

Brown-Forman scores 100% 2022 Corporate Equality Index

Recently, Brown-Forman Corporation received a perfect score of 100% on the 2022 Corporate Equality Index (CEI), which is a survey and report on corporate policies and practices related to LGBTQ+ workplace equality. It is administered by the Human Rights Campaign Foundation.

This is the twelfth consecutive year Brown-Forman has received a perfect score, joining the ranks of 840 US businesses this year. The 2022 CEI results showcase how US companies promote LGBTQ+ friendly workplace policies in the US and for 56% of the companies with global operations, also abroad. Brown-Forman's efforts satisfied all of the CEI's criteria, earning the company a 100% ranking and the designation as one of the Best Places to Work for LGBTQ+ Equality.

"The CEI standards keep us focused on the most meaningful ways to support an inclusive workplace so that LGBTQ+ colleagues will continue to choose to build their careers here. As a life-long ally, I am proud of this perfect score because it affirms Brown-Forman's commitment to being a great place to work, for everyone," said Ralph de Chabert, SVP, Chief Diversity and Global Community Relations Officer.

"When the Human Rights Campaign Foundation created the Corporate Equality Index 20 years ago, we dreamed that LGBTQ+ workers—from the factory floor to corporate headquarters, in big cities and small towns—could have access to the policies and benefits needed to thrive and live life authentically," said Jay Brown, Human Rights Campaign Senior Vice President of Programs, Research and Training. "We are proud that the Corporate Equality Index paved the way to that reality for countless LGBTQ+ workers in America and abroad. But there is still more to do, which is why we are raising the bar yet again to create more equitable workplaces and a better tomorrow for LGBTQ+ workers everywhere."

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities
- Equitable benefits for LGBTQ+ workers and their families
- Supporting an inclusive culture
- Corporate social responsibility

This year's CEI reflects growth across every measurement category, from the adoption of inclusive non-discrimination policies, to equitable healthcare benefits for transgender employees. The 2022 CEI rates employers providing crucial protections to over 20 million US workers and an additional 18 million abroad.

The full report is available online at www.hrc.org/cei.