

## GRI Content Index

GRI Standard	Disclosure	Page number(s) and/or URL(s)	Omission		
			Part Omitted	Reason	Explanation
GRI 101: Foundation 2016					
General Disclosures					
	<b>Organizational profile</b>				
	102-1 Name of the organization	Brown-Forman Corporation			
	102-2 Activities, brands, products, and services	<a href="#">Brown-Forman Brands</a>			
		2020 Form 10-K, p. 5			
	102-3 Location of headquarters	850 Dixie Highway Louisville, Kentucky 40210			
	102-4 Location of operations	2020 Form 10-K, p. 23			
	102-5 Ownership and legal form	2020 Form 10-K, p. 4			
	102-6 Markets served	2020 Form 10-K, p. 6			
	102-7 Scale of the organization	2020 Form 10-K, p. 6			
	102-8 Information on employees and other workers	2020 Form 10-K, p. 13; 2020 Annual Integrated Report, pgs. 2, 32			
	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	2020 Form 10-K, p. 30-31, Significant Developments			
	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 serve 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.			

GRI 102: General Disclosures 2016	102-12 External initiatives	<p>Distilled Spirits Council of the United States (DISCUS) Spirits Employers Association of the Polish Spirits Industry spiritsEurope Foundation of Social Investigations A.C. (FISAC) Canadian Association of Liquor Jurisdictions (CALJ) German Association of the Spirits Industry and Spirits Importers (BSI) Enterprise &amp; Prevention Portman Group Drinkaware Trust Responsibility.org DrinkWise The Climate Declaration CDP</p>
	102-13 Membership of associations	<p>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 A.C. (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.</p>
	<b>Strategy</b>	
	102-14 Statement from senior decision-maker	2020 Integrated Annual Report, Letter from the CEO, pgs. 2-3
	<b>Ethics and integrity</b>	
	102-16 Values, principles, standards, and norms of behavior	<p><a href="#">Who We Are</a></p> <p><a href="#">Code of Conduct and Code of Ethics</a></p>
	<b>Governance</b>	
	102-18 Governance structure	<a href="#">Corporate Governance</a> ; 2020 Integrated Annual Report, pgs. 7, 10-11, 18, 20, and 28.
	<b>Stakeholder engagement</b>	
	102-40 List of stakeholder groups	<p>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.</p> <p>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.</p> <p>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.</p>
	102-41 Collective bargaining agreements	<a href="#">Brown-Forman Global Human Rights Statement</a>
	102-42 Identifying and selecting stakeholders	<p>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.</p>

102-43 Approach to stakeholder engagement	<p>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.</p> <p>Internal stakeholders also provide valuable direction for our Corporate Responsibility strategy. Our employee engagement survey, most recently conducted in 2019, 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.</p>
102-44 Key topics and concerns raised	<p>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.</p>
<b>Reporting practice</b>	
102-45 Entities included in the consolidated financial statements	<p>This report covers all entities described in our 2020 Form 10-K.</p>
102-46 Defining report content and topic Boundaries	<p>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:</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>

	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 2020 (ending April 30, 2020)			
	102-51 Date of most recent report				
	102-52 Reporting cycle	Our last Corporate Responsibility Report was published in July 2017. We integrated our Annual and Corporate Responsibility reporting in 2019. Our latest Annual Integrated Report was published in June 2020.			
	102-53 Contact point for questions regarding the report	<a href="#">Brown-Forman Corporation</a> <a href="#">850 Dixie Hwy.</a> <a href="#">Louisville, KY 40210 USA</a> <a href="#">Contact Us</a>			
	102-54 Claims of reporting in accordance with the GRI Standards	This report references the GRI Standards Disclosures.			
	102-55 GRI content index	<a href="#">GRI Content Index</a>			
	102-56 External assurance	Brown-Forman's verified greenhouse gas emissions 2005-2017 are available at The Climate Registry's public reports website at <a href="https://www.cris4.org">https://www.cris4.org</a> and are verified Climate Registered by the organization. Greenhouse Gas Emissions Reports from CY2018 onwards are available in our Annual Integrated Report (or our website). As we transition to FY reporting, the FY19 verification statement will be made available on the website.			
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Material Topics					
200 series (Economic topics)					
Economic Performance					
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.	Brown-Forman's verified greenhouse gas emissions 2005-2017 are		
	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: 2020 Annual Integrated Report, p. 30; 2019 Form 10-K, p. 26			
	201-2 Financial implications and other risks and opportunities due to climate change	2020 Form 10-K, p. 18, Section 1a. Risk Factors			
	201-3 Defined benefit plan obligations and other retirement plans	2020 Form 10-K, p. 43-44, 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 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	<a href="#">Brown-Forman Code of Conduct</a>			
	103-2 The management approach and its components				

<b>Approach 2016</b>	103-3 Evaluation of the management approach	
<b>GRI 205: Anti-Corruption</b>	205-1 Operations assessed for risks related to corruption	<a href="#">Brown-Forman Code of Conduct</a>
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Brown-Forman Code of Conduct</a>
	205-3 Confirmed incidents of corruption and actions taken	<a href="#">Brown-Forman Code of Conduct; no incidents of corruption to report</a>
<b>300 series (Environmental topics)</b>		
<b>Energy</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Environmental Sustainability</a> ; 2020 Integrated Annual Report, p. 10-11, 18-19; 2020 Form 10-k, p.11-12
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	2020 Corporate Responsibility Scorecard
		<a href="#">Environmental Sustainability</a>
		<a href="#">2019 CDP Climate Disclosure</a>
	302-4 Reduction of energy consumption	2020 Corporate Responsibility Scorecard
<b>Water</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Environmental Sustainability</a> ; 2020 Annual Integrated Report, p. 10-11, 18-19; 2020 Form 10-k, p. 11
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	<a href="#">Environmental Sustainability</a> ; 2020 Annual Integrated Report p. 18-19, 31; 2019 Form 10-K, p. 11, 15, 18; 2019 Goals Update
	303-2 Management of water discharge-related impacts	2020 Annual Integrated Report, pg. 31.
<b>Emissions</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Environmental Sustainability</a> ; 2020 Annual Integrated Report, p. 18-19, 31; 2020 Form 10-K, p. 11
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	2020 Corporate Responsibility Scorecard
	305-2 Energy indirect (Scope 2) GHG emissions	2020 Corporate Responsibility Scorecard
	305-3 Other indirect (Scope 3) GHG emissions	2020 Corporate Responsibility Scorecard
	305-5 Reduction of GHG emissions	2020 Annual Integrated Report, pg. 31
<b>400 series (Social topics)</b>		
<b>Employment</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Our People</a> ; 2020 Integrated Report, p. 12-13
	103-2 The management approach and its components	<a href="#">Our Competitive Offer</a>
	103-3 Evaluation of the management approach	<a href="#">Our People</a> ; 2020 Annual Integrated Report, p. 12-13
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	2020 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.
<b>Training and Education</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Our People</a> ; 2020 Annual Integrated Report, p. 13, 28, 29
	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.

<b>Approach 2016</b>	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.
<b>GRI 404: Training and Education 2016</b>	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
<b>Diversity and Equal Opportunity</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Diversity</a>
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	2020 Corporate Responsibility Scorecard; 2020 Annual Integrated Report p. 32
<b>Human Rights Assessment</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Global Human Rights Statement</a>
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
<b>GRI 412: Human Rights Assessment 2016</b>	412-2 Employee training on human rights policies or procedures	<a href="#">Modern Slavery Act Statement</a>
<b>Marketing and Labeling</b>		
<b>GRI 103: Management Approach 2016</b>	103-1 Explanation of the material topic and its Boundary	<a href="#">Alcohol Responsibility</a> ; 2020 Annual Integrated Report p. 28, 32
	103-2 The management approach and its components	
	103-3 Evaluation of the management approach	
<b>GRI 417: Marketing and Labeling 2016</b>	417-3 Incidents of non-compliance concerning marketing communications	2020 Corporate Responsibility Scorecard