

AB InBev Diversity & Inclusion Policy

Our commitment

Our Dream of bringing people together for a better world starts from within. That's why we are all in on our commitment to diversity and inclusion.

We believe that our greatest strength is our diverse team of people. Diversity and inclusion in our organization helps us to achieve our Dream because it enables the diversity of thought needed to deliver better decision-making and achieve superior results. As a meritocracy, our focus is on attracting, hiring, engaging, developing and advancing the very best talent—regardless of gender, ethnicity, sexual orientation or any other characteristics that make our colleagues unique.

AB InBev is committed to a work environment where all colleagues are respected and valued. All our people deserve to feel comfortable being their authentic selves at work every day. Only then can we all be at our best.

What we mean by diversity & inclusion

Diversity is about differences: Each of us is different, and at AB InBev we value and respect individual differences. AB InBev takes the widest possible view of diversity to include attributes such as age, gender, gender identity and expression, sexual orientation, language, ethnicity, nationality, family and marital status, religion and belief, social and economic background, veteran status, education, experience, disability and any other characteristics that make our colleagues unique.

Inclusion is about valuing these differences: Inclusion is the behaviors that recognize, understand and value differences, promote authenticity and provide a sense of belonging. Inclusion is also about leveraging those differences to foster innovation and drive business growth.

Why diversity & inclusion is important

Diversity and inclusion directly aligns with our Dream of bringing people together for a better world. A better world is a more inclusive one, where everyone is valued and celebrated for who they are as individuals.

Diversity is a business imperative because our consumers are diverse. Reflecting that diversity will enable us to better understand our consumers and meet their needs. We also know that diversity of thought delivers better decision-making and more innovative ideas.

An inclusive workplace is just as critical as having a diverse workforce because it enables individuals to feel empowered to share their unique perspectives and ideas. We also know that inclusive workplaces have higher engagement, productivity and retention rates.

We believe our business is more sustainable and effective when it encompasses a wider range of perspectives. To maintain sustainable global competitive advantage for the next 100+ years, we need to embrace diversity and inclusion as both central and critical to our business strategy.

D&I and our 10 Principles

Diversity and inclusion live within our 10 Principles and are integrated into everything we do. Our mission is straight forward. We aspire to become a more diverse and inclusive company to reflect the diversity of our consumers.

We will not achieve this through setting quotas. Instead, we will work hard to attract more diverse applicants at all levels, identify and eliminate potential barriers to ensure equity in advancement opportunities and foster an inclusive work environment where our people can thrive.

Our diversity & inclusion strategy

This strategy outlines how we will integrate diversity and inclusion into our workforce, workplace, marketplace and communities to achieve our mission.



What is expected of our leaders and colleagues

Every individual at every level in our company is responsible for treating others with respect and cultivating, encouraging, maintaining and preserving an inclusive environment. An inclusive environment is one where everyone is treated with respect and valued for their diverse perspectives and ideas.

The following 5 actions are expected of all of our leaders & colleagues:

1. **Champion diversity and inclusion** by helping others understand why diversity and inclusion are important, and by being a role model for inclusive behaviors by supporting, amplifying and championing diverse groups and voices (e.g. through employee led communities).
2. **Drive change** by taking responsibility for your own potential conscious and unconscious biases and taking steps to reduce them; actively including different perspectives into your decision-making processes; and identifying how you can drive change in the scope of your role (e.g. leveraging one of our brands to champion D&I).
3. **Uphold meritocracy** by ensuring fairness and taking steps to reduce potential bias in yourself and others in all people-related decisions across the 5 moments of truth for talent: attract, hire, engage, develop and advance.
4. **Show accountability** by challenging and addressing discriminatory or disrespectful behavior among colleagues and all those with whom we do business across our value chain, as outlined in our Global Anti-Harassment & Discrimination Policy and Global Human Rights Policy.
5. **Retain our talent** by fostering an inclusive work environment where everyone can thrive and supporting inclusive policies such as our Global Parental Standard and return to work programs.

Who is covered?

This Diversity and Inclusion Policy applies to all of our AB InBev colleagues (full-time, part-time and temporary), including colleagues of any subsidiaries or joint ventures where AB InBev has a majority interest or management control.

As outlined in our Global Anti-Harassment & Discrimination Policy, we do not tolerate harassment of colleagues by non-colleagues (e.g., contractors, vendors, suppliers, retailers, customers, and guests), nor do we tolerate harassment of non-colleagues by colleagues in our Company Workplace.

Governance & Reporting

While our diversity and inclusion commitment sits with every AB InBev colleague, it is governed by our Chief People Officer. The People team tracks our progress against our diversity and inclusion metrics and reports back to the Chief People Officer and CEO.

Our diversity and inclusion progress will be tracked across the 5 Moments of Truth:

Attract: Diverse representation of applications

Hire: Diverse representation of offers and acceptances to identify any potential bias in our talent attraction process

Engage: Engagement survey scores for diversity and inclusion questions to measure year on year progress and consistency across all colleagues

Develop: Year on year improvements in leadership competency scores for diversity and inclusion behaviors

Advance: Diverse representation by level, performance ratings, promotion and turnover rates, pay equity to identify any potential bias in our people processes

**Every decision made will be based in our principle of meritocracy to ensure equity in our talent processes.*

Contact Us

We encourage dialogue and value feedback that helps to identify barriers to progress. To discuss Diversity and Inclusion at AB InBev, please contact us here: DandI@ab-inbev.com.

You may also:

- Raise questions about policies through the [Compliance Channel](#).
- Raise concerns directly with:
 - Your Line Manager
 - People Business Partner
 - Ethics & Compliance team
- Raise concerns **anonymously** through [the Compliance Helpline](#) (available 24 hours a day online <http://talkopenly.ab-inbev.com> or by phone 1-888-601-6762).

Our Compliance Helpline is available 24 hours and is toll-free. It is available to all colleagues, where you can CONFIDENTIALLY and, if you choose, ANONYMOUSLY report any concern in relation to potential breaches of this Policy or of other Company policies. It is a secure means of reporting, provided by an independent company.

Global Ethics & Compliance Leadership

- John Blood; john.blood@ab-inbev.com
- Matt Galvin; matthew.galvin@ab-inbev.com
- Rodrigo Cunha; rodrigo.cunha@ab-inbev.com
- Elizabeth Wilks-Wood; elizabeth.wilks-wood@ab-inbev.com

Related Policies

- Global Anti-Harassment Anti-Discrimination Policy
- Global Human Rights Policy

Refer to your zone People team for additional related local policies.