

MOLSON Coors

RAISING THE BAR ON BEER

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT
APPENDIX 2019



GRI CONTENT INDEX

This report has been prepared in reference to the Global Reporting Initiative's (GRI) Sustainability Reporting Standards. For a detailed explanation of the indicators, visit the GRI website <https://www.globalreporting.org/standards/>.

GENERAL DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION AND NOTES
Organizational Profile		
102-1	Name of the organization	Our Beer Print (OBP) Report (pg. 2) ; Environmental, Social and Governance (ESG) Report (pg. 2)
102-2	Primary brands, products, and/or services	OBP Report (pg. 4–5) ; 2018 Annual Report on Form 10-K
102-3	Location of organization's headquarters	OBP Report (pg. 5) ; 2018 Annual Report on Form 10-K
102-4	Number of countries where the organization operates, and countries with major operations or relevant to sustainability issues	OBP Report (pg. 5) ; 2018 Annual Report on Form 10-K
102-5	Nature of ownership and legal form	2018 Annual Report on Form 10-K
102-6	Markets served	2018 Annual Report on Form 10-K
102-7	Scale of the reporting organization	OBP Report (pg. 2) ; 2018 Annual Report on Form 10-K
102-8	Employees by employment contract and gender	Breakdown by gender in ESG Report (pg. 15)
102-9	Description of supply chain	Our supply chain starts from the barley and hops fields where our farmers supply our agricultural brewing ingredients. Our packaging, such as bottles and cans, also makes up a large portion of our carbon footprint, which is why we work closely with our packaging suppliers to reduce their carbon emissions. We also work with transportation suppliers to drive efficiencies in our transportation and logistics network.
102-10	Significant changes to size, structure, or ownership	2018 Annual Report on Form 10-K
102-11	Whether and how the precautionary approach or principle is addressed	ESG Report (pg. 9–13)
102-12	External initiatives	OBP Report (pg. 2) ; ESG Report (pg. 2)
102-13	Membership of associations	OBP Report (pg. 14, 22, 25, 27) ; ESG Report (pg. 6, 8, 10) ; SDG Impact Report (pg. 11)
Strategy		
102-14	CEO statement	OBP Report (pg. 3) ; ESG Report (pg. 3)
Ethics and Integrity		
102-16	Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	ESG Report (pg. 5) ; Code of Business Conduct
Governance		
102-18	Governance structure	ESG Report (pg. 3) ; Molson Coors corporate website
102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Report (pg. 3) ; Molson Coors corporate website
102-21	Consulting stakeholders on economic, environmental, and social topics	ESG Report (pg. 3) ; Molson Coors corporate website
G4 – 37	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines	ESG Report (pg. 6)
Stakeholder Engagement		
102-40	Stakeholder groups engaged by the organization	ESG Report (pg. 3) ; Molson Coors corporate website
102-41	Percentage of employees covered by collective bargaining agreements	ESG Report (pg. 15)

GENERAL DISCLOSURES

INDICATOR	DESCRIPTION	LOCATION AND NOTES
102-42	How stakeholders are identified and selected	ESG Report (pg. 3); Molson Coors corporate website
102-43	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	ESG Report (pg. 3); Molson Coors corporate website
102-44	Key concerns raised through stakeholder engagement, and how the organization responded	Molson Coors corporate website
Reporting Practice		
102-45	Entities included in consolidated financial statements and if any are not in report	OBP Report (pg. 4–5); ESG Report (pg. 2); 2018 Annual Report on Form 10-K
102-47	Material aspects identified	Molson Coors corporate website
102-48	Effect of restatements	N/A
102-49	Significant changes from previous reporting period	OBP Report (pg. 2); ESG Report (pg. 2)
Report Profile		
102-50	Reporting period	OBP Report (pg. 2); ESG Report (pg. 2)
102-51	Most recent report	OBP Report (pg. 2); ESG Report (pg. 2)
102-52	Reporting cycle	OBP Report (pg. 2); ESG Report (pg. 2)
102-53	Contact for sustainability report	For questions and comments, please email corporate.responsibility@molsoncoors.com
102-54	Claims for reporting in accordance with the GRI standards	OBP Report (pg. 2); ESG Report (pg. 2)
102-55	GRI Content Index	ESG Report (pg. 19); Molson Coors corporate website
102-56	External assurance	Independent assurance of environmental, health and safety performance data

MATERIAL TOPICS

INDICATOR	DESCRIPTION	LOCATION AND NOTES
Economic		
Economic Performance		
201-1	Direct economic value generated and distributed	OBP Report (pg. 5); 2018 Annual Report on Form 10-K
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	2018 CDP submission
Anti-corruption		
205-2	Communication and training on anti-corruption policies and procedures	ESG Report (pg. 6)
Environmental		
Energy		
302-1	Energy consumption within the organization	ESG Report (pg. 11)
302-3	Energy intensity	ESG Report (pg. 11)
302-4	Reduction of energy consumption	ESG Report (pg. 11)
Water		
303-1	Total water withdrawal by source	ESG Report (pg. 10)

MATERIAL TOPICS

INDICATOR	DESCRIPTION	LOCATION AND NOTES
Emissions		
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	ESG Report (pg. 11)
305-2	Energy indirect GHG emissions (Scope 2)	ESG Report (pg. 11)
305-3	Other indirect GHG emissions (Scope 3)	ESG Report (pg. 11)
305-4	GHG emissions intensity	ESG Report (pg. 11)
305-5	Reduction of GHG emissions	ESG Report (pg. 11)
Effluents and Waste		
306-2	Total weight of waste by type and disposal method	ESG Report (pg. 12)
Environmental Compliance		
307-1	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	ESG Report (pg. 13)
Social		
Employment		
401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Total turnover in ESG Report (pg. 16)
Occupational Health and Safety		
403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Lost Time Rate (LTR) reported in ESG Report (pg. 17)
Training and Education		
404-1	Average hours of training per year per employee by gender, and by employee category	Average training hours in ESG Report (pg. 15)
404-2	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	ESG Report (pg. 15); OBP Report (pg. 32)
Diversity and Equal Opportunity		
405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Breakdown of employees by gender can be found in ESG Report (pg. 15)
Local Communities		
413-1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	100 percent of our large breweries and offices implemented local community engagement. More information can be found in OBP Report (pg. 34–35) and ESG Report (pg. 17).
Public Policy		
415-1	Total value of political contributions by country	ESG Report (pg. 6)
Customer Health and Safety		
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	All of our products address alcohol responsibility and drink driving issues with audiences above the legal drinking age. More information can be found in OBP Report (pg. 12–13) and ESG Report (pg. 8).
Product and Service Labeling		
417-1	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant products and service categories subject to such information requirements	OBP Report (pg. 12)

COMMUNICATION ON PROGRESS

UN GLOBAL COMPACT

The UN Global Compact (UNGC) and CEO Water Mandate are consistent with our global commitment to sustainability. We continue to support the Ten Principles of the UNGC and six elements of the CEO Water Mandate and are committed to making them part of our corporate strategy, culture and day-to-day operations.

The table below indicates where descriptions of the practical actions we have taken to implement the UNGC and CEO Water Mandate can be found in our public reporting.

UN Global Compact		
ISSUE AREA	PRINCIPLE	FURTHER INFORMATION
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	ESG Report (pg. 6) ; Employment Principles ; UK Modern Slavery Act Statement
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses	
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	ESG Report (pg. 6) ; Employment Principles ; UK Modern Slavery Act Statement
	Principle 4: The elimination of all forms of forced and compulsory labor	
	Principle 5: The effective abolition of child labor	
Environment	Principle 6: The elimination of discrimination in respect of employment and occupation	ESG Report (pg. 9–13) ; OBP Report (pg. 16–27) ; Environmental, Health and Safety Policy ; Agricultural Brewing Ingredients Policy ; Packaging Policy
	Principle 7: Business should support a precautionary approach to environmental challenges	
	Principle 8: Undertake initiatives to promote greater environmental responsibility	
Anti-Corruption	Principle 9: Encourage the development and diffusion of environmentally friendly technologies	ESG Report (pg. 5–6) ; Code of Business Conduct
	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	
CEO Water Mandate		
COMMITMENTS	FURTHER INFORMATION	
Direct Operations	ESG Report (pg. 10) ; OBP Report (pg. 21–22) ; SDG Impact Report (pg. 6)	
Supply Chain and Watershed Management	ESG Report (pg. 10) ; OBP Report (pg. 21–22) ; SDG Impact Report (pg. 6)	
Collective Action	ESG Report (pg. 10) ; OBP Report (pg. 21–22) ; SDG Impact Report (pg. 6)	
Community Engagement	OBP Report (pg. 22) ; SDG Impact Report (pg. 6)	
Public Policy	ESG Report (pg. 10) ; SDG Impact Report (pg. 6)	
Transparency	Our OBP Report discusses our water stewardship targets, practices and current performance. Our water data is assured according to ISAE 3000 by a third party, Corporate Citizenship. We report on water and climate risk in our 2018 Annual Report on Form 10-K .	



MOLSON Coors

This report contains “forward-looking statements” within the meaning of the US federal securities laws. Generally, the words “believe,” “expect,” “intend,” “anticipate,” “project,” “working,” “striving,” “will” and similar expressions identify forward-looking statements, which generally are not historic in nature. Forward-looking statements include those relating to the company’s investments in socioeconomic programs; water management and other environmental efforts; reuse and recycling measures; and sourcing of raw materials. Although the company believes that the assumptions upon which its forward-looking statements are based are reasonable, it can give no assurance that these assumptions will prove to be correct. Important factors that could cause actual results to differ materially from the company’s present projections and expectations are disclosed in the company’s filings with the Securities and Exchange Commission (“SEC”). These factors include, among others, health of the beer industry and our brands in our markets; economic conditions in our markets; stock market and commodities performance; crop yields; consumer demand; global economic conditions; changes in laws and regulations; development of new technology; costs of resources and raw materials; force majeure events; changes in our supply chain system; availability or increase in the cost of packaging materials; success of our joint ventures; risks relating to operations in developing and emerging markets; the impact of climate change and the availability and quality of water; the ability to attract, hire and retain qualified personnel; future financial and operating performance within and related to the industry; and other risks discussed in our filings with the SEC. All forward-looking statements in this report are expressly qualified by such cautionary statements and by reference to the underlying assumptions. You should not place undue reliance on forward-looking statements, which speak only as of the date they are made. We do not undertake to update forward-looking statements, whether as a result of new information, future events or otherwise.