



RESPONSIBLE DRINKING POLICY

INTRODUCTION

In Carlsberg India Private Limited (“CIPL”/“Company”) together with any subsidiary of CIPL from time to time (“CIPL Group”), we are proud of our beers. They stand at the heart of the moments that bring people together. Irresponsible drinking, however, can turn those positive moments into the opposite. We have responsibilities as a company and as individuals to prevent alcohol-related harm. Issues such as underage drinking, drink driving and alcohol misuse are a constant challenge in all the markets in which we operate. We have set out a vision for a society with ZERO irresponsible drinking.

As an ambassador of the Carlsberg Group’s brands, you should always promote the enjoyment of beer in moderation. Managers, in particular, are expected to act as role models and promote responsible drinking.

We have strict standards relating to the consumption of alcohol in relation to work. This Responsible Drinking Policy sets out those standards, defines the responsibilities of the Carlsberg Group and our employees, and gives clear guidelines on what is expected when it comes to alcohol consumption.

As a responsible company and employer, and as a proud house of brands, we take a proactive part in addressing alcohol related challenges. This starts with ourselves; every employee in the CIPL Group must be an ambassador for responsible drinking.

SCOPE

This policy applies to all employees of the CIPL Group. The policy must also be observed by all agency workers, contractors, consultants and any other individuals working on the Group’s premises or working for or on behalf of the Group.

Where local rules or standards are stricter, those rules must be followed.

REQUIREMENTS

1. RESPONSIBLE DRINKING IN THE CARLSBERG GROUP

“Enjoyment in moderation” is the philosophy that guides our stance on the consumption of our products. This is reflected in our Marketing Communication Policy, in our product innovation and in our dialogue with the retailers that promote and sell our products.

We believe in showing the benefits of moderation and in giving consumers informed choices, including alcohol-free options. We are committed to initiatives that promote responsible drinking and tackle alcohol misuse.

1.1. As an ambassador of the Carlsberg Group’s brands, you should always promote the enjoyment of alcohol in moderation and recognise that irresponsible drinking as an employee may put the Group’s reputation at risk and yourself and others in danger.

1.2. The CIPL Group is committed to maintaining a healthy, safe and productive working environment for all staff and a workplace with ZERO accidents.

2. EMPLOYEES

2.1. As ambassadors of the CIPL Group, our employees are encouraged to exercise personal responsibility when consuming our products.

2.2. Our employees must apply the principles and spirit of this policy in their day-to-day decision-making.

3.1 ALCOHOL AT WORK

3.1. Any amount of alcohol can potentially affect judgement, work performance and driving ability. Consuming alcohol at work is generally not acceptable except where specifically permitted at a Carlsberg-sponsored event or in occasional circumstances where it is a job requirement. In all such cases, the consent of a line manager is required. Employees may not report to work under the influence of alcohol.

3.2. Employees who operate machinery, drive a vehicle (e.g. a delivery vehicle or a forklift), work in a potentially hazardous environment where there is moving equipment/machinery and vehicles, or spend any part of their working day in such premises must not consume alcohol at any time during working hours.

3.3. Employees taking part in taste panels or otherwise tasting products for quality purposes etc. as part of their job are permitted to consume alcohol in that capacity.

3.4. Employees whose roles involve entertaining or representing the CIPL Group at business events where alcohol is served may be permitted to consume alcohol in that capacity. Any employee who attends such an event, even if it takes place off site or outside normal working hours, must always be responsible in their consumption of alcohol.

3.5. Alcohol may be consumed on site as part of an authorised/organised Group social function, or where the line manager approves a departmental celebration, a “Friday beer” or similar. In all cases, alcohol must be consumed responsibly.

3.6. Where an employee's work performance or conduct has been impaired by the consumption of alcohol without approval, the Group will immediately initiate disciplinary sanctions, which may result in dismissal.

3.7. Employees under the legal drinking age are never allowed to drink alcohol.

4.1 ALCOHOL AND DRIVING

4.1. Drink driving legislation is in place in all markets and all employees must abide by relevant legislation at all times. A Carlsberg employee must never drink drive, neither during nor outside working hours.

4.2. The CIPL Group recommends that any employee who has to drive a vehicle to an event where alcohol is provided should either consume alcohol-free products or make alternative travel arrangements. If an employee is in a position where they are unsure whether or not they have exceeded the legal limit, under no circumstances should they drive their vehicle.

4.3. Drink driving at work will be considered an act of gross misconduct and will be reported to the police.

4.4. If an employee whose job requires them to drive a vehicle incurs a driving ban related to the consumption of alcohol outside work, they should understand that they will be deemed incapable of fulfilling their work duties. It should be noted that, for the CIPL Group, drink driving is not merely an issue of capability but a breach of the mutual trust and respect underpinning the employment relationship.

4.5. Company cars and company benefit cars should, as much as possible, be equipped with an 'alco-lock'.

5.1 GROUP SUPPORT

5.1. Employees are encouraged to seek support with any alcohol-related concerns at an early stage. Where appropriate, the CIPL Group will adopt a constructive and supportive approach when dealing with employees who may be experiencing problems with their drinking or alcohol dependency/addiction.

5.2. Any employee who suspects that a colleague may have an alcohol-related problem is encouraged to speak to that colleague or to report the concern to their line manager. If necessary, the line manager of the employee with the suspected problem should discuss the matter with that employee, where appropriate with the involvement of HR representatives.

5.3. Confidentiality is essential for working effectively with possible alcohol abuse and it is vital that all parties maintain confidentiality.

6.1 NON-COMPLIANCE

Any employee found to be in breach of this policy may be subject to disciplinary measures, which may include dismissal on the grounds of gross misconduct within the limits and under observance of the applicable labour law.

ROLES AND RESPONSIBILITIES

Body/function/individuals	Roles and responsibilities
CIPL Board of Directors (BoDs)	Responsible for policy approval.
HR Head / Corporate Affairs Head	Owns, endorses and ensures implementation of the policy. Advises local / location HR on policy content.
Local / location HR	Ensure that the provisions of this policy are reflected in relevant local responsible drinking and alcohol policy.
Corporate Affairs	Ensures relevant and correct communication of policy efforts to external stakeholders.
Country Managing Director and local management	Responsible for ensuring that all employees are made aware of the policy and that violations are acted upon. Responsible for ensuring that employees are regularly informed about appropriate alcohol culture and the risks involved in overconsumption of alcohol.
Management, employees and contract workers of all entities in the CIPL Group	Responsible for adhering to this policy and act as an ambassador for responsible drinking.
Managing Director, Functional Heads at Corporate Office, Local Management	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.

GLOSSARY

Alcohol-related problem

Problem related to drinking alcohol that affects mental or physical health.

Drink driving

Driving or attempting to drive while over the local legal limit.

Under the influence of alcohol

Condition in which alcohol has so far affected the person as his abilities to perform his or her duty.

Working hours

Working hours includes breaks during working hours – e.g. lunch break – regardless if paid or unpaid.

DEVIATIONS

No exemptions from this policy can be granted unless there are exceptional circumstances. 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

This policy must be reviewed whenever required or at least every two years. It may be amended at any time with the approval of CIPL BoDs. In the event of any discrepancies between the English version of this policy and a translated version, the English version will be binding.

ASSOCIATED POLICIES AND MANUALS

- Marketing Communication Policy
- Local HR or Alcohol Guidance

CONTACT

For more information, please contact HR / **Corporate Affairs**.

GOVERNING LAWS

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

ENGLISH



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