



CASA MARIN

D.O. LO ABARCA, CHILE

## CODE OF ETHICS

We have developed this Code of Ethics to establish our values and ethical principles attributable to all who work at Viña Casa Marin and its associated companies, including permanent workers, executives, temporary staff, consultants and contractors, as well as to guide our relationship with our clients. Suppliers, public organisms and with the communities in which we are involved. All of which are also framed in a permanent respect for the environment.

## OUR PRINCIPLES

1. **HUMAN RIGHTS:** We strongly reject child labour.
2. **FORCED WORK:** Everyone has the right to free choice of work.
3. **DISCRIMINATION:** We do not support discrimination within the company nor throughout our supply chain.
4. **HARASSMENT:** We promote that all our workers feel respected and valued.
5. **EQUALITY OF OPPORTUNITIES:** We promote equality of access to the benefits granted by the company. We provide the equal opportunity to access charges.
6. **FREEDOM OF ASSOCIATION:** There are no obstacles to freedom of association and the right to collective bargaining among workers.
7. **HEALTH AND SECURITY:** It is a constant concern to apply programs that consider the Health and Safety standards for workers.
8. **HEALTHY LIFE:** Through a joint effort of workers and management, we implement recommendations that promote the health of the staff.
9. **ALCOHOL AND DRUG ABUSE:** We develop a preventive culture regarding the consumption of alcohol and drugs and participate in a government prevention program.
10. **COMMUNITIES:** We always seek to contribute to the development of communities through cultural and social activities.
11. **MARKETING.** Our communication and marketing policies are consistent with our ethical values and principals.
12. **ETHICAL SALES:** We explicitly prohibit pressure, deception, undue influence, extra payments, etc.
13. **CONFLICTS OF INTEREST:** All personal must maintain a professional, objective and integrated attitude towards any type of familiar relationship with a supplier, collaborator or client of Viña Casa Marín.
14. **BUSINESS ETHICS:** Law No. 20, 393 establishes the criminal liability of legal persons. Viña Casa Marín, in attention to this law, prohibits corrupt practices such as bribes, abuse of power, extortion and fraud.
15. **LOYAL COMPETITION:** Viña Casa Marin promotes and publically highlights the advantages of our wines with total transparency without discrediting or deteriorating the image of our competition.
16. **ETHICAL PRACTICES WITH THE STATE:** Viña Casa Marín and its workers are committed to maintaining an honest and respectful relationship with the state officials with whom they are related
17. **RELATIONSHIP WITH SUPPLIERS:** As promoters of free competition, we always select our suppliers with objective criteria.
18. **ENVIRONMENT:** In Viña Casa Marín we are committed to respect and care for the environment, as well as compliance with environmental laws and regulations.

**COMPLAINTS:** Any breach of the Code of Ethics detected by a worker of Viña Casa Marín must inform his/her direct manager, or a management representative. The identity of any worker who reports an breach to this code will be kept confidential, even if he requires it or expressly requests it. Finally, we encourage all workers to raise problems and seek guidance on ethical issues, as well as safety, quality and the environment.