



PERSONNEL POLICIES AND
PROCEDURES FOR
SALARIED EMPLOYEES

H-1

Policy Number

January 1, 1019

Effective Date

August 3, 2017

Supersedes

EQUAL EMPLOYMENT AND AFFIRMATIVE ACTION POLICY

POLICY

Anheuser-Busch maintains a long-standing commitment to equal employment opportunity for all qualified applicants and employees. The Company strives to create an inclusive work environment that is free from discrimination and harassment and that values the differences of our employees, shareholders, and consumers. Specifically, Anheuser-Busch prohibits discrimination or harassment against any applicant, employee, vendor, contractor, customer or client on the basis of, race, color, national origin, sex, sexual orientation, gender identity or expression, religion, age, marital status, pregnancy, disability or military/veteran status, or any other basis prohibited by law. It is also the Company's policy to prohibit any and all forms of retaliation against any individual who has complained of harassing or discriminatory conduct, or participated in a Company or agency investigation into such complaints. This policy applies to all terms and conditions of employment, including but not limited to, recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

AFFIRMATIVE ACTION

Affirmative action plans are management tools used to identify and advance equal employment opportunity for qualified minorities, women, individuals with disabilities, and protected veterans. Affirmative action plans are developed annually and relevant portions thereof are available for inspection upon request. Employees may ask their supervisor or People representative for information regarding these plans.

The Company's affirmative action program prohibits employees and applicants from being subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal opportunity; or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

PROCEDURE

All formal (written) and informal (oral) inquiries from federal, state, and/or local governmental agencies or any outside group, organization, or individual concerning the Company's affirmative action plans or employment issues regarding, race, color, national origin, sex, sexual orientation, gender identity or expression, religion, age, marital status, pregnancy, disability or military/veteran status, or any other protected characteristic must be referred to the Legal Department. Governmental agencies may include any of the following: Equal Employment Opportunity Commission (EEOC); Office of Federal Contract Compliance Programs (OFCCP); state fair employment practices commissions; or local government civil rights agencies.

ADMINISTRATION

All questions regarding the interpretation and administration of this policy should be referred to the Legal Department.