

Unleashing the Power of Our People

Southern Glazer's Wine & Spirits

2022 Corporate Social Responsibility Report



Table of Contents

Southern Glazer's at a Glance | 3

Message from Southern Glazer's CSR Team | 4

Southern Glazer's in the Community | 5

People & Diversity | 14

Environmental, Health & Safety | 19

Governance & Ethics | 21



Southern Glazer's Wine & Spirits at a Glance

Southern Glazer's Wine & Spirits (Southern Glazer's) is the world's pre-eminent distributor of beverage alcohol, and proud to be a multi-generational, family-owned company. The Company has operations in 44 U.S. states, the District of Columbia, and Canada. Southern Glazer's urges all retail customers and adult consumers to market, sell, serve, and enjoy its products responsibly.

In 2022, Southern Glazer's was listed as one of *Forbes* Best Employers for Diversity. In 2021, Southern Glazer's was selected as a U.S. Best Managed Company by Deloitte Private and *The Wall Street Journal*, as well as named by *Newsweek* as a Top 100 Most Loved Workplace.

Expertise in Wine and Spirits Education

Southern Glazer's has more certified wine experts than any other North American wine and spirits distributor. Its employees have successfully completed more than 10,700 wine, sake and spirits education programs, from introductory to master-level achievements. These include Southern Glazer's Master Mixologists across North America, responsible for educating bartenders, beverage buyers, and corporate clients about the latest trends in cocktail culture. Michelin star chefs, national restaurant chains, international hotels, and top spirits brands rely on Southern Glazer's expert Mixologists to help them develop world-class beverage programs that raise the bar for today's demanding consumers. Southern Glazer's Mixologists hold multiple certifications from accredited organizations, such as the U.S. Bartenders Guild, BarSmarts, Wine & Spirit Education Trust, Society of Wine Educators, and Cicerone Certification Program, to name a few. Southern Glazer's also boasts the industry's first national wine team, comprised of 11 employees dedicated to providing top quality wine education and certification for their teams across the country.

- Master of Wine: 1
- WSET Wine Certified Educators: 12
- WSET Sake Certified Educators: 10
- WSET Diploma: 10
- WSET Level 3 Wines: 215
- WSET Level 3 Sake: 28
- WSET Level 3 Spirits: 5
- WSET Level 2 Wine & Spirits: 4,787
- WSET Level 2 Wines: 1,346
- WSET Level 2 Spirits: 2,947
- WSET Level 1 Sake: 1,059
- WSET Level 1 Wines: 5
- Court of Master Sommeliers Level 1: 1,974
- CMS Certified Sommeliers: 122
- CMS Advanced Sommeliers: 22
- Master Sommeliers: 9
- Over 640 Certified Specialists of Wine: 644
- SWE Certified Wine Educators: 9
- SWE Certified Spirits Educators: 3
- Certified Specialists of Spirits: 198
- Italian Wine Professionals: 203
- French Wine Scholars: 106
- Italian Wine Scholars: 3
- Spanish Wine Scholars: 28



6.7M Annual Deliveries



42 Distribution Centers



1.7K+ Beverage Suppliers



2.6K Trucks in Fleet



7K+ Brands Distributed

Unleashing the Power of Our People:

A Message from Southern Glazer's CSR Team

As we look back at 2022, we're celebrating and commending Southern Glazer's employees for their inspiring passion and commitment to making a positive impact. Our Southern Glazer's FAMILY kept community service, environmental sustainability, and Diversity, Equity & Inclusion (DEI) consistently at the forefront — truly unleashing the power to make lasting and meaningful change.

In terms of local impact, our employees donated more time than ever this year to volunteerism. It's because of their compassion that we were able to host VolunCheers Unleashed — the first-ever, in-person conference for Southern Glazer's local champions for all things giving and volunteering, our VolunCheers Ambassadors. The inaugural gathering, which included participation from key supplier partners, was a testament to our industry's commitment to leaving the world a better place than we found it. In addition, Southern Glazer's gave nearly \$6 million in-kind product and financial donations to hundreds of charitable organizations in 2022.

To make any kind of meaningful impact, we know that DEI must be at the center of all conversations. Promoting equality at work, in our local communities, and with our partners will always be a main focus at Southern Glazer's.

We are proud to be responsible in setting a standard and taking a leadership role in environmental sustainability efforts, not only for the wholesale tier, but for the entire ecosystem that Southern Glazer's operates in. This year, we have continued to make investments around sustainability and collaborated with partners to advance our collective efforts.

Every year, we're proud to see Southern Glazer's and its employees step up when needed most. It's by unleashing that passion for paying it forward, no matter how big or how small, that we're able to make a lasting impact as a FAMILY. We're looking forward to continuing to do our part in making the world a more equitable and sustainable place.



Lee Brian Schrager
Chief Communications Officer



Cindy Haas
Vice President, Communications &
Corporate Social Responsibility



Sofia Estevez
Manager, External Communications
& Corporate Social Responsibility



Anna Gomez
Specialist, External Communications
& Corporate Social Responsibility

Southern Glazer's CSR Pillars:

1

**Responsible Consumption and
Prevention of Underage Drinking**

2

Supporting Education

3

Diversity, Equity & Inclusion

4

**Empowering Local
Market Giving**

5

Environmental Sustainability

Community

Empowering Our Employee VolunCheers

Year after year, Southern Glazer's employees go the extra mile to spread their compassion and commitment to charitable impact. Whether it's organizing initiatives to support their favorite causes or rushing into action after a natural disaster struck, Southern Glazer's employees never hesitated to support those in need, touching lives in their local communities and those in crisis across the globe. With VolunCheers Online, Southern Glazer's employees can organize and track their volunteer events, fundraising efforts, and personal charitable activities—all on one platform. This one-stop-shop for all things charitable allows us to paint a detailed picture of all the time and resources our Southern Glazer's FAMILY has dedicated to charitable impact. **Highlights from 2022 include:**

12,185

volunteer
hours

210

volunteer
events

186

benefiting
charities

\$193.5K

employee
donations

In addition to the inspiring, personal efforts of Southern Glazer's employees, our Company-wide CSR campaigns, network of VolunCheers Ambassadors, and employee recognition programs all contributed to the meaningful difference we made this year.

Southern Glazer's VolunCheers Ambassador Program is comprised of more than 90 employees across 44 U.S. markets, plus the District of Columbia, and Canada. These charitable champions were hand-selected by local leaders for their passion and experience in leading volunteer activities. Ambassadors help drive local participation and leverage VolunCheers Online to organize and promote their volunteer events. The program celebrated its third anniversary in 2022 and continues to expand across markets and divisions.

VolunCheers Ambassadors participate in monthly calls where Company-wide campaigns are announced, participating employees share updates on local volunteer activities, and guidance is provided for upcoming initiatives or ideas. Each month, the call is kicked off by a guest speaker from a national nonprofit. During 2022, speakers from [American Civil Liberties Union](#), [Step Up Women's Network](#), [Arbor Day Foundation](#), [PFLAG](#), [Make a Wish Foundation](#), [American Foundation for Suicide Prevention](#), and [Leukemia & Lymphoma Society](#) took the time to join these monthly discussions. Participating charities were selected based on Ambassador feedback and upcoming observances, providing the group with relevant volunteer opportunities for their teams.

Since the platform was launched in July 2018, Southern Glazer's employees across the United States and parts of Canada have created more than 930 volunteer events, logged over 57,785 volunteer hours, and given \$491,863 in donations. Additionally, 34% of employees, consisting of more than 7,700 of our team members, are active on VolunCheers Online. A majority of events created throughout the year supported the following categories: Social Services, Community Services, and Food Bank/Hunger.



Answering the Call to Provide Disaster Relief

Our Company is equipped to support employees and communities affected by disaster at any given moment. Southern Glazer's Relief & Charitable Foundation was established to provide grants to employees and their families who have been adversely affected by natural disasters, including but not limited to hurricanes, tornados, wildfires, and mudslides.

In 2022, the Foundation granted more than \$218,200 to employees facing crises, including devastation from Hurricane Ian, destructive wildfires in New Mexico and Colorado, and COVID-19. Through the Foundation, Southern Glazer's also donated \$173,275 to charities leading on-the-ground disaster relief efforts in 2022. More than \$51,000 of this donation total provided aid to Ukraine as a result of an employee match campaign.

Since the Foundation's inception in 2018, we have provided \$589,000 in disaster relief grants to 233 employees and donated \$201,000 to charities on the front lines of disaster.





Extending Our Giving Spirit to Future Leaders

At Southern Glazer's, we are incredibly proud of our intern program. Every year, we welcome hundreds of interns to be a part of and learn from our business. Keeping hospitality at the heart of everything we do, all interns are required to participate in Intern VolunCheers Week to connect with the community and engage in volunteerism during their time with us. Supporting people where we live and work is integral to who we are at Southern Glazer's. During this important program, interns are invited to work with local VolunCheers Ambassadors to identify and execute a volunteering project during the last week of their internship program. This year, all volunteer projects focused on our key pillar of environmental sustainability.

Over 90 students participated in the 2022 internship program. During Intern VolunCheers Week, project teams in various markets participated in environmental-themed volunteer activities and were led or co-led by self-selected Intern VolunCheers Leaders.



VolunCheers Unleashed

This year, we celebrated [VolunCheers Unleashed](#) – the first-ever, in-person gathering of VolunCheers Ambassadors since the program launched three years ago. With a focus on social responsibility, sustainability, and diversity, the purpose of VolunCheers Unleashed was for attendees to leave feeling equipped and empowered to make an even greater positive impact in their local communities, as well as to foster greater collaboration with our strategic supplier partners.

It was only fitting that the conference was comic book themed, as our VolunCheers Ambassadors are Southern Glazer's special class of superheroes. We partnered with [Realized Worth](#), a leading CSR consulting firm, to welcome 30 VolunCheers Ambassadors and 11 supplier CSR and DEI leaders from Bacardi, Beam Suntory, Constellation, Diageo, and Pernod Ricard to [SGWS Wynwood](#).

The main day of programming began with an informative CSR supplier panel featuring Jamie Lippman (Vice President, Environmental, Social & Governance, Bacardi), Tracey Wands (Director, Inclusion & Diversity, Diageo), and Katie Alland (Senior Manager, Consumer Sustainability, Beam Suntory). Next, all attendees rotated through three collaborative breakout sessions:

- **Diversity & Inclusion:** A discussion with supplier partners designed to empower VolunCheers Ambassadors with knowledge around aligning D&I with community outreach and best practices to make their activities as inclusive as possible.
- **Transformative Volunteering:** A discussion led by Realized Worth on key tactics to effectively plan and execute a "Transformative Volunteering" event.
- **Marketing Local Volunteer Events:** A discussion built around topics of interest that VolunCheers Ambassadors voted on, including recruiting and retaining employee volunteers, guided by Southern Glazer's CSR team.

Following the breakout sessions was an engaging keynote presentation from Chris Jarvis, Co-Founder & Chief Strategic Officer of Realized Worth, that concluded with an exercise that led directly to our offsite volunteer activity. VolunCheers Ambassadors and supplier partners volunteered together in a park cleanup led by local nonprofit, [VolunteerCleanup.org](#), at Miami's Margaret Pace Park. In addition to highlighting the importance of environmental sustainability, the team collected a whopping 145 pounds of trash.

The full group celebrated that evening with a walkaround dinner at SGWS Wynwood that included a VolunCheers Ambassador Awards Ceremony, showcasing their efforts through special recognitions like "Rookie of the Year", "Dynamic Duo", and "VolunCheers Ambassador of the Year".

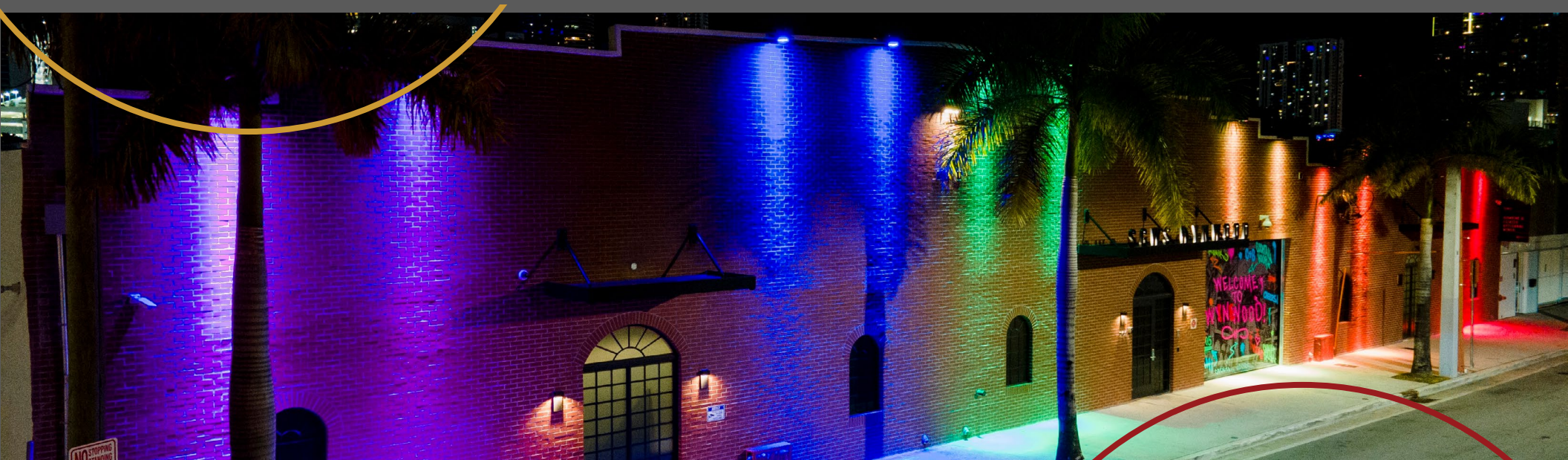
Overall, everyone left feeling reenergized. For VolunCheers Ambassadors, that meant bringing home new tools and best practices to expand their market's charitable footprint. For supplier partners, it means exploring opportunities to collaborate with Southern Glazer's on strategic CSR and D&I initiatives to reach more communities.



Expanding Our Cultural Outreach

Southern Glazer's CSR, DEI, and Multicultural Center of Excellence (MCCoE) teams make it a priority to jointly host Company-wide programming in recognition of cultural observances throughout the year, including Women's History Month, Black History Month, Pride Month, Hispanic Heritage Month, and Veteran's Day. During these virtual events, employees are not only educated on Southern Glazer's efforts, but also hear from supplier and charitable partners for opportunities to make a collective difference.

As one example, in honor of Pride Month, Southern Glazer's donated \$25,000 to support [Ali Forney Center](#) (AFC) and its efforts to protect homeless LGBTQ+ youth. Alex Roque, President and Executive Director of AFC, joined Southern Glazer's "Resilience: Living Authentically" Virtual Leadership Panel to share his organization's meaningful work with employees. As active supporters of the LGBTQ+ community, Southern Glazer's Lee Brian Schrager, Chief Communications Officer and Lauren Mutti, Senior Vice President, Labor and Employment participated as panelists during the moving discussion.



The MCCoE also executed its first-ever national program called "Share the Love," which was designed to champion for LGBTQ+ supplier and brand allies from May 1 to June 30. The campaign was celebrated during a "Share the Love" virtual event, where Southern Glazer's charitable partners [Lambda Legal](#) and [National LGBTQ Task Force](#) answered thoughtful questions and provided opportunities for employees to give back during Pride Month and beyond.

Employees also tuned in to hear the inspiring words of Kristin Beck, human rights activist, motivational speaker, and the nation's first openly transgender Navy SEAL, hosted by Southern Glazer's Pacific Northwest C.H.E.E.R.S. to Pride business resource group.

To close the virtual programming series, [PFLAG](#) hosted an interactive workshop for employees called "What Would You Do? The Advanced Ally's Guide to Being Active in Tough Situations," where participants engaged in skill-building exercises to fine-tune their ally skills, particularly when navigating conflict and difficult conversations.

Several celebrity owners from brands including Casa Del Sol, Santo Spirit, Dos Hombres, and Calirosa Tequila also collaborated with the Company to share custom Pride Month videos for social media, emphasizing the critical importance of inclusivity in our industry.

To visually showcase Southern Glazer's support of this important month, the Company illuminated the exterior of its SGWS Wynwood building in rainbow lights. The display was proudly featured for the duration of June, but Southern Glazer's is committed to shining a light on the LGBTQ+ community and serving as an active supporter year-round.

Responsible Consumption

Southern Glazer's established the Youth Alcohol Awareness and Education Foundation, Inc. to fund programs that support alcohol safety and underage drinking prevention, including the [AlcoholEdu for High School](#) online curriculum. Program courses are available at no cost to all public and private high schools in Miami-Dade and Broward counties in Florida, Dallas and Collin counties in Texas, and Bronx, Kings, Nassau, New York, Queens, and Richmond counties in New York. The program, which is part of a three-year commitment, was available in these three markets throughout the 2021-2022 school year.

AlcoholEdu for High School, developed by leading education technology company [EVERFI](#), is a 90-minute, interactive course that engages students in high school with science-based alcohol education and interactive exercises, providing an individualized experience that changes perceptions, motivates behavior change, and supports healthier decisions regarding alcohol. The course focuses on five main pillars: Knowing the Basics, Knowing Your Influences, Brain and Body, Smart Decisions, and Future Ready. Through this scalable online program, which has been proven to reduce negative consequences associated with underage drinking, schools can reach all students with a consistent message and empower them to make safer and healthier decisions about alcohol.

For the most recent 2021-2022 school year, the program saw significant increases in reach and impact. After having completed the Southern Glazer's-sponsored course, students' knowledge gain scores increased by 31%, from 67% to 89%, compared to the 28% average increase of national student scores.

Since the kickoff of Southern Glazer's program in 2017, the initiative has impacted:



24,151 students



more than **186**
high schools



22.2k hours of
learning

Creating Opportunities Through Education

Step Up for Students:

Southern Glazer's is a proud partner of [Step Up for Students](#), helping provide students in Florida with power that enables them to thrive, and parents with the best paths for their child's education. Our contribution of \$170,000,000 provides scholarships that give children access to specialized services and materials, and open doors to a prosperous future. We are proud to fund 22,305 scholarships through our partnership with Step Up for Students to make a difference in the lives of Florida's schoolchildren.

Step Up Women's Network:

Southern Glazer's 2022 partnership with [Step Up Women's Network](#) delivered intimate, impactful programming and mentorship for participants, detailed below:

- A virtual mentorship session titled "Career Steps in Food & Beverage with Southern Glazer's" provided an introduction to the Food and Beverage industry for participants. The online panel featured Loulie Willis, Manager, Business Development and VolunCheers Ambassador of Southern Glazer's California, Sheila Bennett, Executive Director, CORE, and Chef Antonia Lofaso, Celebrity Chef and Restaurant Owner. Panelists spoke about their career paths in the hospitality industry, then hosted breakout groups with speed networking activities for the students.
- During a "So you want to... Creative Career in Marketing" event, experts in the marketing industry had the opportunity to connect with Step Up mentees. During the 90-minute virtual workshop, mentors and mentees were able to connect in breakout sessions and participate in activities led by panelists from Southern Glazer's and other corporations. April Alejandro, Vice President, Off Premise National Accounts, Campari, participated as a featured panelist. Four hand-selected Southern Glazer's employees also represented the Company as mentors, and shared their industry insights with participating students.
- As part of Step Up's "Career and Skill Building Workshop," Southern Glazer's led a 60-minute leadership and professional development program where student mentees had the opportunity to learn about The Importance of Public Speaking in a Career Setting hosted by Chip Turrissi, Early Career Manager at Southern Glazer's.



Junior Achievement:

In 2022, Southern Glazer's was proud to work with [Junior Achievement of Greater Miami](#), an organization with a mission to inspire and prepare young people to succeed. During the spring, Southern Glazer's sponsored and coordinated two Careers in Hospitality Workshops for 138 student members throughout five schools across Miami-Dade County. The workshops featured the following Southern Glazer's employees: Julie Milory, Vice President, Supplier Development; Shaun Meglen, State Mixologist, Texas; Laura DePasquale, Senior Vice President, Sales & Commercial Operations, Artisanal Wine Division; Bridget Albert, Senior Director, External Communications; Mishka Bier, Director, Product Education; Allison Hupp, Director, Product Education. We also invited valued supplier partners from 21 Seeds and Lobos 1707 to join the conversation.

The discussion led with the icebreaker question, "What is Hospitality?" and then transitioned to a panel discussion with three Southern Glazer's leaders and one supplier partner. The virtual event concluded with a breakout session activity where students had the chance to design an outdoor pop-up eatery, aimed at attracting a diverse group of consumers and providing a great place to safely dine amid COVID-19. Everything from the location and top menu items, to the experience and promotion of the outdoor pop-up were evaluated by our Southern Glazer's leaders and partners to provide a hands-on hospitality exercise.

Supporting Secondary Education:

In 2022, the Company maintained its long-standing partnership with [Florida International University's \(FIU\) Chaplin School of Hospitality & Tourism Management](#) through a variety of initiatives. Southern Glazer's once again sponsored the Food Network South Beach Wine & Food Festival presented by Capital One (SOBEWFF®), which has raised more than \$34 million to date for the Chaplin School. More about this program is included in the next section of this report. In addition to support for the 2022 Festival, Southern Glazer's leaders participated in various panel and podcast discussions for students, alumni, and members of the hospitality community. Southern Glazer's also formed a partnership with the School to research AI and data visualization as it relates to wine quality.

In addition, Southern Glazer's was pleased to yet again serve as the Exclusive Sponsor of the University of Miami (UM)'s Herbert Business School 2022 Distinguished Leaders Lecture Series, which attracts some of the most respected business leaders from around the country. For the third consecutive year, Southern Glazer's made a \$100,000 contribution to support the Lecture Series that brings together top business leaders and students, alumni, other members of the UM community, and Southern Glazer's employees. Southern Glazer's Chief Executive Officer Wayne E. Chaplin serves on the University's Board of Trustees, is a double alumnus, and graduated from both the Business School and Law School at UM.





Chaplin School of Hospitality & Tourism Management



**GOD'S LOVE
WE DELIVER®**



Signature Charitable Events

Southern Glazer's is proud to have supported the world's most well-known wine and food festivals for more than four decades. We plan to continue supporting local educational, arts, and hunger-relief programs in our communities by founding, hosting, and sponsoring a variety of signature charitable events.

Food Network South Beach Wine & Food Festival presented by Capital One

In 2022, Southern Glazer's celebrated its 21st consecutive year as the exclusive wine and spirits sponsor of the [Food Network South Beach Wine & Food Festival presented by Capital One \(SOBEWFF®\)](#). We collaborated with our world-class supplier partners to secure more than 8,000 cases of top wine and spirits brands for the Festival's 90+ curated events, all to benefit the Chaplin School of Hospitality & Tourism Management at Florida International University (FIU). Approximately 1,100 FIU students volunteered to help produce the Festival. Scholarships are also funded by proceeds from SOBEWFF® and awarded to standout students annually. To date, the Festival has raised more than \$34 million for the School.

Food Network New York City Wine & Food Festival presented by Capital One

Southern Glazer's is also proud to serve as the exclusive wine and spirits provider for the [Food Network New York City Wine & Food Festival presented by Capital One \(NYCWFF\)](#), supporting [God's Love We Deliver](#), New York's leading provider of life-sustaining meals and nutrition counseling for individuals living with severe illness. More than 47,000 guests safely attended the 15th annual NYCWFF in October. With 80 live events, the Festival remained steadfast in its commitment to celebrate the robust and resilient New York hospitality industry. To date, the Festival has raised more than \$14.7 million to support New Yorkers in need.

Chicago Gourmet

The annual [Chicago Gourmet](#) festival is a celebration of food and drinks with Southern Glazer's as its proud presenting sponsor. Participating chefs and restaurants prepared events throughout the weekend, championing Chicago's diverse culinary landscape while connecting food and drink enthusiasts with their favorite chefs, fellow foodies, and memorable experiences. Chicago Gourmet benefits the [Illinois Restaurant Association Educational Foundation \(IRAEEF\)](#), which offers life-changing opportunities for students and provides direction for potential culinary and hospitality career paths. The IRAEF scholarships initiative has provided more than \$3.2 million dollars in scholarships to qualified students to date. Since October 2020, the IRAEF Employee Relief Fund has also provided \$290,000 in cash relief grants to hospitality employees facing financial crisis because of COVID-19.

UNLVino Presents

In its 49th year, [UNLVino](#) returned as UNLVino Presents, an epicurean food and beverage series presented by the world-class [UNLV William F. Harrah College of Hospitality](#). Proceeds from the iconic culinary experience help fund scholarships for students at the college. Inspired by [UNLV](#) alumni in 1974, millions of dollars have been raised to date. Designed to indulge the Las Vegas community while creating new opportunities for university students, UNLVino is organized jointly by UNLV and Southern Glazer's Wine, Spirits & Beer of Nevada. It remains the longest tradition at the University and one of the college's largest fundraisers.

People and Diversity

Promoting Equality at Work

C.H.E.E.R.S. Groups Drive Organizational Change

Southern Glazer's C.H.E.E.R.S. (Connecting, Hard-Working, Empowering, Educating, Respecting, Serving) Business Resource Groups are open to all employees and operate locally, but connect with each other nationally. They provide a safe space for employees to discuss important issues, celebrate diverse perspectives, and advocate for ongoing improvements. Our C.H.E.E.R.S. Groups are part of what makes Southern Glazer's a great place to work.

EmpowHER

Southern Glazer's celebrated the second year of its "EmpowHER" program, founded by Jennifer Chaplin Tolkin, Vice President, Family-Owned Brands. EmpowHER is designed to develop women leaders across the Company, all while furthering Southern Glazer's ability to innovate, collaborate, and increase performance. This year, the program welcomed 72 participants and 65 allies across three cohorts from different functions within the organization. Over the course of two-and-a-half days, participants, which included both women and men, met in-person and were given the opportunity to take personal inventory and improve their executive brand while practicing BOLD leadership. They were also challenged to make changes, propose solutions, and provide insights to their experience in the program and with the BOLD curriculum.

Advancing Women in Leadership

For a fourth consecutive year, 14 women leaders from Southern Glazer's completed this year's annual Wine & Spirits Wholesalers of America (WSWA) Women in Leadership (WIL) Executive Education Program, designed and taught by prominent Columbia Business School professors. The annual program, originally launched in 2019, consists of an intensive curriculum designed to accelerate the advancement of women leaders in the wine and spirits industry – enabling them to navigate the business landscape, develop and leverage their talents, and step into roles of greater influence and leadership. The 14 Southern Glazer's participants joined 16 other women from WSWA member companies. WIL is open to women employed by WSWA member companies by way of a nomination from their respective companies.

In June of 2022, Southern Glazer's Chief Executive Officer Wayne E. Chaplin and Vice President, Family-Owned Brands, Jennifer Chaplin Tolkin, hosted "A Conversation with Ann Mukherjee, Claudia Schubert and Debra Crew about Women in Leadership" panel in New York City, focused on discussing the challenges and opportunities available for women and women of color in the wine and spirits industry. It was a first-of-its kind event with top leadership representing wholesaler and supplier tiers together discussing a topic that is critical to the future of our industry – increasing representation of women and women of color in our industry.

Approximately 100 women and men from Southern Glazer's, Diageo, and Pernod Ricard participated in this discussion with three of the top female executives in the wine and spirits industry – Ann Mukherjee, Chairman and Chief Executive Officer, North America, Pernod Ricard; Claudia Schubert, President, U.S. Spirits & Canada, Diageo; and Debra Crew, President, North American, Diageo. The panelists discussed their career journeys and personal perspectives on a range of topics, including diversity and female leadership in the beverage alcohol industry, imposter syndrome, influences and mentors, and more. Attendees were able to ask questions and network with the panelists and each other. It was an open and honest discussion that included sharing best practices and inspired attendees to continue to drive progress toward more inclusion and equality for women and diverse members of our industry.

Southern Glazer's C.H.E.E.R.S. Groups:



Forbes **2022**
**THE BEST
EMPLOYERS
FOR DIVERSITY**

POWERED BY STATISTA

Promoting Equality in Our Communities

The Alliance for Hospitality Equity and Diversity (AHED), led by the Chaplin School of Hospitality & Tourism Management at Florida International University (FIU), is on a mission to create a nationwide recruitment infrastructure to increase diversity among students at member universities. Targeting university recruitment is the first of many initiatives that will address the diversity pipeline that leads to hospitality C-suite opportunities. The Alliance brings together higher learning institutions and top hospitality brands and associations. Southern Glazer's is a charter supporter of the Alliance.

As the leading minority-serving institution in the country and a Top 10 hospitality school, FIU Chaplin School initiated the establishment of the Alliance and oversees the group's national efforts. The Alliance is made up of universities designated as Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSI), and other four-year hospitality universities. Organizations represented in AHED include Southern Glazer's Wine & Spirits, Hilton, Marriott International, Bacardi North America, Bloomin' Brands, JLL, CBRE, Castell Project, NABHOOD, AHLA Foundation, Greater Miami Convention & Visitors Bureau, and The Advanced Leadership Institute. These organizations have pledged their support and commitment to the Alliance.

In 2022, Southern Glazer's Chief Executive Officer Wayne E. Chaplin joined Michael Cheng, Dean, FIU Chaplin School, in hosting an AHED industry panel discussion. The AHED's mission is to intentionally transform the hospitality industry to uplift and amplify a culture representative of untapped talent.

Mr. Chaplin and Dean Cheng were joined by moderators Lee Schrager, Chief Communications Officer and Jennifer Chaplin Tolkin, Vice President, Family-Owned Brands from Southern Glazer's, as well as Brian Barker, Endowed Professor, FIU Chaplin School. Panelists included hospitality industry standouts Ann Mukherjee, North American Chief Executive Officer and Chairman, Pernod Ricard, Daniel Fenton, Executive Vice President and Director, Global Tourism & Destination Development Services, JLL Hotels & Hospitality Group, Pete Carr, Regional President, Bacardi North America, Apoorva Gandhi, Senior Vice President, Multicultural Affairs, Social Impact & Business Councils, Marriott International and Dr. Berkita Bradford, Department Chair and Associate Professor, Virginia State University.

The discussion included valuable insights on advancing diversity, equity, inclusion and belonging in the hospitality industry and academia. In addition, attendees learned about the recently created AHED at the FIU Chaplin School.

Black Hospitality Initiative Scholarship

In 2022, Southern Glazer's announced the six winners of the Black Hospitality Initiative (BHI) student scholarships. Southern Glazer's and the Greater Miami Convention & Visitors Bureau (GMCVB), the official marketing organization for Greater Miami and Miami Beach, awarded these scholarships as part of the BHI program, a nonprofit focused on advancing economic participation and opening doors of opportunity for Black employees in the Greater Miami hospitality industry. The Southern Glazer's Wine & Spirits Scholarship is based on student academic achievement, industry experience, personal strengths, and leadership. The program is part of Southern Glazer's philanthropic initiatives to help fight racial injustice and provide educational opportunities for Black students.



Southern Glazer's Against Social Injustice and Racial Inequality Endowed Scholarship Fund

In line with our commitment to fostering diversity, Southern Glazer's also announced four recipients of its "Southern Glazer's Against Social Injustice and Racial Inequality Endowed Scholarship Fund" at Florida A&M University (FAMU). The Fund was established in 2020 as part of Southern Glazer's efforts to support racial equality and will grant four \$2,500 scholarships a year for five years to deserving candidates that have an unmet financial need.

Thurgood Marshall Fund

Southern Glazer's is also proud of its \$1 million commitment with the Thurgood Marshall College Fund (TMCf) – the pre-eminent national organization dedicated to promoting educational excellence among students attending Historically Black Colleges and Universities (HBCUs) and Predominantly Black Institutions (PBIs). The 10-year agreement establishes a partnership that gives Southern Glazer's access to TMCf's diverse talent pipeline, connects SGWS employees with HBCU students for mentoring and professional development, and provides student leaders with opportunities to pursue future careers with the Company. In addition to recruiting and on-campus events, Southern Glazer's participated in the 21st Annual Thurgood Marshall College Fund Leadership Institute. The Leadership Institute is a power-packed, four-day conference intended to develop students' leadership skills, provide organizations access to a talented and diverse student population, and help students make connections that lead to careers. About 400 students from the 47 publicly-supported HBCUs and PBIs were selected from thousands of candidates and received full scholarships to participate in the week of career development activities as TMCf Scholars. Southern Glazer's Senior Vice President and Chief Human Resources Officer Terry Arnold and Chief Executive Officer Wayne E. Chaplin both serve as executive sponsors of the program.

306: African American History Program Essay Contest

Since 2020, Southern Glazer's is proud to have made a lasting impact in communities across the country by providing valuable African-American history lessons to high school students through EVERFI's 306 African-American History and Continuing the Story program. The program allows students to draw connections from past and present events to recognize and empathize with the ongoing challenges Black people continue to face in the United States. Through important primary texts and compelling vignettes, 306 communicates this history in a way that builds shared values and inspires today's youth to become tomorrow's leaders.

In the 2021 - 2022 academic year, participating students achieved an incredible 82% learning gain, with 82% of students agreeing that the course shared stories they had not previously heard. Through our sponsorship, these courses were available at no cost to all public and private high schools in Miami-Dade and Broward counties in Florida, and Dallas and Collin counties in Texas. Students who completed the courses were invited to participate in the "Cheers to Diversity Student Essay Contest" for a chance to win \$2,500 college scholarships. Four students, who reflected on the content covered in the digital courses with a 300-word essay, were awarded \$2,500 college scholarships in the form of Leaf College Savings gift cards.

306 African-American History and Continuing the Story Program

54 schools

Dallas, TX – 1,227 students
Miami, FL – 2,978 students

4,205 students

Dallas, TX – 17 schools
Miami, FL – 37 schools

7,435 hours of learning

Dallas, TX – 2,198 hours of learning
Miami, FL – 5,255 hours of learning



VENDOR INCLUSION PROGRAM

Served Up Podcast

Serving up meaningful conversations among the beverage community, the Company's "Served Up" podcast launched in October 2020 and reached a milestone of 117 aired episodes in December 2022. Served Up serves as a source for beverage professionals to advance their skills, customer experiences, and work environments through insights and ideas shared by celebrated industry leaders. The weekly podcast—which is currently available on Apple, Amazon Music, and Spotify—has welcomed 130 guests and garnered more than 50,000 plays to date, reaching listeners around the world in 24 different countries. The podcast is co-hosted by Southern Glazer's Senior Director, External Communications Bridget Albert and Vice President, Supplier Development & Marketing Julie Milroy, who focus on topics that matter most to Southern Glazer's customers and members of the hospitality industry. Diversity and inclusion continue to be central points of discussion, with the show hosts welcoming thought leaders in social justice and industry influencers representing Black, AAPI, and LGBTQ communities. Click [here](#) to check out the podcast.

Enhancing Diversity with Our Partners

This year, Southern Glazer's announced the launch of its Vendor Inclusion Program (VIP), designed to develop, facilitate, and manage non-trade vendor diversity initiatives. The program's mission is to create an inclusive and sustainable vendor base that reflects the diversity of Southern Glazer's employees, suppliers, customers, and consumers.

As a beverage alcohol distributor, Southern Glazer's makes a distinction between business relationships that are considered "vendors" from those designated as "suppliers". Suppliers refer to alcohol brands and industry trade partners (i.e. beverage alcohol brands and producers of wines, spirits, beer, liquors, whiskeys, CBD, etc.) and other business models that directly impact Southern Glazer's commercial trade. Businesses that provide goods and/or services offerings to support the operations, facilities and other such non-trade business functions for Southern Glazer's and its supplier partners may be considered vendors.

New potential vendors for all goods and services can now register on the [Southern Glazer's Vendor Registration Portal](#), where information for potential vendors across all categories purchased is collected and housed. This offers Southern Glazer's business units and supplier partners more options for existing opportunities and a more diverse and competitive pool of vendors for new opportunities.

The VIP initiative is a collaborative endeavor that stemmed from the Southern Glazer's internal diversity and inclusion idea competition, Idea Distillery, in 2020. We recognize the intrinsic value of diversity in an ever-evolving marketplace and desire to support small and diverse businesses in communities where Southern Glazer's operates.

Workplace Culture

Developing Exceptional Leaders

The Exceptional Leaders Program (ELP) is Southern Glazer's flagship leadership development program designed to prepare, train, and educate the Company's future leaders for success and growth within the organization. ELP delivers a multifaceted curriculum including executive level education through Southern Glazer's Executive Leadership Development, Florida International University, and the University of North Carolina. Additionally, the cohort is challenged to work together on Southern Glazer's strategic projects, network with Southern Glazer's senior executives, and increase their self-awareness through leadership assessments, mentoring and coaching.

To participate in the ELP, there is a six-month long selection process that requires applicants to submit written essays and endorsements from Southern Glazer's leaders, build and present a strategic presentation, and participate in panel interviews. In 2022, 130 applicants nationwide applied to the program, with 36 finalists selected to interview with Southern Glazer's senior executives. From the 36 finalists, 24 ELP cohort members were selected to represent the ELP Class of 2022.

A Toast to Our Employees

We were excited to show our appreciation for Southern Glazer's employees with the launch of Toast, the Company's new employee recognition program. The Toast program includes a "Years of Service" award experience to celebrate employee milestone anniversaries beginning with the first-year, five-year and every five years up to 50 years of service.

Managers and colleagues are prompted via email notification prior to their team member's anniversary date to add a personal message to the recipient's anniversary award. Once the anniversary date arrives, the recipient receives an email notification linking to their award where they can view all congratulatory messages through the Toast website.

In addition to receiving personal sentiments, employees who reach their five-year anniversary milestone (and beyond) have the opportunity to select a gift from a curated assortment of merchandise, which is customized by years of service completed. Toast is truly Southern Glazer's special toast to the hard work and commitment of its employees.



Environmental, Health and Safety Update

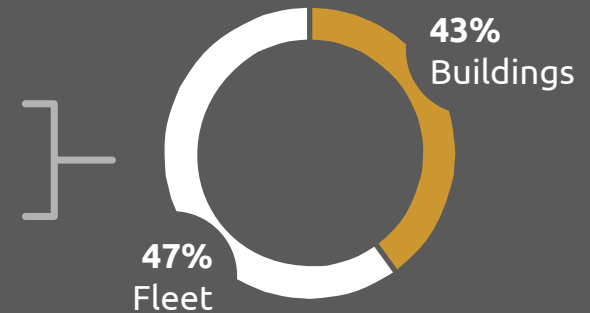
Reducing Our Impact

Environmental sustainability and reducing Southern Glazer's carbon footprint remains a top, strategic priority for our Company. As an example, Green Teams, comprised of valued employees from many departments, are in place throughout the Company to focus on and implement environmental initiatives. After years of operating with environmental sustainability in mind, in 2022, we took a bold step forward, establishing a cross functional team of leaders to initiate a full baseline and assessment of our environmental sustainability efforts, including benchmarking best practices inside the organization and across the industry.

This extensive baseline exercise highlighted the need to consider fleet efficiency and electrification solutions, as well as energy efficiency tactics and renewables. Enhancing environmental data automation and quality was also determined to be a priority. And, because 90 percent of the impact of the products we sell is outside our walls—the importance of collaboration across our value chain to drive large-scale impact is critical.

This baseline work was the foundation for developing our new 2030 corporate sustainability vision statement: **"Harness the passion of our people, trading partners and communities to take measurable environmental action and contribute to a sustainable, hospitable planet for future generations."**

With this vision in place, the Company then set out to create a strategy, with a focus on setting measurable goals and actionable plans that address our material environmental impact across four strategic pillars:



Focusing on engine efficiency, projected supply chain strategy optimization, and a shift to electric vehicles.



Focusing on low-flow water fixtures to reduce Southern Glazer's water consumption per employee.



Optimizing energy efficiency while pursuing onsite and offsite renewable energy solutions.



Optimizing our most material waste impacts based on where we are today.

While this strategic work outlined above was underway, in April 2022, we simultaneously launched a Company-wide environmental sustainability idea competition. The competition was part of Southern Glazer's Idea Distillery program, which crowdsources employees' ideas for innovative ways to solve business challenges. The objective of this Idea Distillery challenge was to identify implementable ideas to help our Company contribute to a more sustainable future.

After reviewing 100 ideas and identifying seven finalists, the following winning ideas were selected to address the Company's environmental footprint by reducing water, waste and energy usage.

First Place Idea

Minimizing plastic waste recycling through a nation-wide, e-purposing program

Second Place Idea

Employee Electric Vehicle (EV) incentives / credits to expand EV usage and curb Southern Glazer's overall fleet impact

Third Place Ideas (tie)

- Reduce water usage with waterless urinals in Company facilities
- Reduce paper waste with enterprise-wide paperless solution

Now, with these and other initiatives planned to address our four climate impact pillars, we look to make progress on our goals and take a leadership role in enhancing sustainability across the wine and spirits ecosystem. We will also continue to engage our ecosystem of suppliers, customers and community partners throughout our journey to deliver on our sustainability vision.

Ongoing Commitment to Health and Safety in the Workplace

Southern Glazer's has built a culture prioritizing safety, so that our employees in the United States and Canada, working in offices, warehouses, and on-the-road, always return home safely at the end of each workday. Using a collaborative leadership approach, combined with industry knowledge and the support from the Company's leaders, our Environmental Health and Safety (EHS) team has been able to enhance engagement at all levels of the organization regarding the importance of environmental, health, and safety programs. Corporate EHS is now currently staffed with EHS Regional Directors assigned to Northeast, Southeast, North Central, South Central and West regions to assist divisional EHS contacts with Federal, State, Local, and Company regulations and standards.

Today, the EHS team has successfully heightened data and technology usage in all areas that encompass protecting the Company's people, products, and property. We have also invested in modernized technology and in redesigning facilities with automated equipment designed to reduce risk at work. Additional investments include: an EHS information management system; an enterprise-wide emergency notification system to keep employees informed about workplace emergencies; forward and driver-facing camera systems installed in fleet vehicles; and advanced security surveillance systems at distribution centers, inclusive of resources to measure performance and to "detect and correct" current programs for our continuous improvement.

Southern Glazer's fosters an environment where all employees can freely raise safety concerns and feel comfortable with participating in safety initiatives. EHS has also collaborated with Human Resources, Risk Management, Business Continuity, Department of Transportation Compliance & Fleet Safety, and vendor partners to enhance employee engagement through various initiatives and programs.

In the fall of 2022, Southern Glazer's opened two on-site employee Health & Wellness Clinics in its Syosset, New York (Metro NY) and its Santa Fe Springs, Southern California distribution centers. The Health & Wellness Clinics provide employees with immediate access to on-site medical care and a wide range of health services, all in the convenience of the workplace. Offerings include primary and urgent care services, treatment of work-related injuries, DOT physical exams, vaccinations, blood draws, and drug and alcohol testing. National clinic provider, Concentra, services the clinics with an on-site physician assistant, medical assistant, and certified athletic trainer, giving employees access to specialized professional care when needed. The Company opened the first clinic of this kind in its network in 2019 at its Lakeland, Florida facility.



Governance & Ethics

Being a Resilient Enterprise

Southern Glazer's state-of-the-art Crisis Management Center in Miramar, Florida, serves as the centralized location responsible for all aspects of incident management for the entire enterprise.

The Crisis Management Center is the secured location where the Crisis Management Team members, who are responsible for all aspects of incident management for the organization, assemble in response to a business interruption event in order to coordinate all response and recovery activities that will ensure the continuity of operations and the safety and security of all employees. It is the coordination point between the local and corporate support teams who are directing the resources required for an expedient response and recovery from any situation.

The Center utilizes the state-of-the-art technology, enabling our National Business Continuity team to monitor and respond to potential threats at over 220 locations nationwide. Comprehensive, global situational and threat intelligence information is reported in real-time on a wide variety of hazards, including but not limited to severe weather, natural disasters, terrorism, transportation, health, infrastructure, cybersecurity, utility disruptions, and security. The Center also ensures employees receive alert notifications during times of an emergency via the Company Alert Network (CAN). CAN enables Southern Glazer's Business Continuity team to rapidly send secure, concise, and time-sensitive notifications that communicate critical information to employees. It has the capability to deliver messages securely through multiple methods—by voice, text messaging, and email—in the case of weather, environmental events, emergencies, and other crisis situations.

Policies Against Harassment and Discrimination

Southern Glazer's is proud to be an equal employment opportunity (EEO) employer committed to providing equal opportunities in all of our employment practices including, but not limited to, hiring, placement, promotion, transfer, demotion, treatment during employment, rates of pay or other forms of compensation, layoff or discharge, and recruitment or solicitation of employment. All decisions made with respect to recruiting, hiring, and promotions for all job classifications are based solely on an individual's qualifications related to the requirements of the position. Likewise, all other employee matters such as compensation, benefits, training, reduction in force, and social and recreational programs are administered free from any illegal discriminatory or retaliatory practices.

Southern Glazer's is dedicated to maintaining a work environment where all individuals are treated with dignity, fairness, and respect. We are an EEO employer committed to providing equal opportunity in all of our employment practices, including selection, hiring, assignment, re-assignment, promotion, transfer, compensation, discipline, and termination. This policy prohibits discrimination, harassment, and retaliation based on race, sex, sexual orientation, national origin, religion, age, ethnicity, disability, ancestry, color, gender and/or gender identity or expression, marital status, pregnancy or medical condition, veteran or uniform service status, genetic information ("Protected Classifications"), or on any other classifications protected by applicable state or local law. Our Non-Discrimination Policy applies to all company employees, agents, vendors, customers, independent contractors, and any other third-party doing business with the Company.

The Company is committed to providing resources available to all employees to report allegations of discrimination, harassment, or retaliation 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 call without fear of retaliation. A third-party administrator responds to all employee complaints and will then provide the Company with a report of the complaint.

Enforcing and Training Trade Compliance

As a leader in the industry, we take our responsibility to operate our business in compliance with federal and state alcoholic beverage laws seriously. Southern Glazer's requires that all team members be familiar with the trade practice laws of their states and complete extensive trade practice compliance training. We are continually evaluating and strengthening our compliance programs and policies, including implementing routine audits and reporting protocols, continued and advanced employee training, and vigorous and appropriate enforcement of our disciplinary policy.

Connect with Southern Glazer's Wine & Spirits

For more information, contact the Southern Glazer's Communications & Corporate Social Responsibility team at VolunCheers@sgws.com.

Connect with us across each of our social media platforms for the latest on Company news and activities. Include **#SGWSGivesBack** to showcase your local VolunCheers philanthropic activity to our team members and industry partners.



[@SGWineSpirits](https://www.instagram.com/SGWineSpirits)



[@SGWineSpirits](https://twitter.com/SGWineSpirits)



[@SGWineSpirits](https://www.facebook.com/SGWineSpirits)



[@SGWineSpirits](https://www.youtube.com/SGWineSpirits)

community
FOOD SHARE

