



HEINEKEN

Global Occupational Health & Safety Policy

This Policy is published on our corporate website
(www.theHEINEKENcompany.com)

POLICY STATEMENT

At HEINEKEN people are our greatest assets. No other asset in the company is as important as the people that contribute with their work to our business results. Therefore, HEINEKEN commits itself to provide a healthy and safe working environment for all employees, contractors working on its premises and for those hired by HEINEKEN further along the supply chain. HEINEKEN has embedded employee health and safety in its culture.

This policy is applicable for all HEINEKEN operating companies and subsidiaries where HEINEKEN holds a majority share or has management control. This policy will be applicable as from 1 December 2011.

1. HEINEKEN is committed to continually improve its occupational health and safety performance.

EXPLANATION

- We therefore set challenging, yet achievable, objectives.
- We constantly improve our performance by designing and adapting processes, all intended to prevent adverse health effects.
- Apart from prevention of occupational diseases, we strive to improve general health and safety of our workforce.
- We base our improvement on monitoring and analyzing all our safety and health related issues, such as accidents and work related illnesses.

2. HEINEKEN will comply with the applicable laws and regulations regarding occupational health and safety. Where such laws and regulations do not (yet) exist or are not applied, the company will take its own responsibility and set its standards accordingly.

EXPLANATION

- HEINEKEN will comply with the laws of a country at all times. If no legislation exists, we implement our own standards and procedures.
- We have a number of basic standards to assure that hazardous conditions are dealt with in a responsible way. These standards are reviewed when circumstances change.
- While we started with safety standards on our production sites, we are now involving other parts of our company and people hired by us along the whole chain as well. This means that we ensure occupational health and safety for people hired by us by contractual arrangements.

3. HEINEKEN will use the International Labour Organisation (ILO) conventions, standards and recommendations as a guide to set internal standards and procedures.

EXPLANATION

- A lot of work in the field of occupational health and safety has already been performed by the ILO. As a company, we use the ILO standards and recommendations as a framework.

4. HEINEKEN recognizes the importance of prevention of occupational diseases and supports health promotion programmes for its employees.

EXPLANATION

- As an employer we are convinced that a healthy workforce is an important factor to obtain excellent business results. Therefore, we invest in the prevention of occupational diseases by assessing health hazards at work and taking appropriate action to prevent any adverse health effects.
- We mandate measures that address occupational health risks and support programs that improve health in general.

5. HEINEKEN endeavors to eliminate accidents from our workplaces, this includes accidents happening to our employees, contractors on site and those working under our direct supervision outside our premises.

EXPLANATION

- HEINEKEN believes that accidents can be prevented. This also concerns those who are working outside our production sites in our commercial activities. They are particularly exposed to the risk of road traffic accidents. This means that road traffic safety is part of our occupational health and safety policy.
- We constantly monitor our accidents and near accidents and try to learn from them.
- We take initiatives to create awareness amongst our employees and carry out programs to increase safety.

6. Occupational health and safety is a joint responsibility of employer and employee. HEINEKEN will ensure adequate and appropriate resources for training, protection and supervision. Employees and contractors are responsible to behave in a healthy and safe way.

EXPLANATION

- Occupational health and safety directly affect the well-being of our employees. We feel a joint responsibility: we have the duty to provide safe procedures, safe working conditions and a safe environment.
- Training of our employees is one of the building blocks. Our employees are required to behave in a healthy and safe way while working for or at the company and follow procedures and instructions related to safety.

7. Implementation of the Global Occupational Health and Safety Policy will be ensured by assigning responsibilities at every management level and installing appropriate auditing and reporting procedures.

EXPLANATION

- It is important that the policy is firmly anchored in the organization. In order to realize our vision and deliver on our company ambition, our ways of working together are guided by our organisational principles.
- By aligning with this so-called operating framework, we make sure that responsibilities on every level – global, regional and operating company – are clear.
- While the final responsibility for occupational health and safety lies with the operating companies, Global Human Resources will be used for implementation of the policy.
- For the implementation of our OHS policy an appropriate OHS management system will be set up. Adherence to the OHS policy will be checked on a continuous basis.

8. HEINEKEN will publish the occupational health and safety performance in the annual Sustainability Report.

EXPLANATION

- The results of our efforts related to occupational health and safety will be communicated to all employees and made available to the public via our annual Sustainability Report. This includes reporting on both employees and contractors working on site.

Amsterdam, The Netherlands
December 2011

J.F.M.L. van Boxmeer

Chief Executive Officer & Chairman of the Executive Board