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.
<table>
<thead>
<tr>
<th>ERG Name</th>
<th>Description</th>
<th>Est. Year</th>
<th>Membership</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American ERG</td>
<td>Gallo’s ERG for African Americans and their allies provides a forum to support recruitment, retention, and professional development of African American employees.</td>
<td>2008</td>
<td>80 Members</td>
</tr>
<tr>
<td>Latinx ERG</td>
<td>Gallo’s ERG for Latinx and their allies fosters an environment that develops, influences, and celebrates cultural awareness across the organization.</td>
<td>2018</td>
<td>213 Members</td>
</tr>
<tr>
<td>Women ERG</td>
<td>Gallo’s ERG for women and their allies develops and supports female employees through networking events, mentoring, and professional development.</td>
<td>2016</td>
<td>900+ Members</td>
</tr>
<tr>
<td>LGBTQ ERG</td>
<td>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.</td>
<td>2013</td>
<td>106 Members</td>
</tr>
<tr>
<td>Asian ERG</td>
<td>Gallo’s ERG for our Asian community and their families supports awareness, mentorship, and understanding of Asian cultures.</td>
<td>2018</td>
<td>200 Members</td>
</tr>
<tr>
<td>Disability ERG</td>
<td>Gallo’s ERG supporting those with disabilities and their caregivers.</td>
<td>2018</td>
<td>36 Members</td>
</tr>
<tr>
<td>Veterans ERG</td>
<td>Gallo’s ERG for veterans, those on active duty, and their allies, provides a forum for support, networking and professional development.</td>
<td>2011</td>
<td>152 Members</td>
</tr>
</tbody>
</table>
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
- OUR AVERAGE TENTURE IS 19 YEARS
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 footprinting, lightweight 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

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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