

**Diageo Recognized by Human Rights Campaign as 'Best Place to Work' for Fourth Year in a Row**  
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### **Company Receives Perfect Score on HRC's Corporate Equality Index**

NORWALK, Conn., Dec. 8, 2011 /PRNewswire/ -- Diageo, the world's leading premium spirits, wine and beer company, is pleased to announce that, for the fourth consecutive year, it has earned a perfect score in the annual Human Rights Campaign's Corporate Equality Index (CEI) survey. The CEI is an annual report produced by the Human Rights Campaign (HRC) Foundation, the educational arm of the nation's largest advocacy group for gay, lesbian, bisexual and transgender Americans. With a perfect score of 100 once again, Diageo was recognized as one of the "Best Places to Work" and listed as one of the top companies that support equality for Lesbian, Gay, Bisexual, Transgender (LGBT) employees.

"The recognition from the Human Rights Campaign for the fourth year running is an honor, made even more powerful due to this year's increased requirements for the index," said Ivan Menezes, President and CEO, Diageo North America. "I am proud that Diageo's culture of diversity and inclusion is constantly expanding and that Diageo continues to uphold the highest standards."

Diageo has additionally been recognized for its Diversity Council and employee resources groups (ERGs). Diageo's Rainbow Network was one of the first ERGs at the company and remains one of its most active.

"As a longtime employee, I see and experience Diageo's ongoing commitment to diversity on a daily basis," said Neil Tallantire who leads Diageo's Rainbow Network alongside his day job as SVP Marketing, Whisky Gins & Liqueurs. "The remarkable support for Diageo's Rainbow Network extends to the highest levels of the organization, reflecting the energy and dedication that the Network members put towards overcoming challenges presented to the LGBT community. I am extremely proud to be a part of a company that provides me with the opportunity to truly make a difference in the lives of my colleagues."

Each year, the CEI provides an in-depth analysis and rating of large U.S. employers and their policies and practices pertinent to LGBT employees, consumers and investors.

### **About HRC Foundation**

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve lesbian, gay, bisexual and transgender equality. By inspiring and engaging all Americans, HRC strives to end discrimination against LGBT citizens and realize a nation that achieves fundamental fairness and equality for all.

For more information on the Human Rights Campaign Foundation's 2008 Corporate Equality Index, visit [www.HRC.org/CEI](http://www.HRC.org/CEI).

### **About Diageo**

Diageo (Dee-AH-Gee-O) is the world's leading premium drinks business with an outstanding collection of beverage alcohol brands across spirits, beer and wine. These brands include Johnnie Walker, Crown Royal, J&B, Windsor, Buchanan's and Bushmills whiskies, Smirnoff, Ciroc and Ketel One vodkas, Baileys, Captain Morgan, Jose Cuervo, Tanqueray and Guinness.

Diageo is a global company, with its products sold in more than 180 countries around the world. The company is listed on both the New York Stock Exchange (DEO) and the London Stock Exchange (DGE). For more information about Diageo, its people, brands, and performance, visit us at [Diageo.com](http://Diageo.com). For our global resource that promotes responsible drinking through the sharing of best practice tools, information and initiatives, visit [DRINKiQ.com](http://DRINKiQ.com).

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SOURCE Diageo

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