



## **EBM Commitment to Internal Responsible Drinking Policy**

Our mission to become the Best Beer Company in a Better World includes a very strong commitment to ensure that our consumers enjoy our beers in a responsible manner.

As an employer whose core product is beer, we also have the duty to encourage our employees to enjoy our beers responsibly. We know that most of them do so, but we are also aware that we need to do our utmost to prevent potential accidents from happening.

An internal survey has also shown that our employees are interested in receiving more information on what is responsible drinking, and that they are looking to their employer to provide them with this.

At the moment, our various markets have different rules in terms of responsible drinking policy. We understand that it is important to allow for some differences, especially as the legal contexts will vary in all markets. However, we want to care for the health and safety of ALL our employees worldwide; which means ensuring that all of our markets have certain minimum requirements put into place through the Global Standards for a Responsible Drinking Policy.

### **Global Standards for Employee Responsible Drinking policy**

All local responsible drinking policies of Anheuser-Busch Inbev must include the following elements:

- i) Clearly set out responsibilities of employer and employee
- ii) No level of impairment due to alcohol during working hours is tolerated. Under no circumstances shall an employee be legally intoxicated while conducting company business, or while on company premises.
- iii) Moderate consumption of alcohol in a working context can apply but must be set within clear guidelines. Specific attention needs to be paid to 'at risk' functions such as sales people and quality technicians
- iv) Responsible drinking outside of working hours where the events are hosted by Anheuser-Busch InBev must be set within clear guidelines
- v) Under no circumstances shall an employee be legally intoxicated while operating motor vehicles, driving a company vehicle or company rental vehicle. Specific attention needs to be paid to 'at risk' functions such as sales people and professional drivers.
- vi) Clear procedures for addressing problem drinking need to be put into place



vii) There needs to be clear disciplinary action for those who breach the policy – possibly with implications on their employment with InBev

All our responsible drinking policies and programs will apply to all persons who have an employment contract with the company, no matter of what duration: regular employees as well as temporary staff such as trainees or events staff.

With this letter, we request all company operations to ensure that they have a local responsible drinking policy which respects Anheuser-Busch InBev's Global Standards on this issue.

**Carlos Brito**  
Chief Executive Officer

**Claudio Garcia**  
Chief People and  
Technology Officer

**Sabine Chalmers**  
Chief Legal and  
Communications Officer

**Jo Van Biesbroeck**  
Chief Sales Officer

**Claudio Braz Ferro**  
Chief Supply Officer

**Chris Burggraeve**  
Chief Marketing Officer

**Felipe Dutra**  
Chief Financial officer

**Alain Beyens**  
Zone President  
Western Europe

**Luiz Fernando Edmond**  
Zone President  
North America

**Miguel Patricio**  
Zone President  
Asia Pacific

**Francizko Sá**  
Zone President Central  
and Eastern Europe

**Bernardo Pinto Paiva**  
Zone President  
Latin America South

**João Castro Neves**  
Zone President  
Latin America North

