



# GLOBAL HEALTH & SAFETY POLICY

Oct 2023

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Status: FINAL

## I. PURPOSE

AB InBev's purpose is to Dream Big to Create a Future with More Cheers. In support of this objective, we strive for shared prosperity for our people, company, and communities. We work vigorously to achieve a high standard of Health & Safety performance throughout our organization and set clear standards guided by the following principles.

## II. POLICY

### A. **Reduce risk exposure and workplace Health & Safety hazards.**

- AB InBev is committed to reducing the exposure of employees, contractors, and our communities to Health & Safety hazards. Risk exposure is controlled through the application of controls, and involvement of employees, employee representatives and other relevant stakeholders.

- AB InBev is further committed to evidence-based solutions, including preventing Serious Injuries and Fatalities through programs around road safety, violence prevention and facility risk management.

### B. **Drive continuous improvement through Health & Safety management.**

- AB InBev is committed to continuous improvement driven by our management system, measured against set targets and objectives. Our policies, standards, best practices, and ways of working apply to all aspects of our operations, including Health & Safety.

- Our management system supports compliance with applicable Health & Safety laws and regulations, and in locations where only limited regulations are in place, we seek to apply our more stringent standards, while continuing to respect the laws and regulations of the relevant jurisdiction.

### C. **Foster all colleagues as safety leaders in our journey to a world-class Health & Safety culture.**

- Our success requires all our employees to be safety leaders. We develop processes and training programs that encourage safety engagement and ownership at all levels, supported by knowledgeable management and qualified Health & Safety experts.

- We believe that an empowered workforce requires management that provides strong Health & Safety leadership, resources, and training. Neither production goals nor financial objectives shall excuse non-compliance.



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## D. Promote wellbeing and psychological safety.

- At AB InBev, we believe that Health & Safety goes beyond preventing injury and illness. We are committed to implementing an approach that promotes all employees' mental health and psychological wellbeing.

## III. APPLICABILITY

This Policy applies to directors, officers, and to all full-time, part-time and temporary employees of AB InBev (collectively, "Employees"). Whenever they are acting on the Company's behalf, contractors, agencies, and other third parties, including but not limited to community managers and influencers (collectively "Third Parties") are expected to comply with this Policy, in addition to all other policies and applicable laws and regulations.

## IV. ADMINISTRATION

The Policy is primarily the responsibility of the Global Safety Director. All questions regarding the interpretation and administration of the Policy should be directed to the Chief Legal and Corporate Affairs Officer.

## V. REPORTING MISCONDUCT

Employees and Third Parties are encouraged to report to the Company any activity or requested action that they believe to be, even potentially, in violation of applicable laws or this Policy. Such reports should be made to a line manager, to the Legal or Ethics & Compliance team, or to our confidential [Compliance Helpline](#).