

Group Health & Safety Policy

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1. PURPOSE

The Health & Safety Policy aims to set out Anadolu Efes strategy and approach on health & safety measures to bring people together for a better work environment.

2. SCOPE

This policy applies to all Breweries & Malteries & Hop plant operated by Anadolu Efes, including subsidiaries. All our suppliers and business partners are obliged to comply with this policy.

It extends to the contract/franchise brewing of any brands in any country other than the country of origin.

3. DEFINITIONS

GSCD : Group Supply Chain Directorate

GTD : Group Technical Directorate

Policy : Policy is a deliberate system of principles to guide decisions and achieve rational results. The policy is a statement of intent and is implemented as a procedure or protocol.

Procedure : Procedure is designed to describe who, what, where, when, and why by means of establishing corporate accountability in support of the implementation of a "policy".

Standard : A document that used as a measure, norm, or model in comparative evaluations and used or accepted as normal or average.

OHSAS 18001 : Occupational Health and Safety Management Systems

H&S : Health and Safety

NGO : Non-Governmental Organizations

4. GROUP HEALTH & SAFETY POLICY

4.1 Definition of Policy

- People are Anadolu Efes most important asset and their health and safety is greatest responsibility for Anadolu Efes leadership.
- Anadolu Efes, will strive to prevent all accidents, injuries and occupational illnesses within its operations by working vigorously to achieve high standards of occupational Health and Safety throughout the organization.
- At Anadolu Efes, Occupational Health and Safety Program is based on the belief that the well-being of employees and partners influenced by Anadolu Efes work environment, is a major priority.
- Anadolu Efes is committed to create and maintain an integrated program and culture to provide a healthy and safe working environment for all employees, partners and public.
- Anadolu Efes proactively and continuously improves Health and Safety Practices by implementing OHSAS 18001 Standard, new technologies, risk assessments and mitigation techniques.
- This is all about life of employees and customers, therefore Anadolu Efes management believes involvement of employees, suppliers, customers and all other partners is so crucial for a work environment to be as safe as home.

4.2 Governance

- Anadolu Efes conducts its activities related to occupational health and safety in strict compliance with regulations and legislation and where legislation does not exist; takes the responsibility and sets its own strict standards to prevent accidents and injuries.
- Anadolu Efes establishes risk-oriented H&S management systems; ensures system reliability with internationally recognized certifications such as ISO 18001 or similar and assures integrity via internal and external audit mechanisms.
- Anadolu Efes Group Supply Chain is responsible for definition of functional strategies and commitments, working norms, application frameworks and long-term goals on H&S management. Action plans are determined together with each Country Operation with regard to corporate strategies and commitments and Country Supply Chain teams are responsible for the execution of these plans. H&S Committees, established within the country operations, support facility management in their projects. Experiences regarding performance improvement practices are shared during organised field visits.

4.3 Commitments

- Creation, maintaining improvement on Safe and Healthy workplaces, practices and behaviours.
- Comply with all applicable Health and Safety laws and regulations, Company Standards and other requirements to which Anadolu Efes subscribes. Anadolu Efes applies responsible standards where local laws and regulations may not meet Anadolu Efes minimum standards.
- Encouragement of employee participation and individual accountability regarding Health and Safety matters within their work environment.
- Integration of Health and Safety considerations into business planning, decision-making and daily activities.
- Setting of challenging Health and Safety objectives and targets, measurement of progress towards them and recognition of those who contribute to improved Health and Safety performance.
- Support of contractors and suppliers in Health and Safety Excellence.
- Performance & continuous improvement in the way of H&S, is tracked regularly in Anadolu Efes reporting systems and realization of targets is linked to performance evaluation and remuneration of our employees. H&S policies and corporate commitments are communicated with employees internally and training is conducted to raise awareness of.

4.4 Supplier Partnering

- Anadolu Efes encourages its suppliers and collaborates with them to improve their H&S understandings via developing supplier partnership programmes and sharing of best practices.

4.5 Community Engagement

- Anadolu Efes works/ engages with national, regional, local governments, public authorities, NGOs, civil societies and other stakeholders to adequately address H&S issues and policies. Anadolu Efes supports and is actively involved in the work of H&S initiatives on both national and regional levels where applicable.
- Anadolu Efes takes the role of H&S leadership by being advocate for H&S in global and local policy discussions; contributing inputs and recommendations in the formulation of policies.

5. VERSION & REVISION DETAILS

5.1 Version 0

- This is the original document