

# ALEXANDER VALLEY WINEGROWERS

## POLICY STATEMENT REGARDING DIVERSITY, EQUITY AND INCLUSION

The Alexander Valley Winegrowers (“AVW”) is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and our achievement as well.

We embrace and encourage our employees’ and independent contractors’ differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees and independent contractors unique.

AVW’s diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

Respectful communication and cooperation between all employees.

Teamwork and employee participation, permitting the representation of all groups and employee perspectives.

Work/life balance through flexible work schedules to accommodate employees’ varying needs.

Employer and employee contributions to the community we serve to promote a greater understanding and respect for the diversity.

All employees of AVW have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with AVW’s diversity policy and initiatives should seek assistance from their supervisor or a member of AVW’s Board of Directors.