



2021 End of Year Reflection

It was a relief for most to see the end of 2020, but unfortunately, it was not the year we had all hoped for. It has been once again a challenging year for many in the wine industry as 2021 did not mark the end of the COVID pandemic and the effects of the China tariffs. Although there have been many challenges throughout the year we thought it would be nice to reflect on some of the positive news from our business for 2021.

Day 1 of Endeavour Group.

We celebrated an important milestone for our business this year. Endeavour Group commenced trading separately from Woolworths on the ASX from Thursday, 24 June 2021. It was a chance for us to celebrate as business and for our staff to embark on this next chapter as part of Endeavour Group and strive to do our part in delivering the Endeavour purpose, **Creating a more sociable future together.**



Our Teams

With COVID still prevalent this year, and with the mid year lockdown we have had times where many of our support office workers have had to work remotely, while our production team have still been onsite 24/7. Our operational and support teams have flexed and adapted to the varying covid safe measures and continued to deliver and work with these new guidelines, while still supporting customers by sending them footage and photos of their bottlings when they are not able to be on site.



With many staffing changes throughout the year it has really highlighted how well our staff members collaborate to get the job done. The mutual support between our customers and teams has been fantastic to see. We have had two members of staff complete apprenticeships through our dual trade program. Well done to both Joel who has completed his plumbing apprenticeship and Lee who has completed his mechanical apprenticeship. We are privileged to have a multi-skilled and diverse team in our business.



Innovation

To have an Australian-made innovative sustainable packaging option for our customers has been a real highlight this year. In May this year we collaborated with Orora to produce a lighter weight 750ml sparkling bottle solution, which has provided a combination of commercial and environmental benefits for our customers. This lighter weight sparkling bottle was the first of its kind in Australia weighing 580g, which is 100 grams less than a standard sparkling wine bottle and approximate 15 percent total reduction in weight.



We also launched a new website for our business this year to give our customers a more streamlined experience while navigating our site. We have also been working hard on a portal solution to compliment this new modern feel of the site and looking forward to releasing and sharing that with our customers next year. The Innovation Hub has been an exciting inclusion to our Angaston office. This hub was created to showcase to our customers the complete range of products that we offer from bottles, screwcaps, sparkling and still wine closures and beer and cider packaging.



From complete end to end requirements - bulk wine to export ready or a one off distinct requirement we can guide and fulfill your bespoke needs



Vinpac Angaston Update

Our Customer Service, Sales team and VI Packaging team have all had another big year. Tara Hendry moved into a new role in our business and Kate Salway and Jo Baker have taken on the duties of Customer Service Manager until Frances Gray returns from her secondment with the D365 project team. Congratulations to Carolyn Macleod who welcomed a baby boy earlier in the year and has recently returned from maternity leave and congrats to Kym Bennett who has recently had her second baby. With Kym on maternity leave Michelle Boehm has moved into the role of Sales Support and Andree Collins has joined the sales team as Sales Account Coordinator from previously working in our internal sales team. We also have recently had a new CSR joining the team Rewa Arora. The VI Packaging team also welcomed Jessica Johnstone as a Customer Service Coordinator, while Deborah Noack is currently on the D365 project team.

The Vinpac Internal sales team have successfully commenced stage 2 of the implementation of the D365 program. The Internal sales team have worked extremely hard during this rollout as have the external sales team who had commenced stage 1. Our aim in these rollouts has been to minimise the impact of the change to our customers and our teams have done a great job of this. We appreciate the support of our customers throughout the process of this implementation.

Vinpac McLaren Vale Update

Vinpac McLaren Vale has recently completed the installation of a new small run/premium wine line. Suited to small batches from 300L to 5,000L, they can fill, label and pack with minimal wine loss. The new line gives the site much needed capacity to meet our customers' short lead time demands. Another benefit for customers is that the line will operate during day shift (with afternoon shift in peak times) for more convenient viewing of bottling start-up.

The site has also increased its capability with a new semi-automatic waxing machine. This provides the team with the ability to better service our customers, with faster turnaround time for waxing jobs and a much more consistent finish to the wax.

Sustainability Volunteering

This year we piloted volunteering opportunities with our staff as part of our Volunteering Community Engagement initiative. Our first event was Clean up Australia in February which was very successful and rewarding for everyone involved. We have also held two revegetation days.

In May our staff went tree planting in an area in the Adelaide Hills that was severely affected by the 2019 bushfires. By working with local landowners affected by the Cudlee Creek bushfires and in conjunction with Environmental Connections, 16 staff built over 500 tree guards, scaled steep slopes and planted over 500 native grasses, shrubs, and trees, all to benefit local biodiversity within the region.

At the end of September we planted 1000 trees around our wastewater treatment facility in the Barossa, with the support again of Environmental Connections and Barossa Bushgardens. Each volunteering day has been a highlight for staff



The sustainability team have also started a new initiative with providing one free native seedling to each staff member as part of World Environment Day. Over 100 staff took up this initiative and planted a seedling in their own garden. While our sites actively work towards best sustainable practices, we support our staff and encourage our community to think about their own environment and what they can do in their own backyards.



Community Involvement & Sponsorship

Supporting our community and sponsorship is something that we are passionate about as a business. With the wine industry going through a challenging time it has been important to us to continue to show our support through various regional Wine Shows. We have also sponsored Barons of the Barossa/ Barossa Cellar and Foundation Barossa as well as local schools and sporting clubs in both the Barossa and McLaren Vale region. We have once again been a sponsor of the Employee of the Month award for Barossa Enterprises as well as being part of the Loscam Pink Pallet Fundraiser for Breast Cancer. A highlight for our team has been the involvement in the Barossa Vintage Festival with staff members creating a scarecrow display and being part of the vintage parade.



Service Milestones

We have had many employees celebrating milestones this year. Well done to Bonnie Adams, Angela Bosenber, Amanda Morgan who has recently celebrated 25 years of service and Jayne Holland 34 years of service!

Thanks to our valued customers and suppliers for your support this year. We look forward to working with you again in 2022 and we wish you and your families a safe and happy holiday season.