



BROWN-FORMAN

Global Human Rights (Policy 470)

Brown-Forman's core values of Trust, Integrity, Respect, Teamwork and Excellence are central to our business. We are committed to operating according to our values, in compliance with the law, and with respect to the unique cultures and communities where we operate. To that end, Brown-Forman seeks to comply with all applicable local and/or national laws and regulations in all locations where we operate.

Our commitment to human rights is embodied throughout the company in various policies and statements including our Code of Conduct and Compliance Guidelines, our Diversity Principles, our Equal Employment Opportunity, Workplace Aggression and Anti-Harassment policies, our Civil Treatment for Managers and Civil Treatment for Employees training, our Professional Global Management training and through the endeavors of our Environmental, Health and Safety, Community Relations, Compliance and Corporate Responsibility programs.

DEFINITION

For the purpose of this Statement, Human Rights is defined as the fundamental rights inherent to all human beings, regardless of nationality, place of residence, gender, gender identity or expression, national or ethnic origin, race, color, religion, veteran status, language, sexual orientation, physical or mental disability, or any other status.

GUIDELINES

Brown-Forman strives to respect human rights in all aspects of our business, specifically pertaining to:

Our Workplace

Brown-Forman promotes a diverse and inclusive workplace, focusing on safe working conditions, and giving people opportunities to develop both professionally and personally.

Our Suppliers

We will share our human rights policies and practices with our suppliers and pursue partnerships with others who share our commitment to respecting human rights in the workplace. Our specific guidelines for Suppliers can be found in Brown-Forman's [Supplier Guiding Principles with respect to Human Rights](#). We expect our suppliers to comply with our standards and that their subcontractors do the same.

Our Customers

Through our responsible marketing policies and advertising guidelines, we seek to create a positive culture amongst our customers (i.e., wholesalers and retailers) so that our brands are appropriately promoted to, and enjoyed by, our consumers.

Our Community

We value and respect the unique cultures and communities where we live, work, and do business. Brown-Forman demonstrates our community commitment through the contribution of financial resources, employee volunteerism, government relations activity, and development of relationships with local stakeholders.