GRI Content Index

GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission		
			Part Omitted	Reason	Explanation
GRI 101: Foundation 2016					
General Disclosures					
	Organizational profile				
	102-1 Name of the organization	Brown-Forman Corporation			
	102-2 Activities, brands, products, and services	[Brown-Forman Brands](#) 2019 Form 10-K, p. 5			
	102-3 Location of headquarters	850 Dixie Highway Louisville, Kentucky 40210			
	102-4 Location of operations	2019 Form 10-K, p. 23			
	102-5 Ownership and legal form	2019 Form 10-K, p. 4			
	102-6 Markets served	2019 Form 10-K, p. 6			
	102-7 Scale of the organization	2019 Form 10-K, p. 6			
	102-8 Information on employees and other workers	2019 Form 10-K, p. 13; 2019 Corporate Responsibility Scorecard			
	102-9 Supply chain	Our product ingredients are mainly agricultural commodities — grain, grapes, agave, etc. Our agricultural supply chain has impacts on water, land use, biodiversity, soil quality, greenhouse gas emissions, and more. Product lifecycle assessments have shown us that most of the emissions, waste, and water associated with our products occur in our supply chain. These impacts, which fall outside of our direct control, are harder to mitigate than our own operations. Our procurement teams consider sustainability when they source raw materials to make our products. We are part of the supply chain for our biggest customers — distributors. Since 2011, we have responded to the CDP Supply Chain disclosure questionnaire.			
	102-10 Significant changes to the organization and its supply chain	2019 Form 10-K, p. 32-34, Acquisitions and Divestitures			
	102-11 Precautionary Principle or approach	Brown-Forman supports the precautionary approach as described in the United Nations Rio Declaration. Our environmental sustainability strategy aims to protect and sonerve the resources we depend on. It also reinforces our business strategy through programs that reduce costs through efficiency, lessen risks to our operations, and improve effectiveness through innovation. The company initiates actions to live up to its responsibilities towards employees, customers, shareholders and other stakeholder groups.			

	102-12 External initiatives	Distilled Spirits Council of the United States (DISCUS) Spirits Employers Association of the Polish Spirits Industry Foundation of Social Investigations (FISAC) Canadian Association of Liquor Jurisdictions (CALJ) German Association of the Spirits Industry and Spirits Importers (BSI) Enterprise & Prevention Portman Group Drinkaware Trust Responsiblity.org DrinkWise The Climate Declaration CDP	
	102-13 Membership of associations	We work closely with the 11 industry leaders of the International Alliance for Responsible Drinking (IARD). Globally, we work with a variety of organizations to address alcohol responsibility issues. In Mexico, we belong to the Foundation of Social Investigations (FISAC), an organization that promotes responsible alcohol consumption through education and public policy. In Australia, we support DrinkWise, a non-profit that promotes behavior change through informational and educational campaigns.	
	Strategy		
	102-14 Statement from senior decision-maker	2019 Annual & Corporate Responsibility Report, Letter from the CEO, pg. 2-3	
	Ethics and integrity		
	102-16 Values, principles, standards, and norms of behavior	Who We Are	
		Code of Conduct and Code of Ethics	
	Governance		
	102-18 Governance structure	Corporate Governance	
GRI 102: General Disclosures 2016	**Stakeholder engagement**		
	102-40 List of stakeholder groups	We involve many people in our day-to-day responsibility efforts and are open to diverse external opinions in making decisions. We proactively engage with others who have the most influence on, and are most influenced by, our business — our stakeholders. Meaningful relationships with our stakeholders underpin our work and our company. To have the most impact, we focus on what we do well by prioritizing the corporate responsibility issues that are closest to our business and conducting periodic assessments of our most material issues. We held formal external and internal stakeholder workshops in 2011, 2012, and 2014. We also conducted a formal assessment with our stakeholders in 2015 to identify our most pressing corporate responsibility issues. Our priority stakeholders include: consumers, non-profits and community organizations, employees, the Brown Family shareholders, issue experts and thought leaders, investors, customers, suppliers, and government and regulators.	
	102-41 Collective bargaining agreements	Brown-Forman Global Human Rights Statement	
	102-42 Identifying and selecting stakeholders	We work with the non-profit organization Ceres to bring together experts for discussion about our corporate responsibility strategy with executive leaders from across our business. The Ceres engagement was also an important input into our significant issues assessment conducted in Fiscal 2015.	

		102-43 Approach to stakeholder engagement	Our engagement with stakeholders and partners is an ongoing process, and we invite them to share feedback and ideas with us. We seek targeted feedback on our corporate responsibility performance and communications through periodic formal stakeholder sessions that we have conducted since 2008. Internal stakeholders also provide valuable direction for our Corporate Responsibility strategy. Our employee engagement survey includes questions about Brown-Forman's commitment to corporate responsibility, which helps us measure what matters to employees and evaluate how we are meeting their expectations.	
		102-44 Key topics and concerns raised	The CERES discussion focused on greater integration of corporate responsibility into our business strategy, key sourcing impacts, and overall disclosure of risks, impacts, and opportunities. This feedback is forming the way that we evolve our approach and priorities, including ramping up our efforts going forward to address sustainability in our supply chain and the addition of a water target in our revised goals.	
		Reporting practice		
		102-45 Entities included in the consolidated financial statements	This report covers all entities described in our 2019 Form 10-K.	
		102-46 Defining report content and topic Boundaries	To help us prioritize the corporate responsibility issues that matter most to our business, we conducted an assessment of the areas of significant impacts on our business. The assessment helped us better understand the importance of these issues to our stakeholders and to the success of our business. To define the content and scope of this report, we carried out a series of activities to develop our list of material issues: We assessed the current relevance of material topics identified in external and internal stakeholder workshops conducted in 2011, 2012, and 2014. We also conducted a formal assessment with our stakeholders in 2015 to identify our most pressing corporate responsibility issues. Based on our findings we refined and developed a topic list for additional testing, reviewing this against relevant Global Reporting Initiative aspects and definitions for completeness. We tested a long list of issues internally, conducting a workshop that included employees from across a range of business areas to assess the importance of and impact to the business of the identified topics. We supplemented our understanding and prioritization of the issues through a series of external interviews with subject matter experts in the areas of alcohol responsibility, alcohol distribution and marketing, industry ethics, agriculture, water, and other environmental concerns, as well as with Brown family representatives and investors. We worked with an independent consultant to conduct these interviews to help further guide our understanding of stakeholder perspectives on these issues. Taking into account the feedback from internal and external stakeholders, and through conversations involving senior leadership, we arrived at our current list of significant issues.	

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	102-47 List of material topics	Material Aspects: Responsible Marketing Practices, Reducing Alcohol-Related Harms, Public Policy Influence, Promoting Responsible Drinking, Energy & Climate Stewardship, Raw Materials Sourcing, Water Use in Operations, Waste Generation & Management, Community Investment & Volunteerism, Employee Health Safety & Wellness, Labor & Human Rights, Diversity & Inclusion			
	102-48 Restatements of information	No such restatements			
	102-49 Changes in reporting	No significant changes in reporting in the list of material topics or topic boundaries. Our method of reporting has transitioned to one combined financial and annual report.			
	102-50 Reporting period	Unless otherwise noted, all date relates to Fiscal 2019 (ending April 30, 2019)			
	102-51 Date of most recent report	Our last Corporate Responsibility Report was published in July 2017. Our latest integrated Annual & Corporate Responsibility Report was published in June 2019.			
	102-52 Reporting cycle	Annual			
	102-53 Contact point for questions regarding the report	Brown-Forman Corporation 850 Dixie Hwy. Louisville, KY 40210 USA Contact Us			
	102-54 Claims of reporting in accordance with the GRI Standards	This report references the GRI Standards Disclosures.			
	102-55 GRI content index	GRI Content Index			
	102-56 External assurance	Brown-Forman's verified greenhouse gas emissions 2005-2017 are available at The Climate Registry's public reports website at https://www.cris4.org and are verified Cliamte Registered by the organization. 2018 Emissions are undergoing verification.			

Material Topics

200 series (Economic topics)

Economic Performance

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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Brown-Forman follows reporting boundaries of operational control. These boundaries apply to all entities within the organization. The GRI topics that are identified in our significant issues analysis for Brown-Forman and included in this index are: economic performance, energy, water, emissions, employment, training and education, diversity & equal opportunity, human rights, and marketing and labeling. Other topics may be included at the discretion of the organization.			
	103-2 The management approach and its components				
	103-3 Evaluation of the management approach				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Selected financial data: 2019 Annual & Corporate Responsibility Report, p. 31; 2019 Form 10-K, p. 28			
	201-2 Financial implications and other risks and opportunities due to climate change	2019 Form 10-K, p. 18. Item 1A. Risk Factors			
	201-3 Defined benefit plan obligations and other retirement plans	2019 Form 10-K, p. 50-51, Pension and Other Postretirement Benefits			
	201-4 Financial assistance received from government	Brown-Forman did not receive any significant financial assistance from government			

Anti-Corruption

GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Brown-Forman Code of Conduct			
	103-2 The management approach and its components				
	103-3 Evaluation of the management approach				

GRI 205: Anti-Corruption	205-1 Operations assessed for risks related to corruption	[Brown-Forman Code of Conduct](#)
	205-2 Communication and training about anti-corruption policies and procedures	[Brown-Forman Code of Conduct](#)
	205-3 Confirmed incidents of corruption and actions taken	[Brown-Forman Code of Conduct; no incidents of corruption to report](#)

300 series (Environmental topics)

Energy

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	[Environmental Sustainability; 2019 Annual & Corporate Responsibility Report, p. 8, 25, 33; 2019 Form 10-k, p. 10-11](#)
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2019 Corporate Responsibility Scorecard
		[Environmental Sustainability](#)
		[2018 CDP Climate Disclosure](#)
	302-4 Reduction of energy consumption	[2019 Corporate Responsibility Scorecard](#)

Water

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	[Environmental Sustainability; 2019 Annual & Corporate Responsibility Report, p. 12, 13, 15, 16, 25; 2019 Form 10-k, p. 10-11](#)
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Sustainability; 2019 Annual & Corporate Responsibility Report p. 12, 13, 15, 16, 25; 2019 Form 10-K, p. 7, 11, 15, 18; 2019 Goals Update
	303-2 Management of water discharge-related impacts	2019 Goals Update related to 30% Reduction in Wastewater Discharge

Emissions

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	[Environmental Sustainability; 2019 Annual & Corporate Responsibility Report, p. 12, 15, 16, 25, 31; 2019 Form 10-K, p. 11, 15](#)
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2019 Corporate Responsibility Scorecard
	305-2 Energy indirect (Scope 2) GHG emissions	2019 Corporate Responsibility Scorecard
	305-3 Other indirect (Scope 3) GHG emissions	2019 Corporate Responsibility Scorecard
	305-5 Reduction of GHG emissions	2019 Corporate Responsibility Scorecard; 2019 Goals Update

400 series (Social topics)

Employment

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	[Our People; 2019 Annual & Corporate Responsibility Report, p. 27-29](#)
	103-2 The management approach and its components	[Our Competitive Offer](#)
	103-3 Evaluation of the management approach	[Our People; 2019 Annual & Corporate Responsibility Report, p. 27-29](#)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2019 Corporate Responsibility Scorecard
	401-3 Parental leave	In Fiscal 2017 we increased our fully paid maternity leave for U.S. salaried and non-union hourly employees to 12 weeks extended paid leave, and extended paid leave for non-childbearing, adoptive, and foster parents to six weeks.

Training and Education

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	[Our People; 2019 Annual & Corporate Responsibility Report, p. 27-30](#)
	103-2 The management approach and its components	At Brown-Forman, we are committed to developing the people who build our brands. We begin by recruiting and hiring people of the highest quality and character and then giving them the on-the-job experiences, personal connections and formal training necessary to grow, learn, and realize their full potential.

2016	103-3 Evaluation of the management approach	Recognizing that leaders set the tone for the organization, we are firmly committed to leader development. Our award-winning global leadership development programs build leader capabilities, create experiences to learn and grow, and foster connections across the organization. The programs enable leaders to thrive at every stage of their leadership journey and help build a culture where every employee can be their best self.	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	We make learning and development a priority, with over 50 hours of onboarding in the first year. More than 2,600 employees spent over 2,000 hours in formal training activities in Fiscal 2019. There is approximately 1.3 hours of training per salaried employee for the fiscal year.	
	404-3 Percentage of employees receiving regular performance and career development reviews	All salaried employees receive regular performance and career development reviews. Hourly employees receive regular performance and productivity reviews	
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Diversity	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2019 Corporate Responsibility Scorecard; 2019 Annual & Corporate Responsibility Report p. 27-30, 33	
Human Rights Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Global Human Rights Statement	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 412: Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	Modern Slavery Act Statement	
Marketing and Labeling			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Alcohol Responsibility; 2019 Annual & Corporate Responsibility Report p. 18, 33	
	103-2 The management approach and its components		
	103-3 Evaluation of the management approach		
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	2019 Corporate Responsibility Scorecard	