

DIVERSITY EQUALITY AND INCLUSION IN WINE

STATEMENT OF INTENT

1 FEBRUARY 2023

Australian Grape and Wine Inc (Australian Grape & Wine) has established the Diversity, Equality and Inclusion Committee (DEIW) because we believe that the Australian grape and wine sector can – and should – be driving positive cultural change in all workplaces, in all regions of the Australian grape and wine sector.

The committee has four key aims:

1. To elevate and maintain awareness and priority around issues of Diversity, Equality and Inclusion that spark constructive action;
2. To gather data and insights relating to D, E and I indices to hold businesses accountable relative to societal and best practice expectations;
3. To coordinate the various stakeholders and organisations working in this space to drive more unified action for all;
4. To enable individuals, companies and organisations to discuss difficult issues relating to D, E and I and identify solutions without judgement.

We recognise that the needs and opportunities far exceed the current resources and that some will want us to do more. We cannot do this work alone.

Our hope is that this Committee can help create the right conditions, mindsets and motivations for individuals and organisations to take positive action. And that by shining a light on these challenges, we can reframe them as opportunities to drive change that makes good business and cultural sense.

WHAT YOU CAN DO

Building greater awareness and willingness to act is an individual, team, organisation and sector-wide need. Whether it's equal access to opportunities for people of all genders, ethnicities, race, religions, or abilities, calling out and acting on unconscious bias, driving for equal pay or proactively addressing discrimination and harassment, we can all do more.

Wherever you are starting from, education, inquisitiveness and asking for support will all be warmly welcomed by The Committee and we encourage you to reach out to any of the members for advice and support on your journey.

Our focus and intent is clear and we look forward to igniting conversation, education, engagement and action on this critical social issue.