

Asahi Beverages Human Rights Policy

Preliminary Details	
Policy Owner	Group Chief People & Corporate Affairs Officer
Key Contact	Human Resources
Effective Date	22 July 2022
Version No.	2.1
Country	Australia and New Zealand
Applies to	<p>This Human Rights Policy (the Policy) applies to all employees in the Asahi Beverages Regional Hub and its following Business Divisions:</p> <ul style="list-style-type: none"> • Asahi Lifestyle Beverages; • Asahi Beverages New Zealand; and • Carlton & United Breweries. <p>Business Divisions may change from time to time. It also applies to any individual or corporate entity associated with Asahi Beverages, or who performs functions in relation to, or on behalf of Asahi Beverages.</p> <p>Note: The policy does not form part of any employee's employment contract or any supplier's, or contractor's contract of engagement and Asahi Beverages may vary or replace this policy from time to time at its discretion.</p>

Policy Details	
Policy Statement	<p>At Asahi Beverages, we are committed to respecting human rights across our domestic and global operations, and this commitment is underpinned by our values of Respect, Integrity, Courage, Accountability and Passion.</p> <p>We recognise that our people are our greatest asset. It influences everything we do as a business and guides our approach to human rights both within our business and within our supply chain.</p>
Purpose	<p>This Human Rights Policy applies across all our Australian and New Zealand locations and demonstrates our commitment to respecting internationally recognised human rights. It also sets out our expectations for the conduct of our employees and suppliers.</p> <p>This Policy supplements the Asahi Group Human Rights Principles.</p>
Definitions	<p>In this Policy, where the context requires, Asahi Beverages refers to the Asahi Beverages Regional Hub and its following Business Divisions:</p> <ul style="list-style-type: none"> • Asahi Lifestyle Beverages; • Asahi Beverages New Zealand;

	<ul style="list-style-type: none"> • Carlton & United Breweries <p>Business Divisions may change from time to time.</p>
<p>Commitment to Respect Human Rights</p>	<p>We recognise that the activities of our business may have both potential and actual human rights impacts, from research and development, and procurement through to our products and services.</p> <p>We are committed to respecting all internationally recognised human rights as relevant to our operations. In doing so, we strive to act in a manner consistent with the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work in all areas of our business.</p> <p>We are committed to taking human rights considerations into account when selecting suppliers. We expect our suppliers to comply with this policy, and we actively seek to work with third parties who support our approach and standards in this area. To that end, we are committed to communicating this policy to our suppliers and other stakeholders, and to undertake ongoing due diligence within our operations and supply chain to identify and address any actual or potential adverse impacts with which we or our suppliers may be involved (whether directly or indirectly).</p> <p>We will comply with laws and regulations applicable to our business in all countries and regions where we do business. Where national/regional laws differ from or conflict with international human rights standards, we will seek ways to honour the principles of internationally recognised human rights to the extent possible, without violating local laws and regulations.</p>
<p>Commitment to Human Rights Due Diligence</p>	<p>We will conduct due diligence to identify, prevent and mitigate adverse human rights impacts that may relate to our business operation.</p> <p>We will strive to avoid infringing human rights or contributing to human rights infringements by stakeholders, including our suppliers and other business partners. If we identify that we have caused or contributed to such infringement, we will endeavour to remediate such impacts.</p> <p>We understand the importance of engaging with potentially or affected stakeholders including employees, communities, and contractors in relation to the impact of our business on their human rights and the operation of this policy.</p> <p>Across our operations, we will work with our employees and suppliers to assist them in their understanding of human rights and adoption of best practices to ensure respect for human rights.</p>
<p>Human Rights Issues Relevant to our Business</p>	<p>We recognise that addressing the following human rights issues linked to our business operations constitutes an essential component of our human rights responsibility.</p> <p>Discrimination</p> <p>We will respect diversity and the human rights of individuals. We will not discriminate against or commit any act that damages the dignity of any individual based on nationality, race, ethnicity, religion, ideology, gender, age, disability, gender identity, sexual orientation, or employment status, or any other protected characteristics as defined by national/regional laws and regulations.</p> <p>Harassment</p> <p>We will not tolerate harassment of any type, neither through words nor actions.</p>

	<p>Forced Labour and Child Labour</p> <p>We will not engage in forced labour, child labour, nor any form of modern slavery including human trafficking.</p> <p>Freedom of Association and the Right to Collective Bargaining</p> <p>We will respect the freedom of association and the right to collective bargaining in accordance with the applicable laws and regulations of the countries and regions where we do business. Where the right to freedom of association and collective bargaining is restricted under national/regional laws and regulations in contravention of international human rights standards, we will seek ways to honour these rights by establishing alternative means of dialogue with employees.</p> <p>Occupational Health and Safety</p> <p>We will keep updated on laws and regulations concerning health and safety in our workplace and the status of their implementation, and always strive to maintain a safe and healthy work environment.</p> <p>Working Hours and Wages</p> <p>We will comply with all applicable laws and regulations related to working hours and wages of the countries and regions where we do business. We will work towards ensuring wages that enable our employees to meet their basic needs of living.</p> <p>Impacts within the Supply Chain</p> <p>We will endeavour to understand our supply chain including our business partners and their subcontractors. We will share this Policy with suppliers and verify and assess their compliance. We will also endeavour to engage with other relevant stakeholders to promote respect for human rights in our entire supply chain.</p> <p>Impacts within the Community</p> <p>We acknowledge that our business can have impacts on human rights within the community, such as land rights, access to water, health, and the rights of Indigenous Peoples. We are committed to upholding our human rights responsibility in the communities in which we do business and aim to contribute to a sustainable society.</p> <p>Asahi Beverages acknowledges the Traditional Owners of Country throughout Australia and recognises the continuing connection to land, sea and community. We pay our respects to Elders past, present and emerging.</p>
<p>Labour Rights</p>	<p>Asahi Beverages is committed to ensuring that there is no modern slavery and labour related harm from our operations and supply chain.</p> <p>We are opposed to and will oppose all forms of slavery, forced or compulsory labour and child labour, both within our activities and undertakings, and within our supply chain. Business partners, contractors and suppliers must not use forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise. No one may be made to work through force or intimidation of any form.</p> <p>As a business, we rely on labour as a key input, and are committed to maintaining a workplace that recognises, respects, and protects the human rights of our employees. To meet this commitment, we strive to provide all employees and others who work with us with safe and healthy working conditions which respect their human rights. This includes providing a workplace where all people are treated without discrimination or harassment, and in which employees are free to associate with each other and</p>

	participate or not participate in unions or other labour organisations, free from any coercion. We will meet all of our legal obligations when paying people, we employ.
Raising Concerns	<p>Any concerns related to human rights in our operations or those of our Suppliers, including forced, compulsory, trafficked or child labour, should be raised through the following mechanisms:</p> <ol style="list-style-type: none"> 1. Speaking with your HR Business Partner, supervisor or manager if you have concerns about a Supplier's conduct; 2. Raising the concern with the Group Chief Legal Officer or Group Chief Human Resources Officer, details below: <ul style="list-style-type: none"> Group Chief Legal Officer – Effie Markopoulos Phone: +61 429 582 408 Email: effie.markopoulos@asahiholdings.com.au Group Chief People & Corporate Affairs Officer – Roz Lever Phone: +61 499 220 453 Email: roz.lever@asahi.com.au 3. Using the Speak Up System, operated by Navex and accessible via asahigroup.ethicspoint.com or by telephone on 1800 518 251 (Australia) or 0800 459 601 (New Zealand). The Speak Up System is confidential and is independently operated by Navex 24 hours a day, 7 days a week.. <p>We expect that anyone involved with our business will report known or suspected violations of applicable laws, regulations, policies, and our ethical standards. We also expect our suppliers to create processes for raising grievances. Retaliation for raising these concerns is strictly prohibited.</p>
Remedies	<p>We are also committed to providing effective remedies where our operations cause or contribute to adverse human rights impacts. We will engage directly with affected persons, and work with our suppliers and others, to remedy any such issues and will consider how our internal processes can be improved to prevent similar impacts in the future.</p>
Training	<p>Training on this Policy will be provided to relevant employees from time to time.</p>
Non-Compliance	<p>An employee found to have acted in a manner contrary to (or in breach of) this Policy, including in relation to relevant laws and regulation applicable to our business, may be subject to disciplinary action, including up to termination of employment.</p>
Related Documents	<p>This Policy is supported by, and should be read in conjunction with, the following documents:</p> <ul style="list-style-type: none"> • Code of Conduct – The Asahi Beverages Way • Procurement Policy • Whistleblower Policy and Procedure • Whistleblower Procedure – Disclosures by External Persons • Workplace Grievance Resolution Policy • Respect in the Workplace Policy • Abbotsford Brewery Anti-Bullying, Harassment and Discrimination Policy • Asahi Group Human Rights Principles (which can be found here)

Access to Policy	A copy of this Policy is also available on our intranet or can be requested from your Line Manager or Human Resources.
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Approval & Review	
Approvals	Group Chief People & Corporate Affairs Officer
Original Approval Authority and Date	Group Chief People & Corporate Affairs Officer [1 October 2020]
Amendment Authority and Date	Group Chief People & Corporate Affairs Officer [15 March 2022]
Affected Functions	Group People & Corporate Affairs Group Procurement & Sustainability
Next Review Date	22 July 2025
Policy Number	AB133
Notes	N/A