



## ASAHI EUROPE SUPPLIER CODE OF CONDUCT

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*Asahi Europe Ltd together with its subsidiaries (including Birra Peroni, Grolsch, Asahi UK and Meantime) constitute the Asahi Europe group (“Asahi Europe”).*

*Asahi Europe is wholly owned by Asahi Group Holdings, Ltd (“Asahi Group”).*

*For over 130 years, the Asahi Group has continued to meet various challenges, aiming to be a corporate group that is trusted around the world through the “kando”\* of food (deliciousness, joys and innovation). The Asahi Group sold the first canned beer in Japan and developed the world’s first outdoor brewing and lagering tanks. The company is No. 1 in the Japanese beer market, led by our flagship brand Asahi Super Dry.*

*Through meeting these challenges, the Asahi Group has expanded to become a global manufacturer of beverages and foods with a comprehensive range of products that includes soft drinks, baby foods, and health foods. Doing business in more than 100 countries and regions worldwide—all devoted to gaining the trust of consumers worldwide through the “kando” of food (deliciousness, joys and innovation, the Asahi Group is committed to continue working to create new value.*

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### **Our Supplier Code of Conduct**

This Asahi Europe Supplier Code of Conduct (“Supplier Code”) is applicable to all Asahi Europe Procurement Suppliers.

The minimum compliance requirements we expect from our suppliers form the Supplier Code. As such, our approach is not just about monitoring compliance but also about working to understand challenges, encourage improvements, and empower suppliers to take ownership throughout the value chain.

Equally, we are considerate of local factors and challenges faced by our suppliers in the different parts of the world where we operate and procure. The minimum standards that are set out in this document will be enforced contractually and we expect our suppliers to constantly monitor their own and their suppliers’ compliance.

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## Scope and application

### Application

The Asahi Europe Supplier Code defines the non-negotiable minimum standards that we require our suppliers to adhere to, wherever they produce materials or perform

services for Asahi Europe or its subsidiaries. It does not prevent our suppliers from exceeding these standards. Suppliers applying this code are expected to comply with national and other applicable law and, where the provision of law and this Supplier Code address the same subject, to apply the provision that affords the greater protection. This code is an extension of the Asahi Europe Code of Business Conduct.

### Promoting the Supplier Code of Conduct principles down the supply chain

Suppliers contracting with Asahi Europe are expected to promote these principles in their own supply chain and ensure they are respected. Suppliers such as traders and agents shall ensure that supplying manufacturers and farmers become fully aware of the principles; the provisions stated therein, their meaning and implications for their manufacturing or farming practice.

Service suppliers are also expected to drive similar sustainable development commitments from organisations comprising their own supply chain.

### Demonstration of Compliance

Acknowledgement of this Supplier Code is a pre-requisite in every Asahi Europe contract for supply. Through the signature of the contract and acceptance of the purchase order, the supplier commits that its operations are subject to the provisions contained in this Supplier Code. Suppliers must be able to demonstrate compliance with the code at the request and satisfaction of Asahi Europe. Asahi Europe may utilise independent auditors to assess supplier compliance with this Supplier Code. These assessments may include confidential interviews with workers on site.

In case Asahi Europe becomes aware of any actions or conditions not in compliance with this Supplier Code, Asahi Europe will demand corrective measures. When contracting with agents or traders, Asahi Europe may request to have their manufacturing or farming suppliers assessed for compliance.

Asahi Europe reserves the right to terminate an agreement with any supplier who cannot demonstrate they comply with this Supplier Code.

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## **Human rights and labour standards**

Asahi Europe is committed to implementing the United Nations Framework and Guiding Principles on Business and Human Rights and to have these fundamental principles upheld within our supply chain. We recognise a number of conventions, including the UN Global Compact to which our parent company, Asahi Group Holdings Ltd, is a signatory. We are also committed to conducting our business in line with the Universal Declaration on Human Rights and the OECD Guidelines for Multinational Enterprises, the UN Women's Empowerment Principles, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the ILO Core Conventions on Labour Standards.

We encourage our suppliers to embrace these international standards and we expect them to respect the human rights of their employees in the workplace, and to promote human rights within their value chain. Those principles designed to cover employees also apply to contract workers and any workers without a formal contract of employment.

### **Establishing fair and competitive wages and working hours**

Suppliers must provide employees with fair wages and benefits that comply at least with minimum wage legislation and other applicable wage and working time laws or collective bargaining agreements.

#### Guidance:

In countries where the legislated minimum wage is set below a level that is consistent with a decent standard of living for a worker and family, the supplier should aim to pay a wage that is at least sufficient to meet the basic needs of workers and their families. All workers should be provided with understandable information about their employment conditions before they enter employment. Workers must be provided with clear, understandable information on how their wages are calculated for each time they are paid. Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided by the national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded. Suppliers should ensure that working hours comply with national laws and benchmarked industry standards, whichever affords greater protection. In any event, workers shall not be required to work a regular work week of over 60 hours, unless there are exceptional circumstances (which do not include predictable seasonal variations). Workers must be provided with at least one day off in every seven, overtime work must be voluntary and compensated at a premium rate.

### **Abolition of child labour**

Suppliers must strictly prohibit the use of child labour. Child labour, as defined by the ILO, refers to work that is mentally, physically, socially or morally harmful to children; or work that interferes with their schooling.

Guidance:

Suppliers must adhere to minimum age provisions of national labour laws and regulations, and, where national law is insufficient, take account of international standards. The ILO Convention 138 stipulates that young people under 18 must not be employed at night or in hazardous conditions. In addition, suppliers must use adequate and verifiable mechanisms for age verification in recruitment procedures. Child work is acceptable in defined circumstances, within the limits of national law and ILO conventions. Children's or adolescents' participation in work that does not affect their health and personal development, or interfere with their schooling, is acceptable and can contribute positively to skills development.

**Freedom of association and recognition of the right of collective bargaining**

Suppliers must respect the rights of their employees to choose to associate or not with a legally recognised labour union, without fear of intimidation, reprisal or external pressure.

Guidance:

Where the right to freedom of association and collective bargaining is restricted under law, the supplier must facilitate the development of parallel means for independent and free association and bargaining.

**Prohibition of forced and compulsory labour**

Suppliers must prohibit all forms of forced labour, whether in the form of prison labour, indentured labour, bonded labour, slave labour or any kind of non-voluntary labour.

Guidance:

Suppliers must have appropriate and effective management systems in place to ensure lawful compliance. Workers must not be required to lodge deposits or their identity papers and be free to leave employment after reasonable notice. To every extent possible work should be performed on the basis of a recognised employment relationship established through national law and practice.

**Land rights**

Suppliers must respect the land rights of people and communities in their supply chain and operations.

Guidance:

Suppliers who own, acquire or control land are required to respect land rights by: (a) demonstrating legal or customary ownership or land use rights (b) obtaining the free, prior and informed consent of all affected communities before acquiring or developing land (c)

putting in place a grievance mechanism to resolve any dispute over land ownership when acquiring a significant area of land of over 100 hectares.

### **Intolerance of discrimination**

Suppliers must create an inclusive work environment free of discrimination with respect to race, gender, colour, caste, national origin, religion, age, disability, marital status, sexual orientation, political opinion, union membership, social origin, HIV/Aids status or any other arbitrary means.

#### Guidance:

Suppliers should not discriminate on any of these grounds in decision on hiring, compensations, access to training, promotion, or termination.

### **Grievance mechanisms**

Suppliers must have systems in place to enable anonymous grievance, reporting and management.

#### Guidance:

Grievance mechanisms must be continuously monitored, records maintained and appropriate actions taken in a confidential manner. Workers must be informed of how to access grievance mechanisms.

### **Employees are treated with dignity and respect**

Suppliers should not permit any harsh or inhumane treatment of employees.

#### Guidance:

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment, verbal abuse and all forms of intimidation should be prohibited by the suppliers.

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### **Health and safety**

Asahi Europe expects its suppliers to provide a safe and healthy work environment for their employees.

### **Working conditions**

At a minimum, suppliers' policies and procedures for health and safety must meet legal requirements. Wherever these do not exist, the supplier must ensure that risks of accidents, injury, and exposure to health risks are minimised, adopting the prevailing knowledge of the industry.

Guidance:

Suppliers' facilities must be constructed and maintained in accordance with the standards set by applicable law and regulations. Workers must receive regular and recorded health and safety training, and this training shall be repeated for new or re-assigned workers. Potable drinking water, personal protective equipment and adequate lighting, sanitation and ventilation must be provided.

**Safe and decent accommodation**

When suppliers provide accommodation to their employees, it must be clean, safe and meet the basic needs of the workers.

Guidance:

Workers should be free to enter and leave dormitory buildings. Facilities must be constructed and maintained in accordance with the standards set by applicable laws and regulations. Accommodation must be segregated from the factory's production area.

**Hazardous materials**

Suppliers must identify hazardous materials and chemicals, and ensure their safe handling, movement, storage, recycling, reuse and disposal in compliance with applicable laws and regulations.

**Emergency management**

Suppliers must ensure they have policies and procedures to deal with emergency situations.

Guidance:

Suppliers must assign responsibility of health and safety to a senior management representative and ensure that that workers and facilities are prepared for emergency situations. This includes having in place, at a minimum, evacuation procedures, fire detection, adequate emergency exits and regular emergency drills.

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**Business integrity**

High standards of ethical behaviour and transparency are fundamental to Asahi Europe. We have our own Code of Business Conduct and Ethics which applies to all employees across the group as well as to third parties acting on behalf of Asahi Europe. The Code of Business Conduct and Ethics is available on our website ([www.asahibeer.eu](http://www.asahibeer.eu)) and sets the minimum standard of behaviour and conduct expected. We want to extend these standards

throughout our supply chain by including Transparency and Business Ethics in this Supplier Code.

### **Fair, ethical and compliant business conduct**

Suppliers must act ethically and with integrity at all times and comply with local, national and international laws and regulations.

### **Conflict of interests, gifts and entertainment**

Suppliers must not engage in any improper payments, make or receive direct or indirect offers, or solicitations to our employees. Suppliers should avoid situations where a conflict of interest may occur, and must immediately disclose to Asahi Europe any conflict of interest that do arise.

Asahi Europe Procurement does not accept gifts or offers of entertainment from current or prospective suppliers.

### **Anti-corruption**

Asahi Europe is fully committed to eradicate corruption from all business transactions. Suppliers must not engage in corruption such as bribery or any form of improper or unlawful payment under any circumstances including financial fraud, money laundering, extortion or facilitation payments. Further information can be found in the Asahi Europe Anti-Bribery Policy for Suppliers which is available on our website ([www.asahibeer.eu](http://www.asahibeer.eu)) which details how we expect our suppliers to act to ensure that our high anti-corruption standards are continually achieved and that best practice is followed.

### **Origin transparency**

Suppliers must be able to disclose to Asahi Europe sources of primary origin (including the country of origin) associated with the materials supplied to Asahi Europe. Asahi Europe may request suppliers of selected materials to map their supply chain back to origin to facilitate assessment of upstream supply chain compliance.

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### **Environmental sustainability**

Asahi Europe requires that at a minimum, its suppliers comply with all relevant national environmental legislation, and conduct business in a way which protects and preserves the environment.

### **Environmental management system**

The supplier should have policies, procedures and relevant environmental management systems to identify, control and mitigate significant environmental impact.

Guidance:

Suppliers must assign responsibility for environmental impact to a senior management representative. Suppliers must report any inspection from local government bodies, along with details of any official complaint, legal action or recommendation. All required environmental permits and registrations must be legally compliant at any time.

**Waste, resource consumption and pollution reduction**

Suppliers must ensure they optimise the consumption of natural resources, and implement and demonstrate sound measures to prevent pollution; reduce the use of water; reduce the energy and carbon footprint; re-use and recycle packaging and reduce waste to landfill and post-consumer waste.

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**Working with our suppliers on meeting the Supplier Code standards**

We expect our suppliers to be transparent about their social, environmental and economic sustainability practices and actively engage in our policies and processes. We will regularly ask about their business practices and reserve the right to verify compliance and to conduct supplier audits as part of our ongoing compliance monitoring at any point during the contractual relationship. In case of non-compliance we will work with our suppliers to address the findings through remedial actions. In case of prolonged or excessive non-compliance, Asahi Europe reserves the right to review business with our supplier.

Suppliers will be asked to register with Sedex, the Supplier Ethical Data Exchange, and complete an online questionnaire. Existing suppliers are required to review and submit any updates to their questionnaire on a regular basis.

Sedex offers a simple and effective way of monitoring ethical and responsible practices by allowing suppliers to securely report, share and store information on their ways of working. By using Sedex, we aim to reduce reporting fatigue for our suppliers. Suppliers with multiple customers who are Sedex members only need to complete questionnaires once and are audited on the same standards.

According to the supplier site risk profile, we may also request suppliers to have an ethical audit performed by an independent approved third party.

We actively engage with our suppliers at a very early stage in our procurement activities to ensure this Code is put into practice and is continuously tracked. This may be done through a supplier accreditation process which takes place prior to supply commencing for our core materials and services.

As part of this process, we require our suppliers to disclose how they manage human rights and labour risk, health and safety, business integrity and environmental sustainability at each of their sites.

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## **Contacting us**

Asahi Europe

One Forge End Woking

GU21 6DB

Surrey, UK

Email: [EUCorporateaffairs@asahieurope.eu](mailto:EUCorporateaffairs@asahieurope.eu)

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