

[Consolidated Statement]

E. & J. Gallo Winery

Modern Slavery, Forced Labour, and Supply Chain Transparency Report (UK MSA, CTSCA, FLCSCA)

This consolidated statement is made pursuant to: (1) Section 54 of the United Kingdom Modern Slavery Act 2015 (UK law); (2) the California Transparency in Supply Chains Act; and (3) Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and describes the steps taken by E. & J. Gallo Winery and its applicable subsidiaries ("Gallo") during the most recent fiscal year to identify, prevent, and mitigate the risks of forced labor, child labor, human trafficking, and modern slavery in our operations and global supply chains.

Gallo complies with all applicable federal, state, and foreign labor laws in every region in which we operate, including those governing wages, working hours, health and safety, human rights, and ethical business conduct. Our commitment to responsible sourcing is a core part of our values as a global wine and spirits company.

1. Corporate Structure, Activities, and Supply Chain (FLCSCA Requirement).

Gallo is a privately held, family-owned producer and marketer of wine, spirits, and other beverage products with operations in the United States and distribution networks worldwide. Our supply chain includes: agricultural inputs and raw materials; packaging and manufacturing suppliers; logistics, transportation, and warehousing; and marketing and professional service partners.

We recognize that certain portions of global agricultural and manufacturing supply chains may present elevated risks of forced labor or human trafficking, and we have implemented policies and controls designed to mitigate those risks.

2. Policies, Codes, and Standards.

Gallo maintains a Supplier Code of Ethics and Business Conduct, incorporated into our Terms and Conditions of Purchase, which requires all suppliers to: comply with laws prohibiting forced labor, child labor, human trafficking, and slavery; ensure safe working conditions; prohibit harassment, discrimination, and abuse; maintain proper employment documentation and fair compensation practices.

Violation of these requirements may result in corrective action up to and including termination of the business relationship.

3. Due Diligence, Verification, and Risk Assessment (UK MSA, CTSCA, FLCSCA).

Gallo assesses risk in our supply chain through: supplier onboarding and qualification processes; reviews of geographic, sectoral, and commodity-based risk indicators; representations and warranties in supplier agreements; periodic surveys of key suppliers regarding compliance with human-rights and labor laws.

Where higher risk is identified, Gallo may require additional certifications, supporting documentation, or third-party assurances.

4. Audits and Supplier Monitoring (CTSCA Requirement).

Gallo conducts audits or requests third-party audits of selected suppliers based on risk level, performance history, and geographic considerations. Audits may include: verification of labor practices; confirmation of compliance with Gallo's Supplier Code; onsite or remote assessments; and required corrective action plans where needed.

5. Internal Accountability, Remediation, and Reporting (CTSCA & FLCSCA Requirements).

Employees, contractors, and suppliers must adhere to Gallo's internal ethical standards. Violations of company policies—including breaches related to forced labor or human trafficking—may result in disciplinary action or termination of engagement.

Gallo maintains mechanisms for reporting concerns, including through supervisors, HR partners, or compliance channels. Credible reports of forced labor or trafficking are investigated promptly and may lead to supplier remediation, suspension, or disengagement.

6. Training (UK MSA, CTSCA, FLCSCA).

Gallo provides training to employees and managers with direct responsibility for supply-chain management, procurement, supplier qualification, or ethical compliance. Training covers: identifying signs of forced or child labor; responsible sourcing expectations; supplier risk indicators; and how to escalate concerns.

7. Effectiveness and Continuous Improvement (FLCSCA Requirement).

Gallo evaluates the effectiveness of its efforts by reviewing: supplier compliance performance; audit outcomes and corrective actions; training participation; and emerging supply chain risks based on geographic or commodity trends.

We are committed to ongoing improvement of our policies, risk-assessment tools, and monitoring programs.

8. Statutory Attestations (Required for UK MSA and FLCSCA).

This report is approved by the board or governing body of E. & J. Gallo Winery and is signed by a duly authorized director or officer.

United Kingdom Modern Slavery Act Declaration:

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 (United Kingdom).

Canada FLCSCA Attestation:

In accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, the undersigned attests that the information contained in this report is true, accurate, and complete in all material respects for the reporting period.

Signed:

Gregory Coleman

Greg Coleman
Chairman, Board of Directors
E. & J. Gallo Winery

Date: February 4, 2026 | 11:13 AM PST