

Molson Coors Brewing Company

Global Volunteer Policy

Introduction

Molson Coors Brewing Company (MCBC) encourages and enables our people to make a difference in their communities and to the environment. We support volunteering through company sponsored and other approved Our Beer Print events, and therefore:

Principles

- We support each employee (hourly and salaried) to volunteer at events that receive management approval.
- Up to one work day of volunteer time may be paid each calendar year. Paid time must be:
 - In line with local EHS/insurance policies, and
 - Approved by employee's manager.
- Additional time may be approved when consistent with employee development and business requirements.
- Travel expenses associated with the one work day of volunteer time must be approved in advance by the employee's manager.
- Volunteer time may not conflict with peak work schedules, create need for overtime, or cause conflicts with another employee's schedule.
- The Company will not sponsor or approve events for:
 - Organizations that pose a conflict with the mission/goals, values, programs, products or employees of MCBC,
 - Religious organizations or sectarian programs for religious purposes,
 - For-profit or labor organizations,
 - Political organizations, or
 - Organizations that engage in legally prohibited discriminatory practices.
- We seek to comply with the laws that govern the hours of work and manner of pay for both hourly (non-exempt) and salaried (exempt) employees in all our markets.
- Each business unit will establish procedures for announcing volunteer events and for requesting and approving employee participation.
- Corporate Affairs is involved and/or consulted in coordinating employee events for recognized charities, events, and organizations.