



## Modern Slavery Act transparency statement for the year ended 2022

29 JUNE 2023

At AB InBev UK Limited T/A Budweiser Brewing Group UK&I (“AB InBev”), we recognise the responsibility of the business community to respect human rights as we strive to make the world a better place.

This document sets out our global approach to human rights and modern slavery, and applies to our operations in the UK.

Our approach to managing risks of modern slavery is an integral part of our approach to human rights. AB InBev is a participant in the UN Global Compact. We commit to the principles and guidance contained in the UN Guiding Principles on Business and Human Rights. In addition, our policy commitments are further based on the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights, the International Convention on Civil and Political Rights (“ICCPR”) and the International Covenant on Economic, Social and Cultural Rights (“ICESCR”), in addition to the International Labor Organization’s (“ILO”) Declaration on the Fundamental Principles and Rights at Work, the Children’s Rights and Business Principles, and the UN Women’s Empowerment Principles.

Pursuant to the Modern Slavery Act 2015, modern slavery includes slavery, servitude, and forced or compulsory labour, as well as human trafficking. Our commitment to prohibiting modern slavery is clearly set out in our Human Rights Policy and our Responsible Sourcing Policy. AB InBev prohibits all forms of modern slavery in our organisation and in our value chains.

### **Our Business**

AB InBev UK Limited is the UK trading entity of the global Anheuser-Busch InBev business, and in the UK operates as Budweiser Brewing Group UK&I. This statement covers AB InBev UK operations and supply chain and provides information on our global approach towards human rights at AB InBev. Our UK business employs more than 1,600 people across our breweries in Magor, Samlesbury and Enfield, and our London headquarters.

As a leading brewer, we are proud to offer several of the UK’s leading premium beer and cider brands, including global brands Budweiser®, Corona® and Stella Artois®; international brands Bud Light®, Beck’s®, Leffe® and Hoegaarden®; and local champions Bass®, Boddingtons® and Camden Hells®.



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### **Our Approach to Human Rights and Modern Slavery**

We believe that respecting human rights is fundamental to creating healthy, thriving communities, as reflected in the United Nations Guiding Principles on Business and Human Rights. Our Human Rights Policy applies to our global organisation, including in the UK. For our associates and joint ventures, we promote the adoption of an approach that is consistent with the principles in our Human Rights Policy. Our Responsible Sourcing Policy defines the minimum standards that AB InBev suppliers are required to adhere to, wherever they produce materials or perform services for AB InBev. These policies are available on our global website. We continue to engage with a range of stakeholders to inform our approach to human rights.

We have a Global Human Rights Steering Committee to help provide strategic oversight and direction on human rights. Our due diligence model brings together teams from all locations and functions to help identify and address actual and potential human rights impact throughout our value chain. Based on the outcomes of these due diligence workshops, action plans are developed and signed-off by the respective Zone Compliance Committee to provide senior level oversight.

### **Risks of slavery and human trafficking and effectiveness in ensuring its prevention**

#### **Within Our Operations**

Within our business, there is a very low risk of slavery or human trafficking. We have a unionised workforce in our breweries. The brewery salaries are in the top 20% for the region. All salaries are benchmarked against the market and HR controls are in place for all employees and contractors.

Our global cross-functional Human Rights Steering Committee provides greater visibility and collaboration on human rights topics and sets the strategic direction on human rights across the business.

Developing and building the capacity of our people is essential in embedding human rights into the way we operate. Training and guidance are provided to support their understanding of the type of behaviour that AB InBev demands of its individuals and which complies with relevant laws and codes of practice. In particular, AB InBev's leadership is required to undertake yearly training on the Code of Business Conduct to ensure they are aware of the continued need for elevated levels of corporate responsibility in their day-to-day roles.

Employees are actively encouraged to raise and report any issues of concern, either with their line manager, the People team, through the annual Employee Engagement Survey or anonymously through our Compliance Helpline.



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### **Within our Supply Chain**

The majority of our suppliers are UK based. The nature of the inputs and due diligence procedures carried out routinely on suppliers means that the risk of slavery or human trafficking in our supply chain is low.

Our Responsible Sourcing Policy enables us to cascade our human rights and anti-modern slavery requirements to suppliers in our supply chains. This Policy is closely aligned with our Human Rights Policy and reflect our principles against harassment, discrimination, and retaliation. It is important that our suppliers understand the principles within our Responsible Sourcing Policy, and we have translated it into several languages including Spanish, French, Dutch, German, Portuguese, Chinese, Korean and Russian.

For example, we have developed tools available online, including the Business Toolkit, developed with AIM-Progress, Partner Africa, The Coca-Cola Company and Diageo. It covers the principles in our Responsible Sourcing Policy and ILO Core Labour Conventions as well as training on productivity and efficiency, quality, safety, time management, workforce cooperation and communication, workforce management, environmental management, business integrity and land rights.

As an example of functional oversight of human rights, our Procurement team oversees relevant risk management processes for the supply chain. We established a steering committee led by our Chief Procurement Officer to oversee the implementation and adoption of processes and to monitor the risk profile of our supply chain. Over the last year, we also reviewed existing tools and worked to simplify the processes for suppliers.

### **Future Plans**

We continue to enhance our approach to human rights, building a more comprehensive global view of potential human rights impacts, reviewing the actions we have taken to understand the effectiveness and impact of those actions on the people impacted. As we deepen our understanding of contemporary challenges to human rights we are expanding the stakeholders we engage with. Developing the capacity of our people, including senior leaders across the business remains a priority.



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This statement was approved by the Board of AB InBev UK Limited on 29 June 2023.

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*Timiko Cranwell*

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**Timiko Cranwell**

Legal & Corporate Affairs Director

AB InBev UK Limited T/A Budweiser Brewing Group UK&I

29 June 2021