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84 Percent of Treasury Wine Estates Employees Report Mental Health Gains as Firm Tops Bay Area Wellness Rankings

Napa-based wine giant secures top spot for fourth year, highlighting comprehensive health programs and new wellness-focused headquarters.

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Treasury Wine Estates, a global wine company headquartered in Napa, California, has been named the number one Healthiest Employer in the San Francisco Bay Area for 2025. The company also ranked as the second Healthiest Mid-Sized Employer in

California and placed among the top 25 Healthiest Workplaces in America. This marks the fourth consecutive year that Treasury Wine Estates has received the top honor in the Bay Area and the seventh year it has appeared on the list, highlighting its ongoing commitment to employee well-being.

The recognition comes as a result of the company’s comprehensive approach to health, which covers physical, mental, financial, social, and community aspects. Treasury Wine Estates, listed on the Australian Securities Exchange, employs about 2,500 people worldwide and operates in more than 100 countries. Its U.S. division, Treasury Americas, manages a portfolio of well-known wineries in California, including DAOU Vineyards, Beaulieu Vineyards, Beringer Vineyards, Etude Winery, Frank Family Vineyards, and Stags' Leap Winery.

Ben Dollard, President of Treasury Americas, said the company’s success is closely tied to the well-being of its employees. “At TWE, we know that when our people thrive, so does our business,” Dollard said. He pointed to the company’s Wellness365 program as a key driver of its workplace culture. The program offers a range of resources, including the MyWellPortal platform, which centralizes health and benefit information for employees.

A significant part of the Wellness365 program is the partnership with Lyra Health, which provides mental health support, mindfulness practices, stress management tools, and an Employee Assistance Program. According to company data, 84 percent of employees who used Lyra services reported noticeable improvement or full recovery by the end of their program.

Treasury Wine Estates also provides up to eight weeks of paid family caregiver leave and up to 14 weeks of paid parental leave. The company’s “Find Your Flex” initiative allows employees to tailor their work schedules, and a Wellness Leave policy enables staff to take time off for mental health without stigma. Financial wellness is also addressed through educational resources and one-on-one sessions with financial advisors.

Elise Spangenberg, Senior Vice President of People & Culture at Treasury Wine Estates, said the recognition reflects the company's values. "This recognition is truly a testament to how much TWE values its employees and backs those values with actions and programs," Spangenberg said.

The company's new U.S. headquarters in Napa, set to open soon, has been designed with employee wellness in mind. The facility will include wellness rooms, quiet zones, and technology-enabled collaborative spaces.

Treasury Americas is one of the largest growers in Napa Valley, producing luxury grapes in 10 American Viticultural Areas. The company has received more than 2,000 scores of 90 or higher from wine critics for its brands. In addition to its focus on employee health, Treasury Wine Estates has been recognized for its sustainability efforts, including being named a California Green Medal Leader.

Globally, Treasury Wine Estates sources grapes from regions such as Barossa Valley and Coonawarra in Australia, Marlborough in New Zealand, Bordeaux in France, Tuscany in Italy, and Ningxia in China. Its portfolio includes brands like Penfolds, 19 Crimes, Pepperjack, Squealing Pig, Wynns, and Matua.

The company's ongoing recognition as a top employer in health and wellness underscores its strategy of investing in its workforce as a foundation for business success. Treasury Wine Estates continues to expand its programs and facilities to support employee well-being as it grows its presence in the U.S. and around the world.