



Intro

Environmental Performance (Policy 685)

Effective Date: January 17, 2024

Policy Owner: [Tim Nall](#)

Snapshot:

This policy covers the standards and expectations of employees and the company to comply with environmental regulations, and to achieve the company's environmental sustainability ambitions.

Purpose

At Brown-Forman Corporation, we believe sound environmental performance supports our core purpose of Enriching Life. Caring for natural resources and the climate isn't simply a business concern for us. From the fields that grow our grains and agave, to the water we transform into our spirits, to the oak for our barrels, we depend on the earth's bounty. We work diligently in all we do – from package design to office design, to transporting our products around the globe, and from waste reduction to reuse and recycling. We are committed to the environment that sustains us, caring for the resources we share with our community, and nurturing what we have for those that come after us. Environmental compliance helps Brown-Forman drive impact and responsibly advance sustainability around climate action, water stewardship, circularity, packaging, agriculture, and forestry.

Brown-Forman integrates environmental compliance and sustainability into our business strategy to responsibly grow our brands while protecting the natural environment. Our environmental performance policy incorporates both environmental compliance and sustainability elements that work together to reduce any negative environmental impacts while protecting our employees and the communities we live and work in.

Applicability

All employees

Guidelines

Guidelines

Brown-Forman will comply with all environmental laws, regulations, and policies everywhere we operate. In cases where local regulating bodies have not set environmental standards, we will require our operations to meet appropriate internal standards, including our Code of Conduct and Global Human Rights Policies

Brown-Forman requires all employees to comply with internal policies and procedures as well as local environmental laws and regulations.

Brown-Forman's Global Procurement Policy and Supplier Code of Conduct includes guidelines and expectations that we have for our Business Partners to comply with all applicable environmental laws, rules and regulations, and demonstrate ongoing improvement in their environmental practices.

Brown-Forman develops and implements programs that address our key environmental focus areas of Climate and Energy, Water Stewardship, Circularity, Sustainable Agriculture, Sustainable Forestry and Sustainable Packaging across our value chain.

Brown-Forman will maintain a sound and effective environmental management program as a business priority to ensure compliance with environmental laws, regulations, and policies.

Brown-Forman and its Employees will:

- Stay up to date on applicable environmental regulations, permits, and other compliance requirements for their specific location/facility
- Integrate water stewardship considerations into operations and planning, including impacts on quantity and quality
- Complete all compliance requirements including training, inspections, recordkeeping, and reporting
- Notify site and EHS leaders of any environmental incidents or non-compliance
- Cooperate with officials charged with enforcing environmental regulations
- Understand their obligations with respect to environmental compliance, and create a culture of Responsible Production

Our policy will guide our sustainability strategies, including setting science based targets for environmental performance improvement. We will measure and report on our progress towards these targets, as well as any material environmental risks.

Our sustainability strategies are focused on reducing our environmental footprint by:

- Reducing greenhouse gas emissions within our business and across our supply chain
- Implementing programs to adapt to and mitigate climate change impacts
- Improving and protecting the health of watersheds that support our products
- Transforming the way we conduct business using circularity principles, designing out waste and keeping products and materials in use
- Pursuing packaging that is designed, sourced, and produced to minimize environmental impact

- Protecting and enhancing the long-term health of our agricultural and forestry supply chain to support biodiversity

To meet these goals, we collaborate with stakeholders, including key suppliers and industry partners, recognizing collective action is required to solve global and local environmental challenges. Through partnership we identify opportunities for collaboration in and across the industry, and lend our voice to environmental issues pertinent to our business.

Brown-Forman and its employees will:

- Understand the company's sustainability strategy and create a culture that embeds sustainability across our business
- Collaborate with Brown-Forman's Environmental Sustainability team on any sustainability initiatives, programs or Business Partner requests, and provide requested data to Environmental Sustainability in a timely manner
- Integrate sustainability into their work practices by incorporating environmental considerations into business activities, including procurement decisions, planning process changes, plant design modification, marketing programs or other business and operating decisions.

Consequences for Failure to Comply

Failure to follow this policy may put you and Brown-Forman at legal and reputational risk and may result in disciplinary action. Brown-Forman's Director, Global Environmental Sustainability is responsible for determining whether any alleged incidents violate this policy.

Speak up if there are concerns about Brown-Forman employees or Business Partners failing to adhere to this policy. Brown-Forman prohibits retaliation against employees who report acts inconsistent with our core values and Code of Conduct. Report violations anonymously: 1+866-832-4920.

Maintenance

Revision History

- ❖ February 1, 2022
- ❖ October 20, 2022

Date of Next Review: January, 2025

Related Resources

- ❖ [External Brown-Forman sustainability website](#)