



Constellation Brands

Transparency in Supply Chains Disclosure Statement

Constellation Brands is committed to upholding the highest standard of ethical and legal conduct. Fairness, honesty, and integrity have been at the heart of our dealing with employees, stockholders, retailers, suppliers, government agencies, and our community for more than 75 years. We continue to evolve and adapt to a changing world, but these fundamental principles remain unchanged. We strive to hold all of our employees, officers, and directors accountable to the highest principles of business conduct ([Constellation Brands Code of Business Conduct and Ethics](#)) and we expect the same of our suppliers. ([Constellation Brands Supplier Code of Conduct and Sustainability Guidelines](#)) As a premier producer of beverage alcohol products, we recognize our responsibility to set the right example.

Constellation Brands has taken the following steps to ensure slavery and human trafficking are not taking place in any of its supply chains or in its own business:

VERIFICATION OF PRODUCT SUPPLY CHAINS

We conduct internal reviews of our product supply chains evaluating a number of potential issues, including human trafficking and slavery. We require our suppliers to verify compliance with the Constellation Brands Supplier Code of Conduct and Sustainability Guidelines.

SUPPLIER AUDITS

We reserve the right to conduct announced and unannounced audits of suppliers either by ourselves or through third parties.

COMPLIANCE WITH LAWS

We require our suppliers to follow all applicable laws and regulations and to ensure that their own dealings with employees, customers, their suppliers, government personnel and others are conducted honestly, with integrity, and consistent with all applicable laws, regulations and ethical standards.

INTERNAL ACCOUNTABILITY STANDARDS

We maintain internal accountability standards and procedures for our own employees who fail to meet our standards of conduct on any subject, including slavery and human trafficking. Employees must affirm their review of, and compliance with, the Constellation Brands Code of Business Conduct and Ethics. Failure of employees to abide by the Constellation Brands Code of Business Conduct and Ethics can result in corrective action up to and including termination of employment. Failure of suppliers to abide by the Constellation Brands Supplier Code of Conduct and Sustainability Guidelines can result in corrective action up to and including the termination of all existing and future business.

INTERNAL TRAINING

We provide employees and members of management who have direct responsibility for supply chain management with training on identifying, responding to and preventing human trafficking and slavery, particularly with respect to mitigating risks within product supply chains.

This statement was approved by the Audit Committee of the Board of Directors of Constellation Brands Inc.



Date: February 10, 2023

Bill Newlands
President and Chief Executive Officer