



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)

RESPONSIBLE DRINKING POLICY

Our purpose is that we dream big to create a future with more cheers!

At Budweiser Brewing Company APAC Limited and its affiliates (“BUD APAC” or the “Company”), as a responsible employer, our employees’ safety and welfare at work is a top priority. That is why we have a global policy regarding drinking at work. This policy outlines the responsibilities of the company as well as those of the employee, and it gives clear guidelines about what is expected of both.

Each of our operations also has its own local policy, which takes into account national legislation. But all local policies must comply with the following BUD APAC standards.

- Our employees are ambassadors of the Company and are encouraged to exercise personal responsibility whenever they consume alcohol beverages.
- Local policies must outline clear procedures for an employee with a drinking problem but in all cases, if an employee suspects they have a problem, they should seek help before it interferes with work performance.
- 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.
- Although as a rule, we have a ‘no drinking at work’ policy, moderate consumption of alcohol in a working context can apply, but only if complying with guidelines as defined in the local policy.
- Responsible drinking outside working hours where the events are hosted by BUD APAC must comply with guidelines as defined in the local policy.
- Under no circumstances shall an employee be legally intoxicated while operating motor vehicles, driving a company vehicle or a company rental vehicle. This applies especially to sales people and professional drivers.
- There is clear disciplinary action for anyone who breaches company policy, which may affect your employment prospects with the company.

This policy shall be used as a company reference for all employees and shall be regarded as the minimum standard; not to replace the local guidelines.