



BROWN-FORMAN

A World of
OPPORTUNITY

Modern Slavery Act Statement

For Fiscal Year End April 30, 2024

Introduction

What is Modern Slavery?

Modern slavery is a violation of fundamental human rights, as it represents the deprivation of a person's liberty by another for the exploitative purpose of personal or commercial gain. Modern slavery can take various forms, including slavery, servitude, forced and bonded labor, and human trafficking.

Modern slavery is prevalent across the globe. The International Labor Organization estimates that more than 28 million men, women and children are forced to work against their will.

Global businesses have an important role to play in the prevention of modern slavery. By identifying high-risk activities and locations, as well as the common indicators of potential violations, businesses can implement processes designed to reduce the risk of individuals being unethically and unlawfully exploited as they seek to earn a living.

Brown-Forman's Commitment

Brown-Forman is committed to acting ethically and with integrity in all our business dealings and relationships, complying with all applicable laws and regulations, and implementing effective controls to ensure modern slavery is not taking place within our business operations or our supply chain. We expect the same commitment from our business partners, and we expect that they will in turn hold their employees, suppliers and subcontractors to these same high standards.

Fundamental Purpose

Brown-Forman prioritizes the health, safety, respect and well-being of all people within our organization and across our operations.



Our Business

Brown-Forman Beverages Europe, Ltd. ("BFBE") and BenRiach Distillery Co., Ltd. ("BRD") are UK subsidiaries of Brown-Forman Corporation, one of the largest American-owned spirits and wine companies, whose portfolio of more than 40 brands is sold in more than 170 countries across the globe. Below is a chart of Brown-Forman Corporation's most significant global operations facilities.



Global Operations



UNITED STATES

- Louisville, Kentucky
- Lynchburg, Tennessee
- Woodford County, Kentucky
- Decatur, Alabama



EUROPE

- Cour-Cheverny, France
- Slane, Ireland
- Newbridge, Scotland
- Aberdeenshire, Scotland
- Speyside, Scotland
- Madrid, Spain



LATIN AMERICA

- Amatitan, Mexico
- Panama City, Panama

Our Commitments & Expectations

Our Commitments

Brown-Forman subscribes to the United Nations Sustainable Development Goals.

In July of 2024, Brown-Forman reaffirmed our commitment to the United Nations Global Compact (UNGC) to continue to operate in ways that are consistent with the UNGC's fundamental principles regarding human rights. We maintain a UNGC Index on our corporate website.

Our work is informed by the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work, and the International Bill of Human Rights.

Our Policy Framework

Brown-Forman's Code of Conduct sets forth the expectation that all employees will conduct themselves in accordance with our corporate values of integrity, trust, respect, teamwork and excellence. The Code provides guidance in 22 risk areas, and human rights is one of these enumerated risks.

Our commitment to human rights, including with respect to modern slavery, is set forth in our Global Human Rights Policy. The Policy is overseen by the Company's Executive Leadership Team.

Our Suppliers

Brown-Forman's business partners, including their employees, suppliers and subcontractors, are expected to conduct themselves in compliance with applicable national laws, and in accordance with the standards set forth in Brown-Forman's [Supplier Code of Conduct \(SCOC\)](#), including with respect to human rights and modern slavery.

Shared Human Rights Commitment

We pursue partnerships with suppliers who share our commitment to respect and support human rights, and we expect our business partners to adhere to the standards of ethical business conduct set forth in our [Supplier Code of Conduct \(SCOC\)](#).

When assessing new business partners, we undertake risk-based due diligence prior to engagement. Once engaged, our suppliers and business partners are subject to continuous monitoring throughout the course of the relationship in order to systematically identify and mitigate against risk, including modern slavery risk. We use the LSEG Risk Intelligence World-Check One platform to surface negative media related to human rights violations in credible media sources globally. Partners and suppliers that are flagged in screening are investigated, and any deficiencies or violations identified are addressed.

Recognizing that we do business in geographies where human rights risk may be elevated, we believe it is our responsibility as a company to identify high-risk activities and choose our business partners carefully.

Our Human Rights Strategy

In July 2024, Brown-Forman reaffirmed our commitment to operating in ways that are consistent with fundamental responsibilities regarding human rights. Our Human Rights Advisory Committee continues to make progress on our three-year human rights strategy.

Building on last year's progress, we reviewed and improved existing company commitments, policies, processes, practices, and trainings.

Our Supply Chain and Route to Consumer

Brown-Forman's primary business activities include manufacturing, marketing, selling and distributing branded beverage alcohol products. Our supply chain and route to consumer processes involve complex global flows of material, information, and finished goods. We own and operate corporate offices, cooperages, distilleries, warehouses, and bottling plants. We partner with more than 5,000 third parties in support of our business operations.

In our operations and across our supply chain, we continuously strive to improve how we plan, source, make, market, and sell our products. The principal raw materials we use in the manufacture of our products include water, corn, rye, malted barley, agave, grapes, sweeteners, flavorings, neutral spirits, whiskey, tequila, and malt. The main packaging materials include glass, PET (polyethylene containers), corks, cartons, labels, finished barrels, and wood to make barrels. Our primary customers include distributors, retailers, on-premise accounts and global travel retail operators. We purchase branded point-of-sale and promotional items from external suppliers.

Risk Assessment

In 2021, Brown-Forman partnered with an external consultant to analyze the company's global spend to identify geographic and category risk across our network of 5,000+ business partners and suppliers. Based on the results of the analysis, we've continued performing a number of tailored risk assessments to evaluate and improve the processes and controls we have in place to support of our human rights commitments.



Accountability

Training

Where appropriate, and with the welfare and safety of local workers as a priority, we will give support and guidance to our suppliers and business partners to help them address coercive, abusive and exploitative work practices in their own businesses and supply chains.

Escalation & Reporting

Employees are expected to report suspected human rights violations. Employees and business partners can report concerns via numerous channels, including at brownforman.ethicspoint.com. Brown-Forman strictly prohibits retaliation against anyone reporting a concern regarding human rights.

Tracking Performance

We communicate any reports of human rights violations through our Annual Integrated Report.

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Ryan Van Arnam

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Ryan van Arnam - Director

Brown-Forman Beverages, Europe Limited

Signed by:

Fiona West

582FD6580314477...

Fiona Colette Michelle West - Director

The Benriach Distillery Company Limited

Contact Andrew Kepper

Director of Compliance

Brown-Forman Corporation
850 Dixie Highway
Louisville, KY 40210 USA
+1(502) 585-1100



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	IP Address: 178.36.214.6

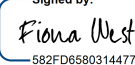
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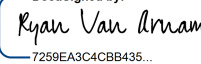
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Ryan Van Arnam
 ryan_vanarnam@b-f.com
 V.P. Region Managing Director
 Brown-Forman
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