

## The Diversity and Equality in Wine Charter

- We treat everyone with respect; this includes employees, prospective employees, contractors, consultants, suppliers and customers. We treat them fairly and equally regardless of their gender, age, sexuality, culture/ethnicity, language and religious beliefs, and regardless of any disability.
- We enable all employees to participate and contribute to their full potential and receive equal pay for equal work.
- We maintain a safe work environment free from inappropriate workplace behaviour including discrimination, harassment, bullying and victimisation, and we will take action against any such behaviour.
- We promote a culture that values diversity and tolerates differences by developing and offering work arrangements that help to meet the needs of a diverse work force.
- We support learning and development strategies and opportunities to develop the knowledge, skills and experience of employees to implement this Charter.

## The Australian Grape & Wine Sector Action Plan for the Diversity and Equality in Wine Charter

We will develop, implement and measure ongoing strategies, initiatives and programs to promote diversity across the sector. Monitoring and reporting on the sector's progress with respect to this Charter is an essential component of the implementation plan.

**Implementation of the Charter requires Australian Grape and Wine (AGW) to lead by example. AGW will:**

- require all Board and Membership Committee members to operate in accordance with the principles in the Charter.
- encourage all members to become signatories to (or declared supporters of) and operate in accordance with the principles in the Charter.
- maintain a list on its website of signatories and supporters.
- include a session in the 2019 OUTLOOK Conference devoted to this issue. AGW will explore the opportunities to hold a workshop/s on Equality and Diversity at the Australian Wine Industry Technical Conference in 2019.
- continue its sponsorship of Women in Wine Awards for 2019, Champion of Change.
- seek to work with external content providers to design and implement training programs in 2019–20 that can be offered by other organisations.
- work with Wine Australia to design and implement a system for the collection of appropriate statistics, to measure adoption and effectiveness of the Charter.
- encourage the Future Leaders Program to include a module on equality/diversity.
- actively target and encourage women to take leadership roles in committees and activities.
- actively encourage those in leadership roles to mentor young men and women to encourage and develop them.
- actively promote initiatives in the area of diversity and equality to the wine sector.
- report on progress at its Annual General Meeting.

## Measuring success

We will measure success by:

1. Organisations reporting on the gender make up of their Boards and senior management, including:
  - a. Australian Grape and Wine and Wine Australia.
  - b. Large companies (possibly by providing copy of compulsory report to the Workplace Gender Equality Agency [www.wgea.gov.au/](http://www.wgea.gov.au/)).
  - c. Research organisations: AWRI, CSIRO, NWGIC, University of Adelaide, South Australian Research and Development Institute/PIRSA, University of South Australia etc.
2. Universities providing information about student and graduate gender breakdowns and also destinations of graduates
3. ABS reporting on gender in the workforce and pay
4. Voluntary reporting from wine sector companies on gender diversity (based on a provided template).

## What success looks like

Success will result in development of a culture and actions so that:

- People are prized for their leadership and ability to embrace responsibility and take measured risks.
- Employees can in turn trust their managers to support their initiatives and share responsibility with them.
- Society will recognise the wine sector as a leader in the field of diversity and equality and will identify it as a key brand value.
- Sector participants who have a strong sense of ethics, and display 'respect' and 'transparency', will become the accepted norm. These traits will go beyond simply complying with legislation.

## Supporting Document to the Diversity and Equality in Wine Charter

On behalf of the Australian wine sector, Australian Grape and Wine (AGW) is working to deliver a more diverse and equal wine community that allows all participants to fulfil their potential, delivering benefits to individuals, companies and broader society. This will present the wine sector as a leader in the area of meeting consumer expectations in terms of product, services and behaviour.

As a first step, the Winemakers' Federation of Australia (now AGW) established a working group to advise it on the content of a Charter for the Australian wine community that reflects our shared values. The Working Group:

- Recommended suggested wording for the Charter
- Recommended how to encourage adoption of the Charter
- Recommended further initiatives to promote diversity and equality
- Recommended on the impact of the Charter and associated initiatives

The Working Group is conscious of the need to respond appropriately and sensitively to diversity and equality around gender, race and ethnicity, disability, religion, sexuality, class and age. The successful implementation of diversity and equality in all aspects of work ensures that all employees are valued, motivated and treated fairly. Initially, AGW will concentrate its activities in the area of gender. Women already play a major role in our sector, but some clear anomalies exist. Business is better when everyone can contribute fully.

Australia has a strong equality and human rights legal framework, covering employment practices and service delivery - we need to ensure we work within this and avoid discrimination. However, given the reality of the current situation, it seems we must go much further than legal requirements. Improvements in this area will lead to more productive work forces, increased efficiency and improved societal well-being, and a higher regard for our sector. It is not just the *right* thing to do, it's the *smart* thing to do.

The Charter we have proposed is driven by respect for, and valuing the competitive advantage of diversity, and the benefit of its integration throughout the sector, in order to improve performance, increase consumer and societal acceptability of the sector, and enhance the likelihood of achievement of the sector's goals and objectives.

We know people are at the heart of our community. We value and respect our consumers, our customers, our suppliers and our colleagues. We embrace diversity and equality and we seek to create workplaces that are positive and respectful. Leaders in the wine sector need to be committed to providing an environment that will enhance the ability of all participants to fulfil their potential, and will deliver benefits to individuals, companies and the broader society.

We want the sector to strive for equal representation of women at all levels of the sector, and equal remuneration.

As a sector, we realise that we are not there yet, and we have some work to do in the areas of diversity and gender equality. The Charter has been developed as the first step in re-shaping the wine sector.

We believe that all participants should adopt the principles in the Charter because it is the right thing to do – and on top of that it makes good business sense. We want to be an employment sector of choice.

### **Commitment**

We want everyone in the sector, businesses and individuals, to commit to the principles in the Charter as part of, and to demonstrate, their own commitment to diversity and equality. If businesses and organisations already demonstrate a commitment to similar principles through their existing policies, we will recognise this as equivalent to a commitment to the Charter.

AGW will make membership of our Committees and our Board, subject to commitment to, and compliance with, the principles of the Charter and will encourage the broader industry to make similar commitments.