

Quality, Product Safety, Feed Material Safety, Occupational Health and Safety, Environmental Protection and Energy Management INTEGRATED POLICY

for the Plzeňský Prazdroj, a.s. and Pivovary Topvar a.s. companies

The Plzeňský Prazdroj a.s. and Pivovary Topvar a.s. companies are members of the international group SABMiller plc, and rank among the most admired companies in the Czech Republic and in Slovakia. The key principles of business conduct, such as quality management, corporate responsibility and transparency, are implemented according to the following international standards:

ISO 9001	for Quality Management
FSSC 22000 & GMP+	for Food and Product Safety, for Production of Feed material – breweries in Pilsen, Velké Popovice and Radegast
OHSAS 18 001	for Occupational Health and Safety
ISO 14001	for Environmental Protection
ISO 50001	for Energy Management

General principles

- We consistently comply with legal and mandatory regulations and meet the process and product standards applicable in the countries in which we produce or where we export our products.
- We promote ethical behaviour in all aspects based on the Business Ethics Policy and its annexes.
- The Company management fully endorses the fact that this Policy is communicated and understood at all levels of the organisation as well as outside the company.
- The skills and knowledge of our people are constantly developed through professional training
- Our efforts focus on continuously improving our management systems and performance in all areas through the goals set and through regular reviews.
- The company activities, including set goals and targets, are reviewed using scheduled internal audits.
- We address issues concerning quality, business ethics and losses of all kinds in a structured manner through the application of World Class Manufacturing principles with the focus on teamwork at all levels of the organization.

Quality Management principles

- A high level of quality in all of our activities is the basic concept within the company and a constant objective which both the management and all the employees work towards at all times.
- Employee responsibility for quality control is an integral part of their job descriptions.
- We have defined standards for all quality parameters that are critical in particular to consumers. The quality parameters include in particular raw materials, process parameters and products in all steps of the production process, including storage, warehousing and handling of materials. Compliance with the above-mentioned standards is continuously monitored with well-defined trigger points and authorisation limits to handle nonstandard situations.
- We strive not only to fulfil but to exceed the expectations of our customers. We listen to the needs and opinions of our customers and consumers by collecting their complaints and comments. Corrective actions follow to improve their satisfaction.
- 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 the whole production and distribution process based on a detailed process risk (hazard) analysis and in accordance with the principles of the ISO22000 and GMP+.
- We constantly identify and eliminate imperfections in safety and cleanliness in production, purchasing, logistics and product storage. We continuously monitor Critical Control Points with clearly defined rules for the settlement of non-conforming products and non-conforming feed materials.
- A product traceability and recall system 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 functional programs in place to monitor ingredients for potential contaminants in raw materials, feed materials and auxiliary substances.

Occupational Health and Safety principles

- Consistent with SABMiller's vision, mission and values, we believe that health and safety is of paramount importance and we are committed to conducting our business in a way that respects the health and safety of our employees, contractors, visitors, customers, consumers and the general public.
- We respect fundamental human rights based on a safe working environment.
- We comply with all government, regulatory and applicable 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 identified and ranked for severity and likelihood. These activities are carried out by specialists using a structured process.
- Mitigating actions are taken to minimise identified risks. These actions may comprise the application of technology, safety equipment and training.

Environmental Protection principles

- Our environmental protection program is integrated with the Sustainable Development Framework of SABMiller plc. Based on this Framework, we strive to continuously reduce our environmental impact by:
 - Conducting annual reviews of the field of the environment and defining targets and programs on the basis of the outcomes of regular assessment of environmental aspects
 - Applying process management and selected investment in new technology 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.
- 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.

Energy Management principles

- The Company undertakes to adopt measures that focus on continuously improving energy performance in all of the Company's buildings and premises, i.e., reducing the energy performance of buildings and technical equipment, continuous monitoring and measurement of outcomes, developing plans to improve energy usage efficiency.
- The objective of the implementation of these principles is to ensure the fulfilment of energy savings potential, efficient usage of energy in day-to-day activities and preventing energy wasting. Therefore, the company provides sufficient amounts of information, as well as human and financial resources.
- In order to achieve measurable results, we further undertake to:
 - Promote the purchase energy-saving products, services and suggestions aimed to reduce energy performance
 - Define and review the targets related to the energy system while taking account of major energy-related aspects and legislative requirements.
 - Analyse the efficiency of electricity, gas and water consumption in order to avoid wasting energy. Targets and target programs aimed to achieve savings are defined on the basis of the outcomes measured.

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Paolo Lanzarotti

Managing Director, Chairman of the Board
Pilzeňský Prazdroj, a.s. & Pivovary Topvar a.s.