



GROUP SOURCING POLICY

INTRODUCTION AND PURPOSE

This document sets out requirements for sourcing, own production and contract manufacturing in respect of the process and decision making.

The purpose of the policy is to define responsibility for sourcing within Carlsberg India Private Limited (“CIPL”/“Company”) together with any subsidiary of CIPL from time to time (“CIPL Group”).

SCOPE

This policy covers, but is not limited to, all CIPL Group business in all regions and the markets, territories or geographies that they represent. Where new territories, markets and commercial agreements are to be added to the CIPL Group, these should also be deemed to be covered by this policy.

The policy applies to both new sourcing considerations and sourcing changes as a result of production location optimization.

The policy also applies to wider commercial agreements, distribution deals and/or contracts where supply chain elements form part of the negotiation, e.g. business expansion into new markets where route-to-market evaluation with the commercial team is required (including cross-border sourcing, third-party production, contract production and/or licensing).

REQUIREMENTS

1.1. CIPL Supply Chain (in consultation with CSC) is responsible for choosing the optimum sourcing solutions for the CIPL Group (for new and/or existing sourcing solutions) in collaboration with relevant commercial business partners in the CIPL Group, and is also responsible for sourcing solution analysis, recommendation and implementation.

1.2. CIPL Supply Chain (in consultation with CSC) is authorised to change the production location of individual SKUs in order to improve the overall result for the CIPL Group. Any changes should be discussed in advance with the relevant commercial business partner in the CIPL Group.

1.3. In the case of sourcing solutions relating to local brands, CIPL Supply Chain should consult with the relevant LCC(s) or other commercial business partner in CIPL. In the case of sourcing solutions related to international premium brands, CIPL Supply Chain should also consult with CSC and Group Commercial.

1.4. Any commercial business partner in the CIPL Group must consult with CIPL Supply Chain and CSC on any and all negotiations that include potential sourcing (as described above) prior to any binding agreements being made. Such consultation should be conducted so as to give the responsible CIPL Supply Chain and CSC representatives time to review, provide full input on and be aligned with the proposal(s). Typically, this requires consultation prior to any initial visit or contact and/or exchange of information with third parties. Consultation as described in this paragraph should be carried out solely through the following CIPL Supply Chain and CSC representatives:

VP Supply Chain, Asia

VP Customer Supply Chain, CIPL

ROLES AND RESPONSIBILITIES

Body/function/individuals	Roles and responsibilities
CIPL Board of Directors (BoDs)	Responsible for policy approval.
CIPL VP – Customer Supply Chain	Owns, endorses and ensures implementation of the policy.
CIPL VP – Customer Supply Chain	Policy owner with overall responsibility to CIPL BoDs for group sourcing and supply chain network issues in the CIPL Group and for ensuring that material group sourcing and supply chain network risks in the CIPL Group are duly attended to and communicated to CIPL BoDs as relevant.
CIPL Managing Director, Functional Heads and local management	<p>Responsible for ensuring that this policy is implemented and adhered to, and that all relevant employees are made aware of the policy and its requirements.</p> <p>To the extent this policy requires notification and/or escalation to a representative of the Carlsberg Group, outside of the CIPL Group, a representative nominated by CSAPL (Singapore) Holdings Pte. Ltd. shall be copied in such notification and/or escalation.</p>
Relevant management, employees and contract workers of all entities in the CIPL Group	Responsible for adhering to and implementing this policy.

GLOSSARY

Innoplan

Process and tool for requesting and approving NPD launch.

NPD

New product development.

Porterage

Volumes of external parties delivered by the CIPL Group to clients. This includes sourcing of goods, warehousing, stock management, delivery and back-office administration.

Sourcing

Any of the following activities: own production locally, cross-border sourcing, licensed and/or contracted production (including brewing, beverage manufacture and/or packaging) – for existing products and NPDs (NPDs documented in the Innoplan process), third-party agreements involving supply chain elements (procurement, production, logistics/ customer supply, planning), sales of logistics services and porterage.

DEVIATIONS

No exemptions from this policy can be granted unless there are exceptional circumstances or the policy is obviously not applicable. All requests for exemptions must be made in writing to the policy owner. The policy owner must assess and decide on each request individually. Exemptions must be duly logged and documented.

POLICY REVISION

In general, policy revision will be considered once a year in December. If circumstances require it, changes will be introduced during the year. The policy may be amended at any time with the approval of CIPL BoDs. In the event of any discrepancy between the English version of this policy and a translated version, the English version will be binding.

ASSOCIATED POLICIES AND MANUALS

- Service level agreements between CSC and LCCs (BSP markets)

CONTACT

For more information, please contact the Policy Owner.

GOVERNING LAWS

This Policy shall be subject to applicable Indian Law(s).

ENGLISH



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