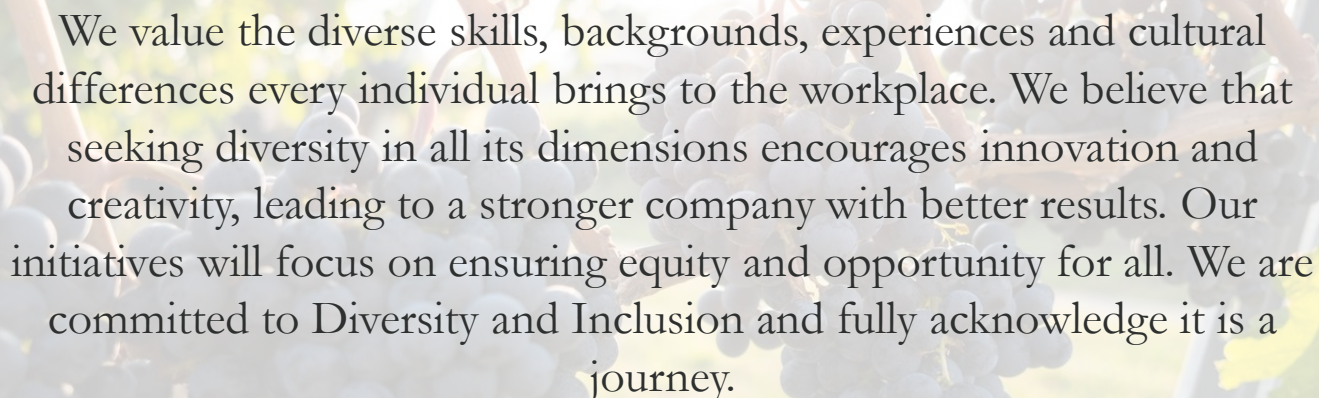




DIVERSITY & INCLUSION AT E & J GALLO WINERY



We value the diverse skills, backgrounds, experiences and cultural differences every individual brings to the workplace. We believe that seeking diversity in all its dimensions encourages innovation and creativity, leading to a stronger company with better results. Our initiatives will focus on ensuring equity and opportunity for all. We are committed to Diversity and Inclusion and fully acknowledge it is a journey.

At E. & J. Gallo Winery, we are committed to fostering an environment where all dimensions of diversity are valued. Inclusion creates an environment where we are free to share our unique perspectives and be our authentic selves, encouraging collaboration and driving innovation.



SALES
LEADERSHIP DEVELOPMENT PROGRAM



E&J Gallo Winery HOW WE CREATE INCLUSION - Employee Resource Groups with Action



Gallo's ERG for African Americans and their allies provides a forum to support recruitment, retention, and professional development of African American employees.

Est. 2008 with 80 Members



Gallo's ERG for women and their allies develops and supports female employees through networking events, mentoring, and professional development.

Est. 2016 with 900+ Members



Gallo's ERG for Latinx and their allies fosters an environment that develops, influences, and celebrates cultural awareness across the organization.

Est. 2018 with 213 Members



Gallo's ERG for our LGBTQ community and their allies creates an open and safe environment where all employees can bring their authentic selves to work.

Est. 2013 with 106 Members



Gallo's ERG for our Asian community and their families supports awareness, mentorship, and understanding of Asian cultures.

Est. 2018 with 200 Members



Gallo's ERG supporting those with disabilities and their caregivers.

Est. 2018 with 36 Members



Gallo's ERG for veterans, those on active duty, and their allies, provides a forum for support, networking and professional development.

Est. 2011 with 152 Members





E & J GALLO WINERY WHO ARE WE?

OUR CULTURE

MORE THAN 80 YEARS IN THE MAKING...

- Glassdoor Best place to work 4 years in a row
- Glassdoor #1 in the Food & Beverage industry
- Our CEO, Joe Gallo, earned a spot on Glassdoor's Top CEO's of 2018 & 2019
- Glassdoor Best Place to Interview in 2017
- Forbes: #10 Employer in CA
- Best Place to Work for LGBT Equality 6 years in a row
- 2017, 2018, & 2019 Best Company – FairyGodBoss
- OUR AVERAGE TENTURE IS 19 YEARS



SALES

LEADERSHIP DEVELOPMENT PROGRAM



E & J GALLO WINERY

A LEADER IN SUSTAINABILITY



1ST US WINERY TO BE CERTIFIED SUSTAINABLE

Our entire Company is certified to the ISO 14001 Environmental Management Standard, including our glass plant.



50/50 GIVE BACK

For every acre of coastal vineyard land planted, we leave one planted to natural habitat.



ENERGY & GREENHOUSE GAS EMISSIONS

Since 2015, we have saved more than 11 million kilowatt hours in electricity.



ENERGY REDUCTION

Active programs on energy reduction (including solar), carbon foot printing, light-weight glass, water use reduction, employee work/life balance programs, and many more.



GLASS RECYCLING

Using 29% of all recycled glass in California resulting in 230,000 tons of glass being diverted from landfills

WATER

25%

Reduction in water use at our wineries through 2017

100K

Gallons of water saved by switching to ultraviolet sanitation at our Sonoma Winery

93%

Percent of water recycled at our Gallo Glass plant each year

ENERGY

8%

Reduction in energy use at our Central Valley facilities

10

Acres of solar panel fields installed in the Central Valley and Central Coast over the last five years

20%

Energy offset by making biofuel from grape skins, seeds and stems at our Livingston Winery

RECYCLE

98%

Reduction of volatile organic compound (VOC) emissions by our Spirits facility

14

Tons of plastic and cardboard recycled at our Central Valley sites annually representing an 87% recycling rate

80%

Reduction in smog forming materials after Gallo Glass switched to oxygen-fired furnaces



SALES

LEADERSHIP DEVELOPMENT PROGRAM



TOUCHING THE HEARTS of CONSUMERS

GALLO EMPLOYEE RESOURCE GROUP

SALES

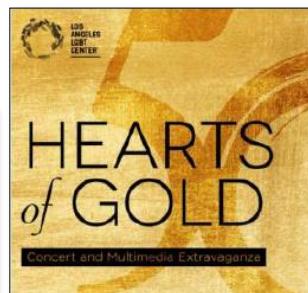
LA LGBT Community Outreach
 Tactical Event Support

ALL ONE MARKETING

Creative Teamwork
 Decisive Action & Direction

"LGBT Moments That Matter – J Vineyards"

J Vineyards touches 5K Los Angeles LGBT Supporters & Advocates and Reaches 100Ks.more! **Helping to raise \$1.7 Million for the LA LGBT Center**



WE PROUDLY SUPPORT THE



**LOS ANGELES
 LGBT
 CENTER®**



OUR MISSION

Our ERG mission is to drive Gallo success by fostering an environment that empowers African Americans to develop, influence, and build cultural awareness across the organization.

OUR VISION

The Gallo African American Network (also referred to as "GAAN") is committed to diversity and inclusion and places a high value on developing future leaders, encouraging employee engagement, and increasing employee retention for African Americans and multicultural employees across the entire E. & J. Gallo Winery network.

OUR OBJECTIVES

Career Development
Organization Influence
Cultural Awareness and
Retention



2020 GAAN Diversity in Wine Initiative

DRIVE GALLO SUCCESS BY FOSTERING
AN ENVIRONMENT THAT EMPOWERS
AFRICAN AMERICANS TO DEVELOP, INFLUENCE, AND BUILD
CULTURAL AWARENESS ACROSS THE ORGANIZATION

Increase Recruiting and Retention
of Diverse Talent While Establishing Brand Presence Within the Black and
African American Community via the Diversity in Wine Initiative