



Asahi Europe & International

Anti-Slavery and Anti-Human Trafficking Statement

for the financial year ended on 31 December 2020

2020

This anti-slavery and anti-human trafficking statement is made according to section 54(1) of the UK Modern Slavery Act 2015 by Asahi Breweries Europe Ltd., Asahi International Ltd and its subsidiaries Asahi UK Holdings Ltd, Asahi UK Ltd, Asahi Premium Brands Ltd and Nectar Imports Limited. Unless specifically indicated, references to „we“, „us“, or „our“ are references to each and all companies.

“ We prohibit all forms of slavery and human trafficking within our organisation and in our supply chains.

Paolo Lanzarotti, Director, Asahi Breweries Europe Ltd.

Background

Asahi Europe & International (AEI) is part of Asahi Group Holdings (AGH) - a global beer, spirits, soft drinks, and food group with leading positions in European and Asia-Pacific markets - listed on the Tokyo Stock Exchange, Japan.

Asahi Group Holding established its European business after the series of acquisitions in 2016 and 2017. Since then, some necessary internal restructuring took place to assure the most effective set-up of the business. The last consolidation took place in the last quarter of 2020, resulting in the following structure of Asahi Europe and International:

- Full-portfolio markets in Europe, covering Plzeňský Prazdroj in the Czech Republic and Slovakia, Dreher in Hungary, Kompania Piwowarska in Poland and Ursus Breweries in Romania, Koninklijke Grolsch in the Netherlands, Birra Peroni in Italy and Asahi UK & Ireland.

- Export markets, representing the International business, targeting premium-led portfolio opportunities around the globe, excluding Japan, Oceania, joint ventures with Lotte in South Korea and with Tsingtao in China, including the brewery in Beijing, and Australia.

As of November 2020, Asahi Europe & International group - including Asahi Breweries Europe Ltd., Asahi International Ltd and its subsidiaries Asahi UK Holdings Ltd, Asahi UK Ltd, Asahi Premium Brands Ltd, and Nectar Imports Limited - runs 19 production facilities in 8 countries across Europe. The company is the custodian of some of the best beer brands in the world, such as Asahi Super Dry, Pilsner Urquell, Peroni Nastro Azzurro, Grolsch, and Kozel. Within the Asahi Group, the remit of Asahi Europe & International is also to develop and manage all export markets globally, outside of Japan and Oceania. Our business covers 90 markets, and it has over 10,000 passionate colleagues on board. We are well-positioned to deliver on our great taste promise and bring more fun to life for world consumers.

Asahi Group has a clear ambition to accelerate its growth trajectory sustainably and solidify its global footprint. In 2020, AEI announced a programme called LEGACY 2030, outlining its goals towards sustainable development in the next decade.



Commitment and Policies

We are a part of a group of companies that has a long-standing commitment to human rights, including labour rights and the fight against modern slavery and human trafficking.



Responsibility

To safeguard the effective implementation of and adherence to these commitments and policies, we have established clear responsibilities within Asahi Europe and International.

Further details of the Asahi Group approach to human rights are set out in the [Asahi Group Code of Conduct](#) and the [Asahi Group Human Rights Principles](#).

In this statement, we use the term 'modern slavery' to encapsulate slavery, servitude, child labour (as defined by the International Labour Organisation), and forced or compulsory labour, as well as human trafficking.

The Asahi Group prohibits all forms of modern slavery in its organisation and supply chain. Our commitment to prohibiting modern slavery is set out in a few codes and policies that are an integral part of our contracts with suppliers, including our:

- [Supplier Code of Conduct in Asahi Breweries Europe Ltd.](#)
- [Supplier Code of Conduct in Asahi International Ltd, Asahi UK Holdings Ltd, Asahi UK Ltd, Asahi Premium Brands Ltd and Nectar Imports Limited.](#)
- [Asahi Code of Conduct](#)

Employees can report potential and actual issues related to modern slavery in line with our Whistleblowing Policy, updated in 2020. We promoted the policy in an extensive internal communication campaign.

The senior management team is responsible for ensuring that we and our associates comply with all legal and ethical obligations, including those related to combating modern slavery.

The Human Resources and Corporate Affairs departments are responsible for building awareness of our obligations amongst all staff.

Internal Audit monitors the effectiveness of internal control systems.

Management at all levels is responsible for ensuring that those reporting to them receive adequate and regular training, understand and fully comply with our commitments.

We communicate our position to all suppliers, contractors, and business partners through the [Supplier Code of Conduct](#). Our procurement team aims to work with and support all suppliers to implement improvements in their operations.

Progress

Asahi Europe and International aim to uphold world-class standards of corporate ethical behaviour and have taken steps to ensure that the appropriate commitments and policies are in place to combat modern slavery. There is cross-functional responsibility for meeting the standards that we have set for ourselves.

We have worked closely with Asahi Group Holdings to identify the best ways to share best practices and enhance our collective commitment to human rights and ethical behaviour.

All **suppliers agree to comply with the Supplier Code of Conduct**. If on-site audits identify non-compliance, we establish a corrective plan, and a monitoring system is put in place to measure progress. For any issues identified through the audit programme, we are committed to addressing these through supplier workshops.

During the year 2020, we consistently ensured that all our **employees are well educated in ethics and compliance**. We made sure that they are comfortable with our policies in day-to-day business, work with our suppliers, and identify possible threats to our values.

The results of an internal Ethics and Compliance survey from 2019 held across most of the markets were closely studied, and the outcomes were implemented during the 2020. The procurement department has been making sure all **corporate policies** are communicated to our suppliers and followed by them.

Across the whole Asahi Europe and International Group, we have taken all necessary steps to ensure that the commitment to human rights, including labour rights and the fight against modern slavery and human trafficking, are adequately followed as to the Group standards.

The Whistleblowing Policy was updated across Asahi Europe and International Group in 2020, encouraging colleagues to report anything they perceive to go against our principles and values. This is set up so that our employees and third parties have 24/7 access to report any concerns regarding financial and reporting misconduct, corruption, breaches of local legislation, non-observance of health and safety or environmental regulations, discrimination, bullying and harassment of any sort, and any other issues about which they may be concerned. In 2020 the whole world was strongly hit by the pandemic of covid-19. While being amongst the most affected industries due to the widespread closure of hospitality venues, we made the health and well-being of our people a number one priority. We took **internal measures to keep our people safe and protected**. Asahi adopts the highest hygienic standards and during the course of 2020 worked quickly

to order additional personal protection equipment and implemented strict guidelines concerning social distancing and hygiene. We enhanced the level and depth of internal communication to ensure that our people had all the relevant information on time. We ran a series of sessions related to mental health and well-being to support our people through the unexpected and difficult situation created by the pandemic.

Despite the challenges, including the constraints and pressures put on international supply chains and procurement due to worldwide governments restrictions, we have remained dedicated to following our policies and values to ensure human rights are protected, and to be clear that ethical behaviour is the only acceptable way of doing business.

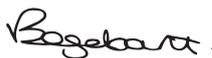
Diversity and inclusion are of the utmost importance within our business and a central part of our human resources strategy. For example, in 2020, we announced our commitment to strive for a balanced representation of female executives, where we aim to have a 50:50 ratio by 2030. We also signed the LEAD Network Pledge to underline this commitment, where we committed to accelerate gender parity meaningfully and drive inclusion in the European Retail & CPG value chain.



Paolo Lanzarotti
Director, Asahi Breweries Europe Ltd
Director, Asahi International Ltd
June 2021



Tim Clay
Director, Asahi UK Ltd
Director, Nectar Imports Limited
Director, Asahi UK Holdings Ltd
June 2021



Victoria Segebarth
Director, Asahi Premium Brands Ltd
June 2021

This statement has been approved by the Board of Directors of:

Asahi Breweries Europe Ltd, on 15 June 2021
Asahi International Ltd, on 15 June 2021
Asahi UK Holdings Ltd, on 15 June 2021
Asahi UK Ltd, on 15 June 2021
Asahi Premium Brands Ltd, on 15 June 2021
Nectar Imports Limited, on 15 June 2021