



ENVIRONMENTAL, SOCIAL & CORPORATE GOVERNANCE

LAST UPDATED SEPTEMBER 2026

ENVIRONMENTAL, SOCIAL & CORPORATE GOVERNANCE (ESG)

YOUR ROLE IS KEY

ESG is a commitment to driving our business forward with sensitivity to our planet and all who inhabit it. To succeed, we all need to adopt a mindset where sustainability is woven into our daily roles and decision making. A positive approach to ESG is vital to deliver the change that will ensure our business can adapt smartly to any upcoming legislation, satisfy the increasing requirements of our customers and most importantly, make a positive contribution to society and the environment.



OUR TARGET IS TO BE PART OF A CARBON NET ZERO SUPPLY CHAIN BY 2050

To progress towards this objective, we have put in place the necessary processes to calculate our scope 1 and 2 emissions – these are the greenhouse gas emissions that we are directly or indirectly responsible for. Scope 1 includes our vans and cars while Scope 2 includes our electricity and gas usage.

We are proud to have become carbon neutral in our own operations in 2025 and we aim to achieve carbon net zero by 2050. We know that reaching carbon neutrality will only be achieved via offsetting any emissions we cannot tackle through our reduction efforts.

WE CURRENTLY EMIT 639 TONS OF CARBON EMISSIONS BETWEEN SCOPE 1 AND 2 AND THIS IS MADE UP OF



FUEL



ELECTRICITY



GAS



TRANSPORT

OUR ESG STRATEGY

Our strategy is based on four distinct pillars; portfolio, people, experience and planet – it's not just about ethical commitment; it's a pragmatic, commercial approach aligned with Berkmann Wine Cellar's business strategy.



PORTFOLIO

SUSTAINABLE SOURCING
AND INNOVATION

Collaborate with producers and service suppliers to achieve net zero carbon supply chain by 2050.

ACTIONS

- Encourage producers to pursue sustainable solutions across all areas of their businesses, including production, packaging and social initiatives
- Ongoing focus on sustainability credentials of potential new suppliers during the selection process
- Continue to expand the annual Green Harvest report – this is an annually updated document which highlights and scores the sustainability credentials and actions of our supplier base
- Select logistics partners who are driving innovation in the field of sustainability



PEOPLE

CULTURE OF LEARNING
AND WELLBEING

Our approach goes beyond compliance to create a workplace where wellbeing, learning and inclusion are part of everyday life.

ACTIONS

- Provide comprehensive wellbeing support for colleagues and their families through the Drinks Trust and our Employee Assistance Programme
- Maintain and refresh manager training on mental health, wellbeing and people management with a focus on practical support and signposting
- Develop structured learning and career pathways across all roles, with clear opportunities for progression and leadership development
- Embed equity, diversity and inclusion across recruitment, progression and leadership



EXPERIENCE

SUSTAINABLE CUSTOMER
ENGAGEMENT

Engaging our customers and the wider trade to achieve shared environmental and social goals.

ACTIONS

- Communicate our progress towards achieving our environmental goals
- Offer services and experiences to our customers with minimised carbon footprint
- Use Veraison, our in-house wine education programme, to deliver modules via e-learning
- Collaborate with industry partners, such as the Drinks Trust and Curious Vines, for amplified impact



PLANET

BUSINESS IN BALANCE
WITH THE PLANET

We have become carbon neutral in our own operation, with the aim to achieve carbon net zero by 2050.

ACTIONS

- Increase the proportion of fully electric cars in our fleet
- Optimise our van fleet until suitable low emission vans are available
- Offer green driver training
- Reduction of in-person meetings, both internally and with suppliers
- Review our office practices, such as printing, paper use and recycling, to reduce waste

GOVERNANCE

As the largest family-run wine importer in the UK, we have the benefit of being able to make decisions with a long-term view, thereby promoting success in a sustainable and ongoing manner. We recognise that our current and future success depends upon building and maintaining relationships with all our stakeholders.

ACHIEVEMENTS TO DATE

Recent improvements to Governance include a redefined Board structure, now with a Supervisory and a Management Board. This Management Board is close to the operational challenges of the business and represents all Departments. It is there to manage change, foster cross-Departmental working and provide a springboard for future senior leaders in the business. The Supervisory Board takes a long-term strategic view. This clarification of roles will better manage risk, set and execute strategy and allow more diverse representation.

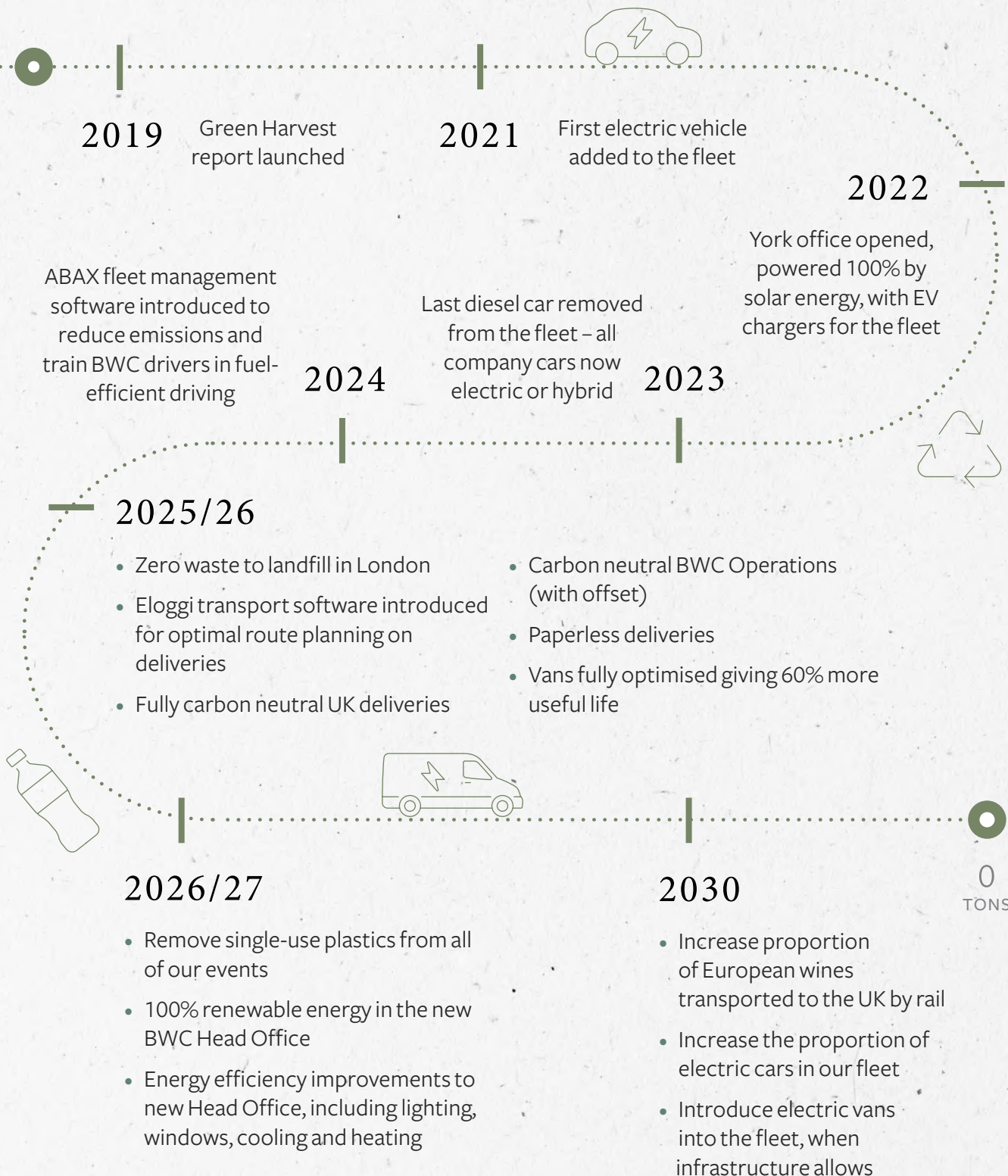
OUR STAKEHOLDERS INCLUDE:

- Employees** – Our greatest asset;
- Customers** – Where we've fostered long term partnerships and sustainable mutual success;
- Suppliers** – Progressive, independent and sharing our core values;
- Community and Environment** – We understand our environmental impact and are committed to reducing it. We also understand the importance of our products and customers in the communities they serve

OUR ESG ROUTE MAP

THE ROAD TO CARBON NEUTRALITY

We are proud to have become carbon neutral in our own operations in 2025 and we aim to achieve carbon net zero by 2050.



OUR ESG ACHIEVEMENTS TO DATE

PLANET

Measurables
We measure our impact and have set resource reduction, carbon and waste targets.

Packaging
FSC certified and 100% recyclable, biodegradable and compostable.

Reducing Freight Emissions
50% of our European wines are already transported to the UK by rail.

Delivery Fleet
Reducing emissions by using ABAX and the latest route planning software.

Bottle Weight
By reducing bottle weight we've prevented 1590 tonnes of carbon emissions. Most of our bottles are below the average industry weight.

Building Energy
Transition to renewable energy in our buildings.

YORK OFFICE

100%
SOLAR POWERED

EV CHARGERS

Car Fleet
A third of our fleet is electric and the remainder are hybrid.

New Head Office
100% of our new head office electricity comes from renewable sources.

Zero to Landfill
100% of our London office waste is treated/incinerated and turned into electricity which then supplies electricity to homes throughout North London.

EXPERIENCE

- We have held online masterclasses for women in hospitality
- We are supporting customers to transition to our digital portfolio

PEOPLE

- Our York team supports the local food bank with donations
- Enhanced maternity/paternity package
- Wellbeing benefits including annual contribution towards dental care costs
- Drinks Trust member
- Social calendar for all employees, both office-based and in the field
- 'Wine O'clock' tasting sessions for office staff to understand more about products



PORTFOLIO

The purchasing team at Berkmann Wine Cellars have been working hard to highlight the sustainability credentials of our suppliers. Our published portfolio now highlights the products which have organic or biodynamic certification as well as identifies sustainable suppliers by our Green Harvest report.

Green Harvest: [Click here](#) for the latest edition of our Green Harvest! This year's update features six additional suppliers across Australia, France, South Africa and Italy; of these, five have been designated as sustainability champions.

Our company philosophy of working with family-owned, quality-focused wineries has meant that our portfolio has a natural leaning towards sustainability, as these partners have the will and long-term vision necessary to ensure their businesses are passed on to future generations.



GOVERNANCE

Conducting business responsibly. Our board exists to ensure that business interests are balanced with those of our customers, employees and society as a whole. An ESG team has been appointed with representatives from across the business, to ensure the company's ESG policies encapsulate a wide range of viewpoints from all levels and departments of the business.



GLOSSARY

CARBON OFFSET

A mechanism used to compensate for greenhouse gas emissions produced by one activity by investing in or supporting a reduction in emissions from another activity.

CARBON NEUTRAL

A state in which an activity, organization, or product results in no net increase in atmospheric carbon dioxide, because any emissions produced are balanced by reductions or removals elsewhere.

CO₂

Carbon dioxide equivalent (CO₂e) is a unit of measurement used to express the global warming potential of various greenhouse gases in terms of the amount of carbon dioxide (CO₂) that would have the same warming effect over a specified time period.

DIVERSITY

Interconnected concepts that focus on creating a more inclusive and equitable environment in workplaces, organisations, and society as a whole. They are essential for promoting fairness, justice, and a sense of belonging for all individuals, regardless of their backgrounds.

GREENHOUSE GAS EMISSIONS

Greenhouse gas emissions refer to the release of certain gases into the Earth's atmosphere that have the capacity to trap heat and contribute to the greenhouse effect. This effect results in the warming of the planet, which can lead to changes in climate patterns and a range of environmental and societal impacts.

LIFE CYCLE

A methodology used to evaluate the environmental impacts of a product throughout its entire life cycle, from raw material extraction to end-of life disposal.

NET ZERO

The balance between the greenhouse gases emitted into the atmosphere and the greenhouse gases removed from the atmosphere, effectively resulting in no additional increase in the concentration of greenhouse gases in the atmosphere.

SCOPES 1, 2 AND 3

The term first appeared in the Greenhouse Gas Protocol of 2001 and today, Scopes are the basis for mandatory Greenhouse Gas (GHG) reporting in the UK. If you're hearing about Scope 1, 2 and 3 emissions for the first time, it's unlikely to be the last. Think of it in terms of three categories of emissions;

Scope 1 emissions: This one covers GHG emissions that a company makes directly — for example while running its boilers and vehicles.

Scope 2 emissions: These are the emissions it makes indirectly – like when the electricity or energy it buys for heating and cooling buildings, is being produced on its behalf.

Scope 3 emissions: In this category go all the emissions associated, not with the company itself, but that the organisation is indirectly responsible for, up and down its value chain. For example, from buying products from its suppliers, and from its products when customers use them.