



**Budweiser Brewing Company APAC Limited**

**百威亞太控股有限公司**

*(A company incorporated in the Cayman Islands with limited liability)*

---

**Diversity & Inclusion Policy**

---

## Our commitment

Our Purpose of bringing people together for a better world starts from within. That's why we are all in on our commitment to diversity and inclusion.

We believe that our greatest strength is our diverse team of people. Diversity and inclusion in our organization helps us to achieve our Purpose because it enables the diversity of thought needed to deliver better decision-making and achieve superior results. As a meritocracy, our focus is on attracting, hiring, engaging, developing and advancing the very best talent—regardless of gender, ethnicity, sexual orientation or any other characteristics that make our colleagues unique.

Budweiser Brewing Company APAC Limited and its affiliates (“BUD APAC” or the “Company”) is committed to a work environment where all colleagues are respected and valued. All our people deserve to feel comfortable being their authentic selves at work every day. Only then can we all be at our best.

## What we mean by diversity & inclusion

**Diversity is about differences:** Each of us is different, and at BUD APAC we value and respect individual differences. BUD APAC takes the widest possible view of diversity to include attributes such as age, gender, gender identity and expression, sexual orientation, language, ethnicity, nationality, family and marital status, religion and belief, social and economic background, veteran status, education, experience, disability and any other characteristics that make our colleagues unique

**Inclusion is about valuing these differences:** Inclusion is the behaviors that recognize, understand and value differences, promote authenticity and provide a sense of belonging. Inclusion is also about leveraging those differences to foster innovation and drive business growth.

## Why diversity & inclusion is important

Diversity and inclusion directly aligns with our purpose of bringing people together for a better world. A better world is a more inclusive one, where everyone is valued and celebrated for who they are as individuals.

Diversity is a business imperative because our consumers are diverse. Reflecting that diversity will enable us to better understand our consumers and meet their needs. We also know that diversity of thought delivers better decision-making and more innovative ideas.

An inclusive workplace is just as critical as having a diverse workforce because it enables individuals to feel empowered to share their unique perspectives and ideas. We also know that inclusive workplaces have higher engagement, productivity and retention rates.

We believe our business is more sustainable and effective when it encompasses a wider range of perspectives. To maintain sustainable global competitive advantage for the next 100+ years, we need to embrace diversity and inclusion as both central and critical to our business strategy.

## D&I and our 10 Principles

Diversity and inclusion live within our 10 Principles and are integrated into everything we do. Our mission is straight forward. We aspire to become a more diverse and inclusive company to reflect the diversity of our consumers.

We will not achieve this through setting quotas. Instead, we will work hard to attract more diverse applicants at all levels, identify and eliminate potential barriers to ensure equity in advancement opportunities and foster an inclusive work environment where our people can thrive.

## Our diversity & inclusion strategy

This strategy outlines how we will integrate diversity and inclusion into our people, workplace, marketplace and communities to achieve our mission.



## What is expected of our leaders and colleagues

Every individual at every level in our company is responsible for treating others with respect and cultivating, encouraging, maintaining and preserving an inclusive environment. An inclusive environment is one where everyone is treated with respect and valued for their diverse perspectives and ideas.

The following 5 actions are expected of all of our leaders & colleagues:

- Champion diversity and inclusion** by helping others understand why diversity and inclusion are important, and by being a role model for inclusive behaviors by supporting, amplifying and championing diverse groups and voices (e.g. through employee led communities).
- Drive change** by taking responsibility for your own potential conscious and unconscious biases and taking steps to reduce them; actively including different perspectives into your decision- making processes; and identifying how you can drive change in the scope of your role (e.g. leveraging one of our brands to champion D&I).

3. **Uphold meritocracy** by ensuring fairness and taking steps to reduce potential bias in yourself and others in all people-related decisions across the 5 moments of truth for talent: attract, hire, engage, develop and advance.
4. **Show accountability** by challenging and addressing discriminatory or disrespectful behavior among colleagues and all those with whom we do business across our value chain, as outlined in our BUD APAC Anti-Harassment & Discrimination Policy and BUD APAC Human Rights Policy.
5. **Retain our talent** by fostering an inclusive work environment where everyone can thrive and supporting inclusive policies such as BUD APAC Parental Standard and return to work programs.

## Who is covered?

This Diversity and Inclusion Policy applies to all of our BUD APAC colleagues (full-time, part-time and temporary), including colleagues of any subsidiaries or joint ventures where BUD APAC has a majority interest or management control.

As outlined in our BUD APAC Anti-Harassment & Discrimination Policy, we do not tolerate harassment of colleagues by non-colleagues (e.g., contractors, vendors, suppliers, retailers, customers, and guests), nor do we tolerate harassment of non-colleagues by colleagues in our Company Workplace.

## Governance & Reporting

While our diversity and inclusion commitment sits with every BUD APAC colleague, it is governed by our Chief People Officer. The People team tracks our progress against our diversity and inclusion metrics and reports back to the Chief People Officer and CEO.

### **Our diversity and inclusion progress will be tracked across the 4 Moments of Truth:**

Attract: Diverse representation of applications

Recruit: Diverse representation of offers and acceptances to identify any potential bias in our talent attraction process

Develop: Year on year improvements in leadership competency scores for diversity and inclusion behaviors

Advance: Diverse representation by level, performance ratings, promotion and turnover rates, pay equity to identify any potential bias in our people processes

*\*Every decision made will be based in our principle of meritocracy to ensure equity in our talent processes.*

## Contact Us

We encourage dialogue and value feedback that helps to identify barriers to progress. To discuss Diversity and Inclusion at BUD APAC, please contact us here: [shruti.pal@budweiserapac.com](mailto:shruti.pal@budweiserapac.com)

You may also:



- Raise questions about policies through the Compliance Helpline by visiting <http://www.budweiserapac.com/caseReport> or call a toll-free number in your country, which can be found on the website.
- In addition to Compliance Helpline, you can also raise concerns directly with:
  - Your Line Manager
  - People Business Partner
  - Ethics & Compliance team
- If necessary, follow-up communications can be facilitated anonymously by the Independent company via the Compliance helpline.

**Reports made to the Company and investigations relations to such reports are treated confidentially. It is available to all colleagues anywhere in the world and 24/7, and you can file your report in your language. You can CONFIDENTIALLY and, if you choose, ANONYMOUSLY report any concern in relation to potential breaches of this Policy or of other Company policies. It is a secure means of reporting, provided by an independent company.**

## Related Policies

- BUD APAC Anti-Harassment Anti-Discrimination Policy
  - BUD APAC Human Rights Policy
  - BUD APAC Parental Policy
  - BUD APAC Code of Business Conduct
- Refer to your Local People team for additional related local policies.