

Press release – 10 July 2019



## **Pernod Ricard's first international employee shareholding plan is a resounding success**

*Overall subscription rate of 41.5% and high international participation*

Pernod Ricard employees were recently presented with the opportunity to take part in their first share ownership plan (see 26 April 2019 press release). The programme was offered to employees in 18 countries representing 75% of the Group's workforce and proved highly successful, with an overall subscription rate of 41.5%, a level rarely achieved when structured offerings are launched. This result positions Pernod Ricard as one of the companies with the highest participation rates in an international programme, according to figures from the French Federation of Employee Shareholder Associations, FAS (*Fédération Française des Associations d'Actionnaires Salariés*).

The subscription rate exceeded 60% in a number of countries, such as India (76.45%) and Hong Kong (60.45%). In France, the subscription rate was 56.89%.

This scheme, called "Accelerate," is in line with the 3-year strategic plan "Transform & Accelerate," focused on investing for sustainable and profitable long-term growth for all stakeholders, beginning with employees. This inaugural employee share ownership plan is considered to be an inflexion point in the new Human Resources strategy currently being rolled out, « TransfoHRm », as reflected by recently announced initiatives, such as the launch of a new leadership model, the global roll-out of the HR Workday solution and all the managerial initiatives covered by the 2030 Sustainability & Responsibility roadmap.

Cédric Ramat, Vice-President Human Resources, Sustainability & Responsibility, said, "*The huge response from our employees at the global level, and in particular in a number of countries where this kind of scheme is not customary, is a testament to their commitment and confidence.*"

## **About Pernod Ricard**

*Pernod Ricard is the world's n°2 in wines and spirits with consolidated Sales of €8,987 million in FY18. Created in 1975 by the merger of Ricard and Pernod, the Group has developed through organic growth and acquisitions: Seagram (2001), Allied Domecq (2005) and Vin&Sprit (2008). Pernod Ricard, which owns 16 of the Top 100 Spirits Brands, holds one of the most prestigious and comprehensive brand portfolios in the industry, including: Absolut Vodka, Ricard pastis, Ballantine's, Chivas Regal, Royal Salute, and The Glenlivet Scotch whiskies, Jameson Irish whiskey, Martell cognac, Havana Club rum, Beefeater gin, Malibu liqueur, Mumm and Perrier-Jouët champagnes, as well Jacob's Creek, Brancott Estate, Campo Viejo, and Kenwood wines.*

*Pernod Ricard's brands are distributed via six Brand Companies through 87 direct affiliates across five continents. The Group's decentralised organisation empowers its 19,000 employees to be true on-the-ground ambassadors of its vision of "Créateurs de Convivialité." As reaffirmed by the Group's three-year strategic plan, "Transform and Accelerate," deployed in 2018, Pernod Ricard's strategy focuses on investing in long-term, profitable growth for all stakeholders. The Group remains true to its three founding values: entrepreneurial spirit, mutual trust, and a strong sense of ethics. As illustrated by the 2030 roadmap supporting the United Nations Sustainable Development Goals (SDGs), "We bring good times from a good place." In recognition of Pernod Ricard's strong commitment to sustainable development and responsible consumption, it has received a Gold rating from Ecovadis and is ranked No. 1 in the beverage sector in Vigeo Eiris. Pernod Ricard is also a United Nation's Global Compact LEAD company.*

*Pernod Ricard is listed on Euronext (Ticker: RI; ISIN code: FR0000120693) and is part of the CAC 40 index*

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