



Beam Inc.

Corporate Responsibility Committee Charter

Purpose

The purpose of the Corporate Responsibility Committee (the “Committee”) is to review and advise Company management on matters that relate to the Company’s responsibilities to its employees and the community, such as alcohol responsibility, alcohol education and marketing initiatives; employee health and safety; employee diversity and equal employment opportunity; global citizenship efforts, sustainability and the effect of Company operations on the environment; and philanthropic activities.

Membership

The Committee shall consist of at least three directors. The members shall be designated by the Board of Directors (the “Board”).

Quorum

A majority of the members of the Committee shall constitute a quorum for the transaction of business. The action of a majority of those present at a meeting, at which a quorum is present, shall be the action of the Committee. The Committee shall keep a record of its actions and proceedings and report to the Board at its next meeting.

Authority and Responsibilities

The Committee shall have the authority to:

- Review, discuss and monitor the Company’s corporate social responsibility efforts, including its alcohol responsibility, alcohol education and marketing initiatives, employee health and safety practices, employee diversity metrics and Company programs that promote diversity, global citizenship program and overall corporate sustainability data measuring the global impact of Company operations on the environment, and philanthropic activities;
- Develop recommendations to management to assist it in formulating and adopting policies, programs and practices concerning corporate responsibility issues;
- Review and recommend changes to this Charter as necessary; and
- Report Committee findings to the Board on a regular basis and make such recommendations to the Board as deemed appropriate.

The Committee may delegate any of its responsibilities to a subcommittee, so long as all of the members of the subcommittee meet the qualifications for membership on the Committee.