

INTEGRATED POLICY

for Quality, Food Safety, Feed Material Safety, Occupational Health and Safety, Environmental Protection and Energy Management

at Plzeňský Prazdroj, a.s. & Plzeňský Prazdroj Slovensko, a.s.

Our integrated Company, comprised of the Plzeňský Prazdroj a.s. and Plzeňský Prazdroj Slovensko, a.s. businesses, is a leading organization in the brewing industry and the biggest brewer in the Czech Republic as well as Central Europe. Since 2017, we have been part of a global corporation, Asahi Group Holdings, Ltd. The principles of this Integrated Policy have been defined primarily in line with our mission, strategic focus and Company's context. The key principles to guide our business conduct are implemented through the Integrated Management System (IMS), according to the following international standards:

ISO 9001	Quality Management
FSSC 22000 & GMP+	Food and Product Safety, Production of Feed Ingredients
OHSAS 18001	Occupational Health and Safety
ISO 14001	Environmental Protection
ISO 50001	Energy Management

General principles

- Our business strategy is defined with respect to the Company's context as well as changes in the entrepreneurial environment. In the planning, execution, control, inspection and improvement of our processes we take account of the relevant aspects that impact us as a business. At all times, we implement the management of identified risks and opportunities.
- We are committed to complying with the relevant requirements and obligations arising from laws and regulations, process and product standards, and any other requirements we have committed ourselves to.
- The Company's Policy gives a framework for the setting of specific goals, responsibilities and due dates. Performance against the IMS requirements, including set goals and targets, is reviewed using scheduled internal audits.
- Our efforts are focused on continuously improving our management systems and performance in all areas, against set goals and through regular reviews. We promote ethical conduct of our people in accordance with the Business Ethics Policy in place.
- We plan, implement, control and evaluate our processes in line with the principles of continuous improvement.
- We address issues concerning quality and efficiency by applying the principles of World Class Manufacturing. The Company management provides its full support to promote the communication and understanding of this Policy across all levels of the Company as well as outside the Company.
- Motivated and knowledgeable employees are our greatest asset, therefore, we strive to ensure our people achieve the highest possible level of knowledge and technical skills.

Quality Management principles

- Quality in everything we do is the fundamental concept of our Company and a constant objective which the management and employees work towards at all times. We apply an innovative approach in all of our activities.
- We have defined standards and controls for all quality parameters that are critical to the consumer, in particular. These include, but are not limited to, the quality parameters for raw materials, process parameters and products in all steps of the production process, including storage, warehousing and handling of materials. Trigger points and authorisation limits have been defined to address nonstandard situations.
- We want to devote ourselves to our customers and the public. We strive not only to meet but to exceed the expectations of our customers and other stakeholders. Getting feedback on their satisfaction is very important for us.
- We work jointly with our suppliers to continuously improve the quality of raw materials and the safety of deliveries. Regular supplier assessment and performance monitoring, supplier audits and regular meetings are used to achieve the above.

Food and Product Safety and Feed Material Safety principles

- We define Critical Control Points across all phases of our production and distribution processes based on process flow diagrams and a detailed risk (hazard) analysis and in accordance with the principles and requirements of FSSC 22000 and GMP+.
- We constantly identify and eliminate shortcomings in the area of safety and hygiene in the manufacturing and storage of products. We continuously monitor Critical Control Points with clearly defined rules for settlement regarding non-conforming products and non-conforming feed materials.
- A product batch traceability & communication (incl. product recall) is in place and regularly tested to minimise any negative impacts if a non-standard product or feed material were to leave the gate.
- The Company has programs in place to monitor ingredients for potential contaminants in raw materials, feed materials and auxiliary substances.
- The Company has defined a strategy to fight food adulteration and a food defence plan has been applied and managed.

Occupational Health and Safety principles

- In the Asahi Group, we consider health and safety to be the basis of our corporate values and firmly believe that "all accidents and injuries can be prevented" by creating a behaviour-based safety culture, involving all employees, business partners and visitors.
- We respect fundamental human rights based on a safe and healthy working environment and we are committed to provide conditions aimed at preventing occupational injuries and harm to health.
- We are committed to comply with all applicable legislative, regulatory and other health and safety requirements. Our systematic focus is on the prevention and reduction of health and safety risks. We implement these activities through continuous improvement programs.
- Health and safety risks are always identified and ranked for severity and likelihood. These activities are carried out as part of a structured management process.
- The outcomes regarding the effects of identified hazards and risks are communicated at all Company levels. To eliminate hazards and minimise risks, actions are taken such as the application of new technology, safety equipment and training of employees.

Environmental Protection principles

- Our program through which we commit ourselves to environmental protection, is integrated with the sustainable development framework of Asahi Group Holdings, Ltd. In line with this framework, we strive to continuously reduce our environmental impact by:
 - › Conducting annual environmental reviews and defining targets and programs based on the outcomes of regular assessment of environmental aspects;
 - › Applying process management and investment in new technology in order to reduce our water and energy consumption and greenhouse gas emissions;
 - › Using recyclable packaging materials for our products;
 - › Moving towards operations with zero landfill waste.
 - › Continuous improvement of the environmental management system with the aim of enhancing its efficiency.
- We are committed to putting in place and observing measures to prevent environmental pollution and to following other specific commitments arising from our Company's context.
- All employees will uphold these principles through an awareness of their own responsibility, a commitment to the principles of this Policy and integrating the principles into their daily work.

Principles of preventing serious accidents

- The Company undertakes to develop and put in place a management system to ensure the safety of its operations and enhance the standard of preventing serious accidents, in line with legislative requirements. Among others, the Company will focus on ensuring that the following principles are met:
 - › Carry out all of its activities, but especially handling hazardous substances, in such a manner as to prevent the occurrence of any event that would have an adverse impact on its employees, the community, the environment, the Company's property as well as the property of other entities;
 - › Define assessable goals and objectives to ensure continuous improvement on its journey to eliminating identified risks, consistently identify and analyse any potential risks, and reflect the analysis results in its safe practices and procedures in order to minimise the possibility of any accident and its consequences;
 - › Instruct all of its employees as well as any other persons who are to work on the Company's premises about safe practices and procedures and related goals, including their roles and responsibilities with respect to the performance of any activity;
 - › Support communication among the Company's employees, and between the Company and all of its stakeholders.

Energy Management principles

- The Company undertakes to adopt measures that focus on continuously reducing energy demand across all of the Company's facilities, i.e., improving the energy performance of its buildings and technical equipment, continuous monitoring and measurement of results, and developing plans to improve energy efficiency.
- The objective of applying these principles is to efficiently use energy in day-to-day activities and prevent energy waste. Therefore, the Company will provide sufficient information, as well as human and financial resources.
- In order to achieve measurable results, we further undertake to:
 - Promote the purchase of energy-saving products and services as well as proposals aimed at improving energy performance;
 - Carry out regular and proper maintenance of the Company's utilities infrastructure and invest in energy-saving technologies;
 - Define and review energy goals and targets while taking account of major energy-related aspects and legislative requirements.
 - Comply with the relevant legislative and other requirements to which we have committed with respect to energy use and consumption and energy efficiency;
 - Analyse the efficiency of power, gas and water consumption in order to avoid wasting energy. Based on our measurement results, we define targets and target programs to achieve savings.

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Grant Liversage
Managing Director

Pilsenský Prazdroj, a.s. & Pilsenský Prazdroj Slovensko, a.s.