

Supplier Guiding Principles with respect to Human Rights

September 25, 2015

Brown-Forman's **Supplier Guiding Principles with respect to Human Rights** takes into consideration international labor standards set forth in the *United Nations Universal Declaration of Human Rights* as well as the eight fundamental *International Labour Organization (ILO) conventions*. In countries, or specific situations, where there is no law or regulation governing a particular activity or operation, Brown-Forman asks its business partners to conduct their operations consistent with the principles of the *United Nations Universal Declaration of Human Rights*.

We expect the following from our suppliers, with respect to:

- **Health and Safety:** We expect our supplier partners to comply with all laws related to workplace safety. Where national / local laws do not exist then responsible international standards are to be applied.
- **Forced Labor:** All employment should be under voluntary conditions and employees are to be protected under all applicable international, federal or local laws. Brown-Forman has a zero tolerance for slavery or human trafficking.
- **Child Labor: Supplier should not permit any form of exploitative child labor.** In situations where minors may be employed, such employment should be legal and not lead to a child losing his or her educational opportunities. Minors should not be employed in jobs that are by their nature likely to harm their health, safety, or morals.
- **Fair Wages / Working Hours:** Payment of fair wages in line with norms for the industry and market, and working hours that respect applicable legal norms. When overtime hours are required, every effort should be made to keep the number of hours reasonable within a given day or workweek, taking into consideration the impact on employees' health and safety.
- **Non-Discrimination:** Treat their employees with dignity and respect and take all reasonable actions to prevent discrimination based on sex, race, age, religion, or any other legally protected status.
- **Disciplinary Actions:** Ensure that their employees are safe from threatened or inflicted corporal punishment or any other forms of physical, sexual, psychological, or verbal abuse.
- **Freedom of Association:** Recognize the legal rights of employees to choose or not choose to form and join legally recognized trade (collective bargaining) unions. Employees who choose or not choose to form and/or join trade unions or other organizations shall not be discriminated against or harassed on account of lawful activities.
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Contact Information for Questions, Concerns, or Reporting:

Brown-Forman Employment Compliance Officer
Kathi Stearman
kathi_stearman@b-f.com
502-774-7642