

2015 Global Reporting Initiative G4 Index

The Global Reporting Initiative (GRI) is an internationally recognized set of guidelines for corporate responsibility reporting. Brown-Forman follows the GRI G4 guidelines in determining report content.

This table contains GRI G4 indicators for aspects that have been determined to be of significance to Brown-Forman based on our 2015 significant issues assessment, and refers to information found in our 2015-2016 Corporate Responsibility Report, 2015 Form 10-K, 2014 Proxy Statement, company website, and other public reporting.

Key:

	Fully	Repo	ortec
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Partially Reported

Not Reported

Indicato	or .	Reported	Location*	
GENERA	GENERAL STANDARD DISCLOSURES			
STRATE	GY AND ANALYSIS			
G4-1	Statement from most senior decision maker.	•	CEO Letter, pg. 4	
G4-2	Key impacts, risks and opportunities.	•	Corporate Responsibility at Brown-Forman, pg. 12- 18	
ORGANI	ZATIONAL PROFILE			
G4-3	Name of the organization.	•	Brown-Forman Corporation	
G4-4	Primary brands, products and services.		Brand Portfolio, pg. 11	
		•	2015 Form 10-K, pg. 4	
G4-5	Location of the organization's headquarters.	•	850 Dixie Highway Louisville, Kentucky 40210	



G4-6	Number of countries where the organization operates, and names of		Global Business, pg. 8
	countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.		2015 Form 10-K, pg. 5
G4-7	Nature of ownership and legal form.		Publicly traded, New York Stock Exchange
			2015 Annual Report, pg. 1-4
G4-8	Markets served (including geographic breakdown, sectors served, and		Global Business, pg. 8
	types of customers and beneficiaries).		2015 Form 10-K, pg. 5
G4-9	Scale of organization.		Global Business, pg. 8
			Employee Relations, pg. 57
			2015 Form 10-K, pg. 4-5, pg.21
G4-10	Total workforce by employment contract and gender.	•	2015 Scorecard
G4-11	Percentage of total employees covered by collective bargaining agreements.	0	
G4-12	Describe the organization's supply chain.	•	Sustainability in Our Supply Chain, pg. 50
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	•	In Fiscal 2014 we completed construction of the Jack Daniel Cooperage.
			Any significant changes are noted in our 2015 Annual Report and Form 10-K
G4-14	Whether and how the precautionary approach or principle is addressed by the organization.	0	
G4-15	Externally developed economic, environmental and social charters,		Alcohol Responsibility, pg. 22-37
	principles, or other initiatives to which the organization subscribes or which it endorses.		Energy and Greenhouse Gas Emissions, pg. 39-42
G4-16	Memberships in associations (such as industry associations) and/or		Who We Are, What We Do, and How We Do It, pg.
	national/international advocacy organizations in which the organization:		6-11



	Has positions in governance bodies;Participates in projects or committees;	Stakeholder Engagement Activities and Insights, pg. 14-15
	Provides substantive funding beyond routine membership dues;Views membership as strategic.	Providing Thought Leadership and Industry Collaboration, pg. 22-25
		Reducing Alcohol Related Harms, pg. 29-33
		Community Involvement, pg. 71-83
IDENTIF	IED MATERIAL ASPECTS AND BOUNDARIES	
G4-17	All entities included in the organization's consolidated financial	2015 Form 10-K, pg. 4-10
	statements or equivalent documents and whether any of these entities is not covered by the report.	This report covers all entities described in our 2015 Form 10-K.
G4-18	Explain the process for defining the report content and the Aspect	△ About this Report, pg. 18
	Boundaries and how the organization has implemented the Reporting Principles for Defining Report Content.	Assessing Significant Issues, pg. 16-17
G4-19	All the material Aspects identified in the process for defining report content.	Assessing Significant Issues, pg. 16-17
G4-20	The Aspect Boundary within the organization for each material Aspect.	Assessing Significant Issues, pg. 16-17
G4-21	The Aspect Boundary outside the organization for each material Aspect.	Assessing Significant Issues, pg. 16-17
G4-22	The effect of any restatements of information provided in previous reports, and the reasons for such restatements.	No such restatements
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	0
STAKEH	OLDER ENGAGEMENT	
G4-24	A list of stakeholder groups engaged by the organization.	Stakeholder Engagement Activities and Insights, pg. 14-15
G4-25	The basis for identification and selection of stakeholders with whom to engage.	Engaging Stakeholders, pg. 13



G4-26	The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an	Stakeholder Engagement Activities and Insights, pg. 14-15
	indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Assessing Significant Issues, pg. 16-17
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. The stakeholder groups that raised each of the key topics and concerns.	Assessing Significant Issues, pg. 16-17
REPORT	PROFILE	
G4-28	Reporting period for information provided.	About this Report, pg. 18
G4-29	Date of most recent previous report (if any).	About this Report, pg. 18
G4-30	Reporting cycle.	About this Report, pg. 18
G4-31	The contact point for questions regarding the report or its contents.	About this Report, pg. 18
		brown-forman@b-f.com
G4-32	Report the 'in accordance' option the organization has chosen; the GRI Content Index for the chosen option and the reference to the External Assurance Report, if the report has been externally assured.	This report contains Standard Disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines.
G4-33	The organization's policy and current practice with regard to seeking external assurance for the report.	We do not seek external assurance for our reporting at this time.
GOVERN	ANCE	
G4-34	The governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Corporate Responsibility Governance, pg. 19 <u>Corporate Governance</u>
G4-35	The process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	Corporate Responsibility Governance, pg. 19



G4-36	Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	Corporate Responsibility Governance, pg. 19
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	Engaging Stakeholders, pg. 13 About this Report, pg. 18 Ethical Business Behavior, pg. 19-20
G4-38	 Report the composition of the highest governance body and its committees by: Executive or non-executive, Independence, Tenure on the governance body, Number of each individual's other significant positions and commitments, and the nature of the commitments, Gender, Membership of under-represented social groups, Competences relating to economic, environmental and social impacts, Stakeholder representation. 	Corporate Responsibility Governance, pg. 19 2014 Proxy Statement, pg. 7-13 Corporate Governance/Profiles
G4-39	Whether the Chair of the highest governance body is also an executive officer.	2014 Proxy Statement, pg. 7-9 <u>Corporate Governance/Profiles</u>
G4-40	The nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.	2014 Proxy Statement, pg. 11
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stakeholders.	Corporate Responsibility Governance, pg. 19-20 2014 Proxy Statement, pg. 11



G4-42 G4-43	The highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts. The measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social	0	Corporate Responsibility Governance, pg. 19 Corporate Governance Guidelines
	topics.		
G4-44	a. The processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics and whether such evaluation is independent or not, and its frequency.	0	
	b. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice.		
G4-45	a. The highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes.	0	
	b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.		
G4-46	The highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	0	
G4-47	The frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	0	
G4-48	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	•	Our report is reviewed by the Disclosure Committee, which includes members of the Executive Leadership Team



G4-49	The process for communicating critical concerns to the highest governance body.	•	2014 Proxy Statement, pg. 12
G4-50	The nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	0	
G4-51	a. The remuneration policies for the highest governance body and senior executives.	•	2014 Proxy Statement, pg. 18-51
	b. How performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.		
G4-52	The process for determining remuneration. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	•	2014 Proxy Statement, pg. 22-38
G4-53	How stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	0	
G4-54	The ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	0	
G4-55	The ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	0	
ETHICS A	ND INTEGRITY		
G4-56	The organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	•	Ethical Business Behavior, pg. 19-20 <u>Code of Conduct</u>



			Global Human Rights Statement
G4-57	The internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	•	Ethical Business Behavior, pg. 19-20 <u>Code of Conduct</u> , pg. 38
G4-58	The internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	•	Ethical Business Behavior, pg. 19-20
SPECIFIC	STANDARD DISCLOSURES		
CATEGO	RY: ECONOMIC		
Economi	c Performance	_	
DMA	Disclosure on Management Approach	•	Who We Are, What We Do, and How We Do It, pg. 6-11
			2015 Form 10-K, pg. 4-10
G4-EC1	Direct economic value generated and distributed		2015 Scorecard
			2015 Form 10-K pg. 45-49
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	•	Energy and Greenhouse Gas Emissions, pg. 39-41 2015 CDP Climate Change Response 2015 Form 10-K pg. 12
G4-EC3	Coverage of the organization's defined benefit plan obligations.	•	2015 Form 10-K. pg. 43, 58, 63
G4-EC4	Financial assistance received from government.	0	
Indirect	Economic Impacts		
DMA	Disclosure on Management Approach	•	Community Involvement, pg. 71
G4-EC7	Development and impact of infrastructure and services supported.	•	Community Involvement, pg. 71 2015 Scorecard



G4-EC8	Significant indirect economic impacts, including the extent of impacts.	_	Employee Involvement, pg. 71
			Our Brands in the Community, pg. 80
CATEGOR	RY: ENVIRONMENTAL		
Materials			
DMA	Disclosure on Management Approach		Packaging, pg. 46
			Environmental Management, pg. 52
G4-EN1	The total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period.	•	Packaging, pg. 46
G4-EN2	The percentage of recycled input materials used to manufacture the organization's primary products and services.	0	
Energy			
DMA	Disclosure on Management Approach	•	Energy and Greenhouse Gas Emissions, pg. 39-41
			Environmental Management, pg. 52
			2015 CDP Climate Disclosure
G4-EN3	Energy consumption within the organization.	•	2015 Scorecard
			2015 CDP Climate Disclosure
G4-EN4	Energy consumption outside of the organization.	•	2015 Scorecard
G4-EN5	Energy Intensity.	0	
G4-EN6	Reduction of energy consumption.	•	2015 Scorecard
G4-EN7	Reduction in energy requirements of products and services.	0	Not applicable to Brown-Forman
Water			
DMA	Disclosure on Management Approach	•	Water, pg. 47
		•	2015 CDP Water Disclosure



G4-EN8	Total water withdrawal by source.		Water, pg. 47
			2015 Scorecard
			2015 CDP Water Disclosure
G4-EN9	Water sources significantly affected by withdrawal of water.	$\overline{}$	2015 CDP Water Disclosure
G4-EN10	Percentage and total volume of water recycled and reused.	0	
Biodivers	sity		
DMA	Disclosure on Management Approach		Agricultural Supply Chain, pg. 50
			Environmental Management, pg. 52
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	0	
G4-EN12	Significant impacts of actives, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	•	Agricultural Supply Chain, pg. 50
G4-EN13	Habitats protected or restored.	-	Restoring Native Vegetation at Woodford Reserve, pg. 48
G4-EN14	Total number of IUCN red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	0	
Emissions	S		
DMA	Disclosure on Management Approach	•	Energy and Greenhouse Gas Emissions, pg. 39-41
			Environmental Management, pg. 52
			2015 CDP Response
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1).		2015 Scorecard
			2015 CDP Response
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	_	2015 Scorecard
			2015 CDP Response



G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3).		2015 Scorecard
			2015 CDP Response
G4-EN18	Greenhouse gas (GHG) emissions intensity.	•	2015 CDP Response
G4-EN19	Reduction of greenhouse gas (GHG) emissions.		Performance against 2023 Goals, pg. 40
			2015 Scorecard
			2015 CDP Response
G4-EN20	Emissions of ozone-depleting substances (ODS).	0	
G4-EN21	NO_x , SO_x , and other significant air emissions.	0	
Effluents	and Waste		
DMA	Disclosure on Management Approach	-	Waste, pg. 43
			Environmental Management, pg. 52
			2015 CDP Water Disclosure
G4-EN22	Total water discharge by quality and destination.	•	2015 CDP Water Disclosure
G4-EN23	Total weight of waste by type and disposal method.	0	
G4-EN24	Total number and volume of significant spills.	0	
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	0	
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	•	2015 CDP Water Disclosure
• •	Environmental Assessment		
DMA	Disclosure on Management Approach	$\overline{\bullet}$	Sustainability in our Supply Chain, pg. 50



			Environmental Management, pg. 52
G4-EN32	Percentage of new suppliers that were screened using environmental criteria.	•	Sustainability in our Supply Chain, pg. 50
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	•	Sustainability in our Supply Chain, pg. 50
CATEGOR	Y: SOCIAL		
LABOR PF	RACTICES AND DECENT WORK		
Employm	ent		
DMA	Disclosure on Management Approach	•	Employee Relations, pg. 57-58
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region.	•	2015 Scorecard
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations.	0	
G4-LA3	Return to work and retention rates after parental leave, by gender.	0	
Occupation	onal Health and Safety		
DMA	Disclosure on Management Approach	•	Health and Safety, pg. 65-66
G4-LA5	Percentage of total workforce represented in formal joint management- worker health and safety committees that help monitor and advice on occupational health and safety programs.	0	
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	•	Health and Safety, pg. 65-66
		•	2015 Scorecard
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	•	Health and Safety, pg. 65-66



G4-LA8	Health and safety topics covered in formal agreements with trade unions.	0	
Diversity	and Equal Opportunity		
DMA	Disclosure on Management Approach	•	Diversity and Inclusion, pg. 62-64
G4-LA12	Composition of governance bodies and breakdown of employees per	•	Diversity and Inclusion, pg. 62-64
	employee category according to gender, age group, minority group membership, and other indicators of diversity.		Board Composition
	membership, and other indicators of diversity.		2014 Proxy Statement, pg. 3
Supplier A	Assessment for Labor Practices		
DMA	Disclosure on Management Approach		Human Rights, pg. 20
			Global Human Rights Statement
			Supplier Guiding Principles with Respect to Human Rights
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria.	•	Human Rights, pg. 20
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	0	
Labor Pra	ctices Grievance Mechanisms		
DMA	Disclosure on Management Approach	0	
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	0	
HUMAN R	IGHTS		
Non-discr	imination		
DMA	Disclosure on Management Approach	0	
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	0	



Child Lab	oor		
DMA	Disclosure on Management Approach		Human Rights, pg. 20
			Global Human Rights Statement
			Supplier Guiding Principles with Respect to Human Rights
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.		Human Rights, pg. 20
			Global Human Rights Statement
			Supplier Guiding Principles with Respect to Human Rights
Forced o	r Compulsory Labor		
DMA	Disclosure on Management Approach		Human Rights, pg. 20
			Global Human Rights Statement
			Supplier Guiding Principles with Respect to Human
			Rights
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.		Human Rights, pg. 20
			Global Human Rights Statement
			Supplier Guiding Principles with Respect to Human
			Rights
Supplier	Human Rights Assessment		
DMA	Disclosure on Management Approach	<u> </u>	Human Rights, pg. 20
			Global Human Rights Statement
			Supplier Guiding Principles with Respect to Human Rights
G4-HR10	Percentage of new suppliers that were screened using human rights criteria.		Human Rights, pg. 20
		•	Global Human Rights Statement
			Supplier Guiding Principles with Respect to Human Rights



G4-HR11	Significant actual and potential negative human rights impacts in the	\circ	
	supply chain and actions taken.	0	
Human Ri	ghts Grievance Mechanisms		
DMA	Disclosure on Management Approach		Human Rights, pg. 20
			Global Human Rights Statement
			Supplier Guiding Principles with Respect to Human Rights
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	0	
SOCIETY			
Local Con	nmunities		
DMA	Disclosure on Management Approach	$\overline{\bullet}$	Community Involvement, pg. 71
G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	•	Community Involvement, pg. 71
G4-SO2	Operations with significant actual and potential negative impacts on local communities.	0	
Anti-corru	uption		
DMA	Disclosure on Management Approach	•	Ethical Business Behavior, pg. 19-20 <u>Code of Conduct</u>
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	•	Ethical Business Behavior, pg. 19-20 <u>Code of Conduct</u>
G4-SO4	Communication and training on anti-corruption policies and procedures.		Ethical Business Behavior, pg. 19-20
			Code of Conduct
G4-S05	Confirmed incidents of corruption and actions taken.	0	
Public Pol	licy		



DMA	Disclosure on Management Approach	•	Alcohol Responsibility, pg. 22-37
G4-S06	Total value of political contributions by country and	0	
	recipient/beneficiary.	O	
PRODUCT	RESPONSIBILITY		
Customer	Health and Safety		
DMA	Disclosure on Management Approach		Alcohol Responsibility, pg. 22-37
			www.ourthinkingaboutdrinking.com
G4-PR1	Percentage of significant products and service categories for which	$\overline{}$	
	health and safety impacts are assessed for improvement.	0	
G4-PR2	Total number of incidents of non-compliance with regulations and	0	
	voluntary codes concerning health and safety impacts of products and		
	services during their life cycle, by type of outcomes.		
Product a	nd Service Labeling		
DMA	Disclosure on Management Approach		Practicing Responsible Marketing, pg. 26
			www.ourthinkingaboutdrinking.com
G4-PR3	Type of product and service information required by the organization's		Practicing Responsible Marketing, pg. 26
	procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	•	We follow all labeling requirements as governed by law, including the Surgeon General's warning in the U.S. and responsible drinking messages where applicable. The Producers' Commitments are also being implemented to add symbols and/or language to our packaging, and a new website will provide more information.
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	•	2015 Scorecard
G4-PR5	Results of surveys measuring customer satisfaction.	0	



Marketin	g Communications		
DMA	Disclosure on Management Approach	•	Practicing Responsible Marketing, pg. 26 www.ourthinkingaboutdrinking.com
G4-PR6	Sale of banned or disputed products.	0	
G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	•	In FY2015, we had no fines or penalties regarding advertising complaints.
Complian	nce		
DMA	Disclosure on Management Approach	•	Alcohol Responsibility, pg. 22-37 www.ourthinkingaboutdrinking.com
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	0	

^{*} All page references refer to our 2015-2016 Corporate Responsibility Report, except where noted otherwise.