



Asahi Breweries Europe Group

# **Anti-Slavery and Anti-Human Trafficking Statement**

for the financial year ended 31 December 2017

This anti-slavery and anti-human trafficking statement is made by Asahi Breweries Europe Ltd pursuant to Section 54(1) of the UK Modern Slavery Act 2015.

**“ We prohibit all forms of slavery and human trafficking within our organisation and in our supply chains. This is an integral part of our policies and our approach to human rights, and a non-negotiable commitment for our business.”**

Paolo Lanzarotti, CEO Asahi Breweries Europe Ltd

## Background

Asahi Breweries Europe Ltd is the holding company of the Asahi Breweries Europe Group, which was created on 1 April 2017 as a result of the acquisition of the Czech, Polish, Romanian, Hungarian and Slovak businesses of SABMiller by Asahi Group Holdings Ltd. Asahi Breweries Europe Ltd only performs intra-group support functions, but has subsidiary operations in the Czech Republic, Poland, Romania, Hungary, Slovakia and South Korea.



**Czech Republic**  
Plzeňský Prazdroj  
Number 1 in country  
Market Share in %  
49

**Slovakia**  
Pivovary Topvar  
Number 2 in country  
35

**Hungary**  
Dreher Sörgyarak  
Number 1 in country  
31

**Poland**  
Kompania Piwowarska  
Number 1 in country  
37

**Romania**  
Ursus Breweries  
Number 1 in country  
35

## Commitment and Policies

**We are 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 ensure the effective implementation of and adherence to these commitments and policies, we have established clear responsibilities within the Asahi Breweries Europe Group:**

Further details of Asahi Group Holdings' approach to human rights are set out in the Asahi Group Holdings Anti-Slavery and Anti-Human Trafficking Statement dated 8 May 2018.

In this statement, we use the term modern slavery to encapsulate slavery, servitude, child labour (as defined by the International Labour Organization), 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 number of codes and policies that are an integral part of our contracts with suppliers, including our:

### **Supplier Code of Conduct Code of Business Conduct and Ethics**

Potential and actual issues relating to modern slavery can be reported in line with our Whistleblowing Policy.

- **The senior management team** is responsible for ensuring that our behaviour, and that of our associates, complies with our legal and ethical obligations, including in relation to modern slavery.
- **The Human Resources and Corporate Affairs departments** are responsible for ensuring 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 and understand and fully comply with our commitments.

Our position is communicated to all suppliers, contractors and business partners through the Supplier Code of Conduct. Our procurement team aims to work with, and support, all suppliers as they implement improvements in their operations.

## Progress

Asahi Breweries Europe Group aims to uphold world class standards of corporate ethical behaviour. In the short period since the formation of Asahi Breweries Europe Ltd, we have already taken steps to ensure that the appropriate commitments and policies are in place to combat modern slavery and that there is cross-functional responsibility for meeting the standards that we have set for ourselves.

Over the next financial year, we will work closely with Asahi Group Holdings to identify the best ways in which the organisations can share best practices, further enhance our collective commitment to human rights and ethical behaviour and take steps to ensure that modern slavery is not occurring in any part of our business or supply chain.

Our Procurement launches a new risk database in 2018 to monitor supplier ranking provided by internationally renewed and credible data sources. Up to 300 of our major suppliers will be checked and evaluated to obtain the accreditation and continue commercial activities with us. Each new supplier above a given amount of annual spending must undergo the accreditation process prior to being awarded a supply contract. Continuous monitoring of all accredited suppliers will be secured by our Procurement Operations team and all deviations and elevated risks will be reported for follow-up actions.

This statement has been approved by the board of directors of Asahi Breweries Europe Ltd.



**Paolo Lanza**  
CEO, Asahi Breweries Europe Ltd  
May 2018



**“ We aim to demonstrate world class standards of corporate ethical behaviour. In the short period since the formation of Asahi Breweries Europe Group, we have already taken steps to ensure that the appropriate commitments and policies are in place to combat modern slavery.”**