

**For true  
enjoyment**

**consume alcohol  
responsibly!**



# We have a responsibility

as a  
brewer

We brew with passion and pride and want the world to enjoy our beers. For centuries, beer and other alcoholic beverages have been a pleasant part of social life. And that's fine, as long as you handle it responsibly.

As a brewer, family business and employer, we feel it is our duty to contribute to responsible alcohol consumption wherever we can.

Society is increasingly dissatisfied with excessive alcohol consumption. After all, it can have a negative impact on health and wellbeing. As brewers, we are aware of our responsibility. We comply with local legal regulations and contribute to responsible alcohol consumption campaigns.

Our employees are our most important ambassadors. You are responsible for your own behavior, but be aware that you have an exemplary role and influence on the reputation of us as a brewer, and our brands.

We want all our employees to enjoy our beers, wherever they are, in a responsible manner. Our top priority is that you are safe at work, come to work healthy and go back home healthy, without accidents on the road, without endangering others and without endangering yourself. That is why we have a number of agreements on responsible alcohol consumption. You will find the most important ones below. We are counting on your cooperation!



# Agreements

All agreements concerning Responsible Alcohol Use are laid down in our Company Regulations and Code of Conduct. These can be found on the intranet.

- 1** As an employee you are an ambassador of our organisation and our brands. You are aware of your own responsibility and exemplary role when it comes to responsible alcohol consumption.
- 2** We have a 'no drinking policy at work'. It is not allowed to work under the influence of alcohol. This means that you do not drink alcohol while doing your job, but also that you are no longer under the influence of alcohol you previously enjoyed when you start your work.
- 3** Of course there are occasions when moderate consumption of alcohol during working hours is allowed (commercial occasions and panel tasting). In this case, when actively participating in traffic, you may not drink more than is legally permitted\*.
- 4** You are responsible for your own health and employability and therefore also for setting limits to your alcohol consumption at the drinks after work and at home.
- 5** If it turns out that you have difficulty setting decent limits to alcohol consumption, we can refer you to a counsellor who will assist you with this problem. We count on your full cooperation with the programme.
- 6** You may under no circumstances be under the influence - above the legal limit - while driving a vehicle. This applies to driving company cars, rental cars, other company vehicles and your own means of transport.
- 7** We expect every colleague to address each other against unacceptable behaviour, such as excessive alcohol consumption and (wanting to) drive with a too high blood alcohol level.

\*) The legal standard is max. 0.5 pro mille and for novice drivers 0.2 pro mille.

# We are counting on you

## **We are counting on you!**

Understand your exemplary role in responsible alcohol consumption. Make sure you are aware of our agreements and act accordingly.

### **Do you have any questions or remarks?**

Then contact your manager or HR.

Do you feel that you regularly do not have a good grip on your alcohol consumption?

Please contact one of our confidants who can be found on the intranet. We treat your report confidentially.