



Asahi Breweries Europe Group

# Anti-Slavery and Anti-Human Trafficking Statement

for the financial year ending 31 December 2018

# 2018

[ 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 %**  
 48

**Slovakia**  
**Plzeňský Prazdroj Slovensko**  
 Number 2 in country  
 37

**Hungary**  
**Dreher Sörgyárak**  
 Number 1 in country  
 33

**Poland**  
**Kompania Piwowarska**  
 Number 1 in country  
 36

**Romania**  
**Ursus Breweries**  
 Number 1 in country  
 37

## 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:

**Asahi Group Code of Conduct** ([link](#))  
**Asahi Group Human Rights Principles** ([link](#))

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** ([link](#))  
**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. The Internal Audit monitors the effectiveness of the 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 any improvements in their operations.

## Progress

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

We have worked closely with Asahi Group Holdings to identify the best ways in which the organisations can share the best practices, enhancing our collective commitment to human rights and ethical behaviour.

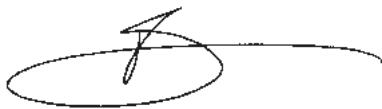
During 2018, our Procurement launched a third-party independent accreditation of suppliers in 2018 to monitor the supplier rankings based on internationally renewed and credible data sources, provided by an independent authority, Bureau Van Dijk. Each new supplier above a given amount of annual spending, must undergo an accreditation process prior to being awarded a supply contract. The continuous monitoring of all accredited suppliers is secured and all deviations and elevated risks are reported for follow-up action. Over 300 suppliers have been assessed in 2018.

All suppliers must be compliant with the Supplier Code of Conduct. Where on-site audits have identified non-compliance, a corrective plan is established and a monitoring system is put in place to measure the progress against non-compliance action plans. Common issues identified through the audit programme are being addressed through supplier workshops.


In 2018, we developed and launched a dedicated page on our website: <http://www.asahibreweries.eu/about-us/corporate-policies/>, guiding our suppliers on the standards we expect them to comply with and showcasing all relevant policies in a place which we can update, if necessary, and keep our entire supply chain informed. This page is publicly available and is referenced in all contracts with our suppliers.

We have also taken part in wider sector initiatives to support responsible sourcing.

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



**Paolo Lanzarotti**  
CEO, Asahi Breweries Europe Ltd  
May 2019



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