

**WRITTEN CONSENT TO ACTION WITHOUT MEETING
BOARD OF DIRECTORS
OF
GALLO VINEYARDS, INC.**

The undersigned, being all of the members of the Board of Directors of Gallo Vineyards, Inc., a California corporation (the “Company”), hereby adopts the following resolutions:

WHEREAS, the government of Canada has enacted the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”).

WHEREAS, companies doing business in Canada that meet the asset and revenue thresholds set forth in the Act must submit a report to the Ministry of Public Safety and such report must include certain mandatory information about the preventive measures the reporting company has taken to address the risk of forced labor and child labor in its supply chains (the “Report”).

WHEREAS, the Company is deemed to be doing business in Canada under the Act because it is the shareholder of E. & J. Gallo Winery Canada, Ltd. and it meets the asset and revenue thresholds.

WHEREAS, the Act requires the board of directors of a reporting company to approve the Report before it is submitted to the Ministry of Public Safety.

WHEREAS, the Act further requires that one or more members of the board of directors of a reporting company sign the Report on behalf of the reporting company.

NOW THEREFORE, be it:


RESOLVED, that the Board of Directors hereby approves the Report and the submission of the Report to the Ministry of Public Safety, as set forth in the form attached to Schedule A.

RESOLVED FURTHER, that one or more members of the Board of Directors of the Company, acting alone or together, is authorized on behalf of the Company to sign the Report.

Action taken by this Written Consent to Action Without Meeting is by unanimous consent of the undersigned Directors without a meeting, and the bylaws authorize the Directors


so to act. This Written Consent shall be filed with the minutes of the proceedings of the Board of Directors.

This Written Consent to Action Without Meeting may be executed in counterparts, each of which shall be deemed an original and all of which together shall constitute one and the same instrument.




Ernest Gallo (May 29, 2024 13:59 PDT)
Ernest J. Gallo

May 29, 2024
Date



Douglas Vilas (May 29, 2024 12:01 PDT)
Douglas B. Vilas

May 29, 2024
Date



John Menges (May 29, 2024 14:17 PDT)
J. Kenneth Menges, Jr.

May 29, 2024
Date

SCHEDULE A



Gallo Vineyards, Inc.

FORCED LABOUR IN CANADIAN SUPPLY CHAINS REPORT

GALLO VINEYARDS, INC.

This report has been prepared in compliance with *Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**"), which came into force on January 1, 2024. This statement covers the fiscal year starting January 1, 2023 and ending December 31, 2023 and outlines the steps taken by Gallo Vineyards, Inc. that has filed this report.

PREVENTION AND REDUCTION OF RISK

Gallo Vineyards, Inc. ("GVI") has taken steps to prevent and reduce the risk of forced labour and child labour used in the production of its goods by implementing the following measures: (1) conducting an internal assessment of risks of forced labour and/or child labour in the company's activities and supply chains, (2) gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily; (3) carrying out a prioritization exercise to focus due diligence efforts on the most severe risks of forced labour and child labour; (4) requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and child labour in their activities and supply chains; and (5) monitoring suppliers.

STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

GVI is a California corporation, with its headquarters in Modesto, California, USA. GVI is an agriculture company in the alcohol beverage industry. GVI's supply chain encompasses suppliers of goods and services.



Gallo Vineyards, Inc.

POLICIES AND DUE DILIGENCE PROCESSES

GVI currently has policies and due diligence processes in place related to forced labour and child labour. GVI has embedded responsible business conduct into its policies and management systems, has measures to identify and assess adverse impacts in operation, supply chains and business relationships, has measures in place to cease, prevent and mitigate adverse impacts, has a tracking system in place, and communicates how impacts are to be addressed.

FORCED LABOUR AND CHILD LABOUR RISKS

GVI has started the process of identifying the parts of its activities and supply chains that carry a risk of forced labour and child labour. GVI is working to identify higher risk suppliers in its supply chain and in implementing preventative measures.

MEASURES TO REMEDIATE FORCED LABOUR AND CHILD LABOUR

To date, GVI has not identified any forced labour or child labour in its supply chain that requires remediation.

EMPLOYEE TRAINING AND AWARENESS

GVI does not currently provide training to employees on forced labour and child labour. GVI is working to assess opportunities for training on how to identify, report and address suspected forced labour and child labour occurrences.



Gallo Vineyards, Inc.

ASSESSING EFFECTIVENESS IN PREVENTING FORCED LABOUR AND CHILD LABOUR

GVI does not currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains.

APPROVAL AND ATTESTATION

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

A handwritten signature in black ink, appearing to read 'D.Vilas', is written over a horizontal line.

[Douglas Vilas \(May 29, 2024 12:01 PDT\)](#)

Name: Douglas B. Vilas

Title: Director

Date: May 29, 2024

I have the authority to bind Gallo Vineyards, Inc.












Written Consent - GVI Forced Labor

Final Audit Report

2024-05-29

Created:	2024-05-29
By:	Kristin Ellenburg (Kristin.Ellenburg@ejgallo.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAXql7YPF6klm-IPrJuDCqwoqXtZWsl8g7

"Written Consent - GVI Forced Labor" History

-  Document created by Kristin Ellenburg (Kristin.Ellenburg@ejgallo.com)
2024-05-29 - 4:12:40 PM GMT- IP address: 208.29.250.2
-  Document emailed to Douglas Vilas (doug.vilas@ejgallo.com) for signature
2024-05-29 - 4:13:53 PM GMT
-  Email viewed by Douglas Vilas (doug.vilas@ejgallo.com)
2024-05-29 - 5:18:18 PM GMT- IP address: 198.240.113.178
-  Document e-signed by Douglas Vilas (doug.vilas@ejgallo.com)
Signature Date: 2024-05-29 - 7:01:03 PM GMT - Time Source: server- IP address: 98.97.57.80
-  Document emailed to John Menges (john.menges@ejgallo.com) for signature
2024-05-29 - 7:01:05 PM GMT
-  Document emailed to Ernest Gallo (ernest.gallo@ejgallo.com) for signature
2024-05-29 - 7:01:05 PM GMT
-  Email viewed by Ernest Gallo (ernest.gallo@ejgallo.com)
2024-05-29 - 8:58:13 PM GMT- IP address: 104.28.85.118
-  Document e-signed by Ernest Gallo (ernest.gallo@ejgallo.com)
Signature Date: 2024-05-29 - 8:59:32 PM GMT - Time Source: server- IP address: 104.28.85.87
-  Email viewed by John Menges (john.menges@ejgallo.com)
2024-05-29 - 9:16:30 PM GMT- IP address: 208.29.250.2
-  Document e-signed by John Menges (john.menges@ejgallo.com)
Signature Date: 2024-05-29 - 9:17:19 PM GMT - Time Source: server- IP address: 208.29.250.2
-  Agreement completed.
2024-05-29 - 9:17:19 PM GMT