

Environmental Performance (Policy 685)

Policy

At Brown-Forman Corporation, we believe sound environmental performance supports our commitment to be responsible in everything we do. By minimizing our environmental footprint throughout each phase of our product's life cycle, from raw materials sourcing to consumer use and disposal, we will create value (both social and financial), reduce costs, and sustainably build our brands. Our environmental performance policy incorporates both environmental compliance and stewardship elements that work together to consume fewer natural resources, reduce harmful emissions, and to recover and reuse resources more extensively. We will integrate into our business planning and operations decision-making processes, applicable regulatory mandates, best practices, and emergent policies and technologies for the protection of the environment now and for generations to come. Our commitment to be responsible in everything we do is evident in our relationships with suppliers, manufacturing and agricultural operations as well as in administrative functions, facilities management, and marketing and promotional activities. We monitor and assess the environmental impact of our operations and actions, and we are committed to measurable improvement in the areas of energy conservation, water conservation, and waste and materials reductions.

It is Brown-Forman's policy to reduce our environmental footprint by:

- complying with all applicable environmental laws, regulations, and policies
- minimizing pollution, material use, and waste and selecting environmentally preferable materials in all facets of our business
- reducing our emissions of greenhouse gases by conserving energy and increasing the use of renewable energy sources
- protecting and sustaining natural resources, including water conservation and improved effluent water quality
- measuring and continuously improving our environmental performance

To meet these goals, we will:

- maintain a sound and effective environmental management program as a business priority, including but not limited to, independent third-party environmental practices audits
- incorporate environmental issues when planning process changes, plant design modification, marketing programs or other business and operating decisions, and where feasible, amend plans, designs, and programs to improve environmental performance
- establish company, facility, and departmental environmental metrics, goals, and implementation plans

- continually assess our environmental technology and programs and monitor progress toward environmental goals
- ensure that employees are aware of their individual roles and responsibility in implementation of this environmental policy and proactively motivate employees toward environmental excellence
- communicate our commitment to this policy and supply the resources and training needed to execute
- hold managers and leadership accountable for environmental performance improvements through performance evaluations and financial incentives.

Discipline

Employees who are in violation of this policy will be subject to disciplinary action. Discipline will be appropriate to the occasion and may include suspension or discharge from employment with the Company in instances of serious or repeated violations of this policy.

Responsibility

The employees, managers, general managers, directors, and divisional chiefs of the business of BFC are responsible for implementing this policy. The Director, Environmental Performance and Governmental Compliance interprets, monitors, and maintains this policy.