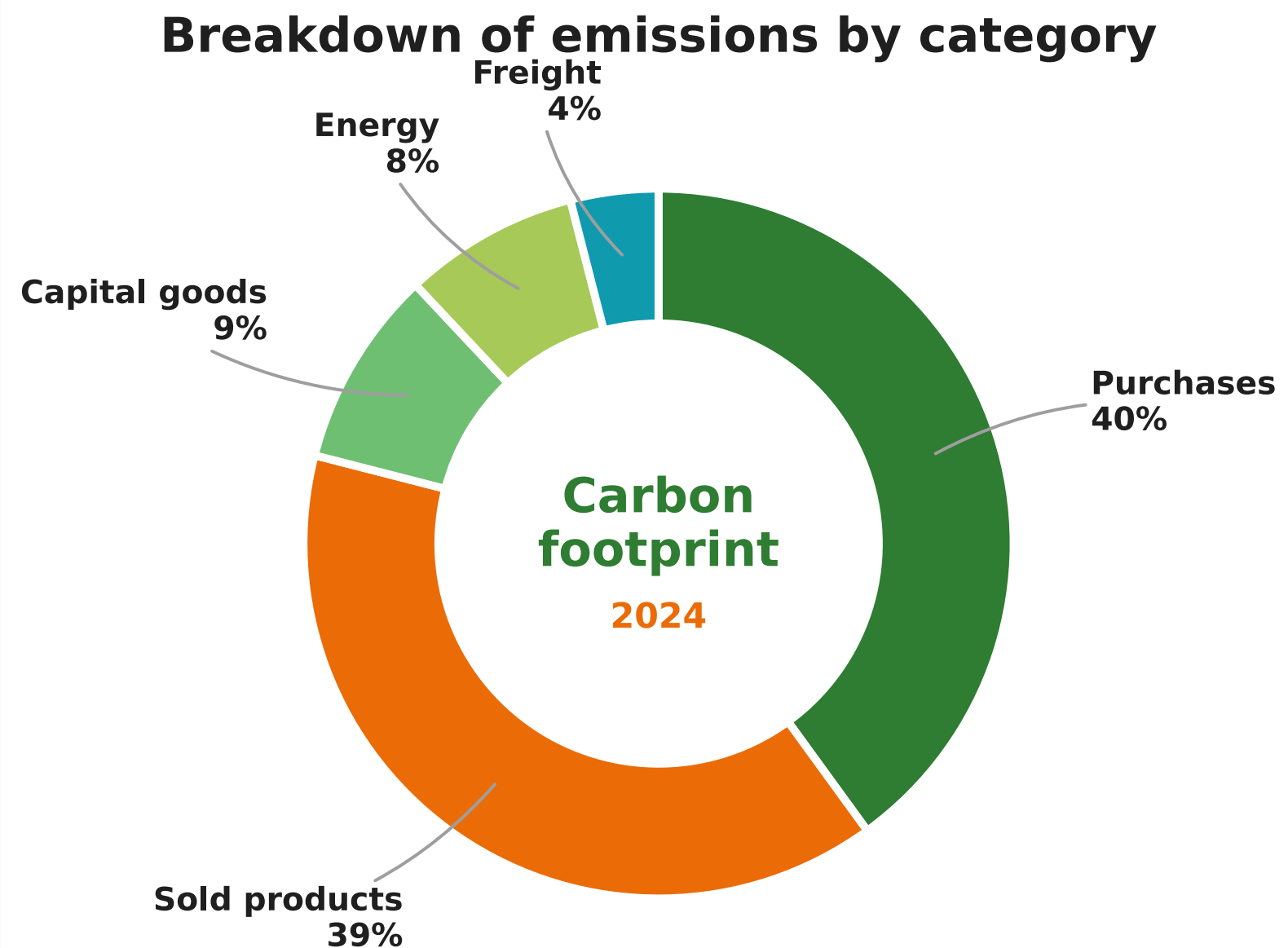
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Carbon Footprint

Split of emissions per item

Ademe Nuage – Scope 1 to 6 year 2024

Category	Value
Purchasing products	40
Capital goods / Fixed assets	9
Products sold	39
Energy	8
Freight transport	4
Process	0
Business travel	0
Commuting	0
Visitor travel	0
Purchasing services	0
Waste	0
Land use	0
Other emissions	0



ADEME Nuage — Scopes 1 to 6