



Racial Injustice and Southern Glazer's Values

The past week has been one of the most difficult for our nation. All of us watched in horror and disgust the video of George Floyd, a Black man, being forcibly suffocated as bystanders pleaded for the police officer to remove his knee from Mr. Floyd's neck. The reality is that this was not an isolated incident of racial violence in America. Unfortunately, we've seen videos of many other horrifying acts of racial violence perpetrated against Black people and for that matter all people of color.

- On February 23, 2020, Ahmaud Arbery, a Black man, was pursued and fatally shot in broad daylight in Glynn County, Georgia, by white men. His death was captured on video.
- On the morning of May 25, 2020, Christian Cooper, a Black man bird watching in New York City Central Park, was threatened by a white woman, and falsely accused of threatening her life in a 911 call. This incident was captured on video.

We know that these are only the ones that have been recorded; there have been many similar incidents of racism too many times in our country, including in the communities where we live and work.

We must face the fact of our country's terrible history of racial injustice against the Black community and people of color. If it is not addressed head on, it will continue to tear us apart. The dream of America must finally embody equality for all.

I want to make it perfectly clear that while we do not have all the answers, the entire Executive Leadership team stands in solidarity with everyone who is devastated and angered by racial inequality. We also care deeply about being part of the solution. To that end, we are ready to raise up and listen to the voices of those who have too often been ignored and to work with all of you to bring about real and lasting change.

At SGWS, steps toward broader progress include maintaining and upholding our zero-tolerance policy for any hate, harassment, or discriminatory behavior *of any kind* in our own organization. Integrity and inclusiveness are not just words in our Company's value statement – they are behaviors we must live every day. This means treating each other with respect– whether it's on social media or in our daily interactions. The foundation of diversity and inclusion is acknowledging and valuing our differences, and finding ways to use common ground to make us stronger. There is no room for any expression of hate in our Southern Glazer's FAMILY.

In the days and weeks ahead, SGWS leadership will be working in conjunction with our Diversity & Inclusion team to engage our C.H.E.E.R.S. business resource groups and all employees to further explore how we can fight overt, unconscious, and systemic racism and biases that impact our colleagues and communities. This is a journey that started many years ago, and will continue at Southern Glazer's for as long as necessary. We are not only a leader in our industry, we are also a leader in our communities. Therefore, we have a responsibility to



serve as a model for doing what is right – it is what's expected of us, what we expect of ourselves, and what I expect from all team members of our Company.

If you are struggling to process recent events and your feelings about them, please speak with your manager, have conversations with your teams and your leaders, or take advantage of our Employee Assistance Program. We take great pride in ensuring the safety of our work environment and that all team members feel comfortable wherever they work. If you witness or experience any incidents of discrimination, harassment or retaliation, please discuss with your Human Resources Business Partner, or report anonymously to the Southern Glazer's "Speak Up" hotline at 1-866-898-2725 or online at sgws.ethicspoint.com. The toll-free number and online site operate 24 hours a day, seven days a week so employees can make anonymous reports without fear of retaliation.

Please continue to be safe.

Wayne E. Chaplin
CEO
Southern Glazer's Wine & Spirits