

Occupational Health & Safety Policy

Budweiser Brewing Company APAC (Bud APAC)

Version	Date	Major Update	Issued by
2.0	June 2022	Policy revamp	Liu Wei Zone Brewery Support - Environmental Health and Safety Director

Table of Contents



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1. Introduction	3
2. Scope of Application	4
3. General Policy	5
4. Implementation and Review	7
5. Abbreviations	8

1. Introduction

- 1.1 This Occupational Health and Safety Policy (“Policy”) describes stance and approaches of Budweiser Brewing Company APAC (“Bud APAC” or the “Group”) to health and safety of our people. At Bud APAC, we are committing to building a **#FutureWithMoreCheers**.
- 1.2 With the safety of our people constituting a key part of our business success, we strive to be the benchmark of safety in industry, through the integration of safety into every aspect of our operations. To do so, we are determined to achieve and sustain our dream “zero injuries” with focus on key areas including **Digital Technology, Safety culture, Frontline Empowerment** and **Right to safety at work**.

2. Scope of Application

- 2.1 All Business Units (“BUs”) under Bud APAC, suppliers, contractors and other business partners working on the Group’s behalf should comply and refer to this Policy.

3. General Policy

3.1 Our Purpose: **We Dream Big to Create a Future With More Cheers.** One of our 10 Principles is that “our greatest strength is our people”.

In line with our new purpose and principles, we are committed to achieving our safety dream of “zero injuries” by providing and maintaining a positive, comfortable, safe and healthy world-class safe working environment for all of our people (employees, contractors, service providers and visitors) whoever is partnered with us in our operations. This dream is only achievable by fostering an enthusiastic commitment to the following objectives:

➤ **Safety is our First Value**

- Demonstrate Safety First by prioritizing safety as our first value. In case of conflict between safety and other company values, unanimously, safety comes first.
- Ensure health and safety as an integral part of our operations; Consider health and safety in every decision we make and in every activity we perform.

➤ **Zero tolerance to Legal non-compliances**

- Strive to comply with all the applicable legal health and safety requirements without taking any shortcuts.

➤ **Leadership Commitment and participation**

- Senior leadership is accountable to provide the resources to implement the policy and local management at all the work locations is responsible for effectively utilizing those resources and comply the policy.

➤ **Our safety dream is zero injuries**

- We strongly believe in our safety dream “zero injuries” thus all injuries are preventable, to complement this we set ambitious health and safety targets to show year-on-year improvement and define a robust strategy to achieve the set targets.

➤ **Safety is non-negotiable and every employee right to work**

- All our people have the right to refuse to do work or stop the work if:
 - People are not trained, equipped, or experienced to perform the job safely
 - Work is unsafe and has the potential to cause immediate danger to any of our people.

➤ **Reduce the risk as low as reasonably practicable**

- Identify hazards associated with all the activities in our operations, assess the risk through the structured methodology, and subsequently define and implement the control measures using the right technology to reduce the risk as low as reasonably practicable.

➤ **Measure, track and monitor health and safety performance**

- Measure, track and monitor the leading safety indicators such as near miss, safety training compliance, and address psychological safety by encouraging frontline team participation in hazard and near-miss reporting.

➤ **Continuous Improvement: Develop standards, implement, audit and certify**

- Set the benchmark for world-class safety practices through routine review and revision of our safety procedures and standards based on learnings from our experiences and other industries' best practices
- Conduct external audits to assess and mitigate the risk associated with high-risk processes and check the compliance to our safety management systems Voyager Plant Optimization ("VPO") and Distribution Process Optimization ("DPO") by leveraging internationally accepted safety standards like ISO 45001) through a comprehensive internal auditing process.

➤ **We are all safety leaders**

- Develop safety leaders across all levels of our organization and define their roles and responsibilities for effective implementation of this policy
- All the people must perform their roles and responsibilities safely and healthily as they are responsible for the health and safety of themselves and others

➤ **Behavior safety approach towards World-class safety culture**

- Behavior drives the safety culture of the organization. Train our people to identify and address the antecedent for people's behaviors rather than focusing on the consequence. Appreciate the safe behaviors and challenge the unsafe behaviors through peer-to-peer dialogues and safety monitoring.

➤ **Safety beyond the boundaries**

- Provide required resources and conduct a defensive driving program for our people to tackle the risk associated with vulnerable road users.
- Create a positive impact in the communities where we operate by-
- Reducing community accidents through safety awareness and inculcating positive safety culture
- Encouraging our people to apply safety leanings in their personal life
- We are transparent to share our safety results with the relevant internal and external stakeholders

3.3 We aspire to become world safety leaders among the manufacturing industries with benchmarking safety practices and interdependent safety culture. This is possible by educating, engaging, and empowering our people at all levels including frontline teams and contractors

4. Implementation and Review

- 4.1 Bud APAC will enact this Policy by implementing procedures in our VPO manual.
- 4.2 All Bud APAC's employees and related suppliers and contractors must comply with this Policy.
- 4.3 Suggestions, issues and concerns raised by Bud APAC's employees and public concerns on this Policy will be reported to the management team and conveyed back to the Environmental Health and Safety ("EHS") Team. Further amendments to this policy will be made as necessary.
- 4.4 This Policy should be enforced into Bud APAC's practices and the responsibility to review the Policy lies with the EHS Team.
- 4.5 All respective budget controls are included in Bud APAC's annual budgets of relevant parties.
- 4.6 This Policy is approved by Liu Wei, Director of Zone Brewery Support ("ZBS") - EHS
- 4.7 Key performance indicators and status updates relating to each commitment identified in this Policy will be reported to meetings of the Board, ESG Committee, ZBS annual strategy when needed. In addition, updated information will be placed on Bud APAC's website.
- 4.8 This Policy will be regularly reviewed considering legislation, public policy and organizational changes and development in EHS best practices, or at a minimum, every three (3) years Updates of the Policy will be presented to the ESG Committee for endorsement.

5. Abbreviations

Abbreviation	Full Description
Bud APAC	Budweiser Brewing Company APAC Limited
BUs	Business Unit(s)
DPO	Distribution Process Optimization
EHS	Environmental Health and Safety
VPO	Voyager Plant Optimization
ZBS	Zone Brewery Support