



## **General requirements from partners regarding the principles of sustainable development with special emphasis on social responsibility, environmental protection and the protection of human rights**

Dreher Breweries Ltd, aware of its obligations as a large corporation and committed to the principle of Sustainable Development, which is also defined by the United Nations, seeks, as an expression of its commitment, business partners, vendors, subcontractors and other collaborators (hereinafter: Partners) for its contracts that are willing to and are capable of participating in the attainment of the following goals and of cooperating in the following areas of development.

The primary goal of Dreher Breweries Ltd and SABMiller plc, its parent company, with regard to Sustainable Development is 'to satisfy current needs without compromising the ability of future generations to satisfy their own needs'.

In order to reach this goal, SABMiller plc identified **10 priorities of development** for its subsidiaries and partners in the realisation of which Dreher Breweries Ltd also actively participates.

- 1. Discouraging irresponsible drinking**
- 2. Making more beer using less water**
- 3. Reducing our energy and carbon footprint**
- 4. Packaging reuse and recycling**
- 5. Working towards zero-waste operation**
- 6. Encouraging enterprise development in our value chains**
- 7. Benefiting communities**
- 8. Contributing to the reduction of HIV/AIDS**
- 9. Respecting human rights**
- 10. Transparency and ethics**

Based on the above – and taking into account that Dreher Breweries Ltd and its partners can be significantly more effective by acting in a concerted fashion – in this statement – in accordance with the Responsible Sourcing Guidelines of SABMiller – we ask our Partners to undertake the following commitments with regard to our strategic goals, in respect of and in relation to the performance of the contract that constitutes the subject matter of our cooperation:

By signing this annex, I the undersigned Partner, agree to comply with the following obligations:

- Working conditions:

Employees will perform their tasks in a healthy and safe work environment which complies, at least, with the requirements specified in the effective statutory regulations.

- Employment:

Forced and compulsory labour is prohibited. Employees should not be forced into involuntary labour and coercion at work is not acceptable. During performance we will not resort to forced or punitive labour (with the exception of work programs implemented at penitentiary institutions that help convicts to readapt to society).

Employees will be treated free from discrimination based on age, gender, religion and race, under equal conditions, without any type of unlawful discrimination.

- Communication with employees

In our capacity as employers, we will address feedback from our employees and will not prevent the formation and operation of associations that represent workers' interests.

- Child labour

In terms of the minimum requirements concerning child labour, the regulations pertaining to employment specified in the applicable international and national statutory regulations apply, under conditions that do not jeopardise physical and mental health, ethics, safety and development as set out in the statements of the International Labour Conference.

- Wages & Hours

We ensure the payment of a salary for the work performed at least in the amount set out in the effective regulations.

- Environmental factors

In addition to satisfying the environmental requirements set out in statutory regulations, we will do everything to diminish negative environmental impact both in our close environment and the environment at large and comply with local environmental laws.

Since both SABMiller and Dreher Breweries Ltd are fully committed to respecting fundamental human rights and to lawful and fair treatment, we also require our Partners to comply with the following human rights regulations:

Our Partners agree to respect the basic human rights of their direct and indirect employees pursuant to the human rights principles of SABMiller:

- the right to choose whether to work for a particular company;
- the right to fair conditions of work;
- the right to a fair pay;
- the right to be paid the same as someone else doing the same job;
- the right to reasonable working hours and regular paid holidays;
- the right to form and join a trade union;
- the right to be treated equally, without discrimination.

To achieve this goal, the employment regulations, guidelines and practices in effect at the SABMiller company group, Dreher Breweries Ltd and their Partners support the following:

- **The right to assembly and collective bargaining:** The company is open to negotiation and to entering into a collective bargaining agreement with the interest representation organisations created by employees (e.g. trade unions).
- **No forced labour:** The company employs its workers only under a valid employment contract that has been signed by both parties after adequate interpretation and grants them leave after appropriate discussions.
- **No child labour:** The company refuses to employ children; therefore, before the commencement of the employment of each new employee the company checks if the given employee meets the age limit.
- **No discrimination:** The company rejects discrimination of any type and extent when hiring and employing workers. The company's practices and regulations are free from negative discrimination, and the company ensures that if any employee suffers discrimination, a remedy is available through the appropriate internal channels.
- **Fair and competitive wages and benefits:** The company pays its employees fair and competitive wages and benefits based on their qualifications, knowledge and skills, on the basis of market practices and wages as well as on the minimum wage determined in statutory regulations.
- **Safe and healthy work environment:** The company complies with labour safety and health protection statutory regulations and stipulations; it creates and checks through regular audits a work environment that is appropriate in terms of safety and health.
- **Employee safety:** The company creates a safe work environment for its employees.
- **Social commitment:** The company understands and takes into account in its strategic decisions the impact it has on the community and does everything to prevent any potential harmful impact on the community.
- **Responsible Sourcing Guidelines:** The company also expects its contractual partners and subcontractors to follow the above-mentioned guidelines.

**This annex constitutes an inseparable part of the contract which was concluded between ..... (Partner) and Dreher Breweries Ltd on ..... By signing the annex, the Partner consents to Dreher Breweries Ltd requesting information and proof from the Partner with regard to the requirements and/or commitments contained herein, including information and proof concerning the Partner's contractual partner, and furthermore the Partner accepts that Dreher Breweries Ltd is entitled to terminate the contract, including termination with immediate effect by extraordinary termination, if the Partner fails to hand over the requested information and proof by a reasonable deadline or if Dreher Breweries Ltd finds non-compliance and the Partner fails to take, or refuses to take at any time, measures to remedy the situation at hand.**

Budapest, 2014.

Contractor's signature