

Molson Coors Brewing Company Modern Slavery and Human Trafficking Statement

Molson Coors is committed to implementing responsible sourcing principles and assessment across our supply chain. We expect each employee and supplier to conduct all activities with integrity and according to the letter, spirit and intent of all applicable laws.

We are committed to fostering open and inclusive workplaces that are based upon recognized workplace human rights, where all employees and partners are valued, engaged and respected in line with our corporate values.

Introduction

This statement is in response to the United Kingdom's Modern Slavery Act 2015 and outlines our approach to tackling / managing the risks of modern slavery and human trafficking. The statement applies to Molson Coors and all of our business units and other entities in which we hold a majority interest. Molson Coors encourages our business partners to uphold these principles and to adopt similar approaches within their businesses.

Molson Coors Structure

- Molson Coors operates through Molson Coors Canada, Molson Coors Europe, Molson Coors International and MillerCoors in the US. We are listed on the US stock exchange.
- Molson Coors brews and sells beer, alcoholic products and soft drinks around the world.
- As a global brewer, Molson Coors (either itself or through partners) purchases raw materials, manufactures the beverages and transports the beverages to market where they are sold and consumed.

Our Approach

- Molson Coors is committed to implementing responsible sourcing principles into its supplier assessment procedures and supplier agreements. We have Supplier Standards that examine a supplier's policies and guidelines concerning business conduct, working conditions, employment, child labour, wages and hours, diversity, freedom of association and environment. 'Procurement: The Molson Coors Way - Our Standards for Suppliers' can be found [here](#).
- Our employment principles are guided by international human rights standards, including the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Global Compact. They are also consistent with our shared values and the Molson Coors Code of Business Conduct, Living Our Values. Molson Coors Employment Principles can be found [here](#).

Due Diligence & Risk Identification

- Molson Coors carries out a compliance and due diligence audit on any new operation or company that it acquires, to ensure that such entity is acting in compliance with policies including Molson Coors' Supplier Standards and Employment Principles ('Standards').
- Molson Coors populates a Supplier Risk Dashboard and Heat Map which provides Molson Coors' a tool to facilitate the early detection of sustainability risks in the supply chain.

- If supplier practices do not meet our Standards (discovered through audit or through our general working relationship), we will work with suppliers to achieve compliance or terminate our relationship with them. Suppliers not adhering to our minimum requirements or found in direct violation of our standards may be deselected and prohibited from future use.

Employee Engagement and Training

- Molson Coors makes its employees aware of all of its policies and procedures including this statement or the policies referred to in it.
- Molson Coors is committed to providing both online and face to face training to its staff, on the risks of modern slavery within Molson Coors' supply chain.
- Molson Coors expect each employee, officer and member of the board of directors to conduct all activities related to, or reflecting on, the Molson Coors business with integrity and according to the letter, spirit and intent of all applicable laws.

Reporting

- Our employees have access to an Ethics and Compliance Helpline 24 hours a day. The helpline allows employees, or any stakeholder, to ask a question or raise a concern in their native language in a confidential and/or anonymous way. All questions and issues raised through this channel are responded to through the Ethics and Compliance Office at Molson Coors. All reports are recorded, and themes are tracked and monitored. All information is then recorded on the annual Corporate Responsibility report.

Signed By:



Sam Walker, Global Chief Legal and Corporate Affairs Officer, Molson Coors Brewing Company

Date:

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