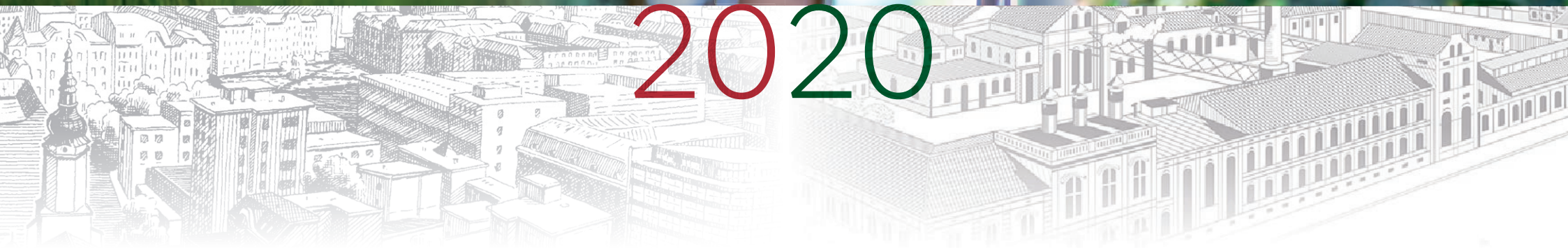


SUSTAINABILITY REPORT



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OPENING REMARKS

**Jana Vinklářová**

Legal & Corporate Affairs Director
of Pivovary Staropramen CZ/SK

In our company, we have long considered a sustainable approach to be an absolutely necessary and natural part of our business and corporate culture. Every individual decision considers the effects of our activities. Therefore, the entire group Molson Coors Beverage Company has set up ambitious goals in three essential areas, namely employees and communities, consumers and customers and sustainable production. In addition to that, we also have our local sustainability strategy, which takes local specifics into account.

Quite naturally, we have not arrived here overnight. The very long tradition of beer brewing industry, strong beer culture in the Czech Republic, high requirements on input raw materials—all this contributes to the specifics of our environment. 14 years ago, we started with projects focusing on corporate responsibility and support for communities. At that time, we approached the topic of sustainability rather intuitively and not quite conceptually.

We have made great progress since then. First, we made a transition from one-off projects to a concept-based model, defined key areas, and created a local strategy responding to local specifics. Last but not least, we included the sustainability criterion in the decision-making process in relation to

new products, processes, etc. We assess our business activities in a wider context, evaluate prospective and current suppliers, put emphasis on Czech raw materials, look forward and see sustainability related risks. Last July, we launched a plastic bottle for our key brands with 30% recycled material content.

Whatever we do, our tasks in this area will never be completed. We can always be better in energy and water savings, we can be more involved in community care, we can take better care of our employees. It is therefore important to celebrate partial successes, to share joy with others, but not to rest on our laurels. We have to set new objectives and fulfil our ambitious plans and goals.

For all of us, 2020 was a breakthrough year. Disregarding the other aspects, the impact of the pandemic on the economy, industry and our business area was and still remains really enormous. Losses due to lower beer sales total hundreds of millions of CZK. Tens of millions of CZK were invested in employee care and support to our customers. In spite of that, it is necessary to keep supporting communities, to meet our obligations, to support our employees, customers, and business partners. We cannot be here for them in good times only. It is the right time now to show them that they can rely on us, although the situation is not easy for us either.

If you want to know the formula that worked for us, we had to create a strategy, long-term plan, working and proven processes, add passionate and engaged employees who can be relied upon and who do more than expected on their own, come with ideas or initiatives and help to implement them. This could not be achieved, however, without the strong brands that back up our business. And if you add flexibility, operating power and willingness to see the current situation from new perspectives, the ability to adopt decisions and defend them, it is exactly what helped us.

We all know that it is too soon to celebrate victory just yet. There is still a long way ahead of us and losses will be perceivable for a long time. It is therefore necessary not to lose our enthusiasm and commitment, to transform them into new ideas and projects that can get us forward.

Da Deus fortunae!

COMPANY PROFILE

Pivovary Staropramen s.r.o. (hereinafter referred to as the “Company”) was incorporated in the Commercial Register on 20 June 2012 and it is seated at Prague 5, Nádražní 43/84, 150 00. The Company’s scope of business is beer brewing and malting. The Company’s Registration Number is 242 40 711.

As of 31 December 2020, the Company was owned by Molson Coors Netherlands B.V. (with a business share of 99.995%), registered in the Kingdom of the Netherlands, with its seat at 1043 BW Amsterdam, Naritaweg 165, registration number: 34362656, and Molson Coors Europe Holdings B.V. (with a business share of 0.005 %), registered in the Kingdom of the Netherlands, with its seat at 1043 BW Amsterdam, Naritaweg 165, registration number: 75609606.

The parent company of the entire Molson Coors Group is the Molson Coors Beverage Company, registered in the United States of America.

In line with Article 2 of the Articles of Incorporation, the Company’s scope of business is beer brewing and malting, manufacturing, trade and services not specified in Annexes 1-3 of the Trade and Licensing Act.

The Company owns properties in which it operates a brewery in Prague 5, Smíchov, and a brewery in Ostrava. In June 2019, the Company acquired a majority stake (89%) in the local brewery Pivovar Pardubice a. s. The reason for this step is the ongoing interest of consumers in regional brands of beer resulting in growing importance of these breweries. This brewery in Pardubice in Eastern Bohemia has thus newly supplemented the Staropramen brewery in Smíchov and the regional Northern-Moravian Ostravar. The new owner plans to expand the sales of the brewery throughout the Czech Republic and abroad as well. In order to maintain the brewery’s original character, it has not been included in the group but has remained an independent legal entity with its own management, employees and economy.

Pivovary Staropramen s.r.o. is the second largest beer producer in the Czech Republic and one of the biggest Czech exporters of beer. The key Staropramen brand can be tasted by consumers in 38 countries worldwide.

The Company is not dependent on any patents or licences, industrial, trading or financial contracts or new production processes, which would be of fundamental importance to its business operations or profitability. The Company is not currently involved in any significant litigation, the outcome of which could have a significant effect on its business operations. The Company did not interrupt its business operations in 2020 or in preceding accounting periods.

In 2020, the Company did not engage in any research and development activities. The Company has no organisational unit abroad.



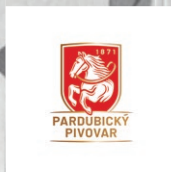
FACTS ABOUT PIVOVARY STAROPRAMEN S.R.O. – 2020 IN FIGURES

2nd

place
on the Czech
market

3

breweries

**38**

the number of
countries in which
the Staropramen
brand can
be tasted by
consumers

1869

establishment
of the Staropramen
Brewery

655

employees

26 %
of whom
are women

10

years is the average
working tenure in
the Company

CZK 829 million

paid in 2020 on direct
and indirect taxes

COMPANY PRODUCTS



COMPANY PRODUCTS



TOP RESPONSIBLE COMPANY AWARD



STŘEBRná
TOP ODPOVĚDNÁ
VELKÁ FIRMA
2018
Cena Byznysu pro společnost



BRONZOVá
TOP ODPOVĚDNÁ
FIRMA VE FIREMNÍM
DOBROVOLNICTVÍ 2018
Cena Byznysu pro společnost

2017

In the 14th year of the TOP Responsible Company awards organised by the independent Business for Society platform for responsible business, we were awarded the **Silver Certificate in the main TOP Responsible Company 2017 category for a socially responsible approach to business and the Bronze Certificate in the Most Involved Employees of 2017 category for the Community Days alias Days when we help project.**

2018

In the 15th year of the TOP Responsible Company awards organised by the independent Business for Society platform for responsible business, we were awarded **the Silver Certificate in the main TOP Responsible Company 2018 category and the Bronze Certificate in the Top Responsible Company in Corporate Volunteering of 2018 category for the Community Days alias Days when we help project.**

2019

In the 16th year of this competition, we succeeded by earning awards in the categories of **TOP Responsible Large Company and TOP Responsible Company in Reporting**. For the first time, the evaluation took the form of an independent rating, which allows transparent comparisons to be made between individual companies. The areas under consideration were evaluated as a percentage reflecting the degree to which the set criteria were fulfilled. Of all the sub-categories, the highest score we achieved, namely 93%, was in strategy. We also did great in community support, with the expert panel awarding a 90% rating to our bid.



2020

In the 17th year of the TOP Responsible Company competition, we jointly ranked 3rd in the main category of BpS TOP Responsible Large Company 2020 and were awarded the Leader title. At the same time, we ranked 2nd in the category of BpS TOP Responsible Company in Reporting 2020. By winning two awards among 60 companies and 125 competing strategies and projects, we were among the most successful companies of this year.



OUR VALUES AND VISIONS

OUR VISION:

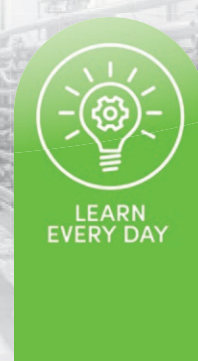
Become the fastest growing beverage company within CEE region

OUR PURPOSE:

Uniting people to celebrate all life's moments

OUR AMBITIONS:

First Choice for our People, our Consumers and our Customers



Molson Coors Brewing Company changed its name to Molson Coors Beverage Company in 2020. We introduced a new vision and new corporate values to our employees. A new organisation structure of the entire global corporation was presented to them too. The Czech Republic and Slovakia became a part of the Central and Eastern European region.

Presentation of new corporate values to our employees was carried out in our company through their active involvement in the entire process. All of them participated in discussions and workshops concerning the meaning of the individual values, and how to act and live in compliance with them. Thanks to that, our people now understand the values and they naturally resonate with them.

SUSTAINABLE BUSINESS – OUR IMPRINT 2025 GOALS



Sustainable business goals of the Molson Coors Beverage Company were set out on the basis of a dialogue with stakeholders that took place in 2017, as well as in compliance with 17 sustainable development goals of the United Nations defined in 2015, in order to reflect problems our industry faces, from climate change to an increasing need to protect valuable natural resources.

We have always made and continue to make an effort to fulfil our duties to the community, environment and consumers in order for us to be able to show our positive imprint. As a company that is a member of one of the biggest brewery groups in the world, we want to do much more in these fundamental issues. We want to set the trend and be the leader in this direction.

In the outlook to 2025, we have earmarked three critical areas on which we want to focus. In compliance with our priorities, we have defined the following goals within the scope of the strategy Our Imprint 2025:



Responsibly Refreshing

- We shall implement even more emphatic and effective preventive programmes leading to responsible consumption of alcohol, As part of our involvement in the International Alliance for Responsible Drinking (IARD) and in collaboration with our producers, we will decrease harmful alcohol consumption by 10%.
- We shall ensure that our marketing and promotional materials are 100% compliant with the ethical standards of our Company and the industry as such and with the legal requirements.
- 100% of our production will contain information on composition, nutritional values and recommended consumption.
- We shall keep offering a wide portfolio of high-quality beverages with low content of alcohol and non-alcoholic beverages to our consumers.



Sustainably Brewing

- In our breweries, we focus on the effective utilisation and protection of water resources. We aim at decreasing water consumption in our breweries by 22%, i.e. to 2.8 hl of water per 1 hl of produced beer.
- We shall cooperate in protecting water sources in the areas surrounding our breweries.
- We shall decrease the total emissions of carbon dioxide from our breweries by 50%. In the entire value chain, CO2 emissions will drop by 20%.
- We shall ensure a 26% decrease in carbon dioxide emissions related to our packaging materials.
- We shall ensure that 100% of our packaging materials are recyclable, reusable or compostable.
- We shall ensure that our plastic packaging intended for consumers contains at least 30% recycled raw material.
- We shall collaborate in the area of recycling. Our objective is to increase the share of recycled materials and decrease the volume of waste in our important markets.
- In all our major plants, we shall make an effort to achieve zero waste to landfill.
- We shall improve the efficacy of water source utilisation across our entire agricultural supply chain by 10%, which is equivalent to consumption of water in all breweries of our group.
- We want to ensure that malt and hops, our key raw materials, are 100% sourced from growers who do business in compliance with sustainable development definitions.



Collectively Crafted

- We want to become a good employer that supports its employees through corporate culture and values.
- Our aim is to reduce occupational injuries resulting in long-term incapacity to work by 40%.
- Molson Coors has invested nearly CZK 900 million in communities since 2016. Our goal is to contribute CZK 2.2 billion by 2025.
- We want to keep cooperating with suppliers whose standards allow us to commit jointly to ethical and sustainable practices throughout the supply chain.
- We want to support diversity across our entire supply chain.



For Molson Coors Beverage Company's sustainability policy and strategy, see <https://www.molsoncoors.com/sustainability/sustainability-overview>

The details of cooperation between the Molson Coors Beverage Company and its stakeholders are available here: <https://www.molsoncoors.com/sustainability/materiality-and-stakeholder-engagement>



RESPONSIBLY REFRESHING



RESPONSIBLY REFRESHING

We believe that having a beer with friends is one of life's simple pleasures. For this reason, we are continuously working on helping our consumers to maximally enjoy this experience. We promote responsible consumption in our projects and communication and bring non-alcoholic or low-alcohol content products to the market in order to offer an alternative to traditional beers.

Product safety and consumer health



During the year, we shall accomplish many audits. BRC audits have already been conducted for several years in both of our Company's breweries according to the **BRC Global Standard for Food Safety** (<https://www.brcgs.com/brcgs/food-safety/>). Besides the IFS standard, this standard is generally one of the most exacting in the food industry. The first audit was at Ostravar, which achieved an "A" result. Staropramen obtained a "B" result.



Apart from the above-stated audits, in 2020 both beer breweries accomplished extensive internal **Quality and Food Safety** audits, the result of which confirmed that both breweries have implemented and maintained quality systems that guarantee the high quality and safety of our products.



In 2020, a recertification **GMP+ audit** (www.gmpplus.org) was carried out in Staropramen, focused on the assurance of feed safety, i.e. beer brewing by-products – dregs and waste yeast. The goal is to also set a high quality standard for these raw feed materials and ensure that no undesirable substances get into the food chain. Certification was done by TÜV SÜD.



The Staropramen Brewery has already undergone the **Kosher audit** (<http://kosher-germany.com/koshergermany/en/check-information-guide-first>) for several years, which is focused on the Staropramen product range for the Israeli market. The Kosher audit focused on Miller Genuine Draft by Staropramen and Blue Moon by Ostravar. A Kosher audit is requested by customers to ensure that food production fulfils the requirements according to the Jewish dietary habits and laws.

Another integral part of the quality system in our breweries is the **labelling of the products and packaging materials** in general. The product label information must be accurate to prevent the deception of the customer or consumer. The label information is supported by regular analyses in our internal laboratory as well as by external analyses in accredited laboratories. During development of new products according to new recipes, the quality department cooperates with the Beer and Malt Research Institute in Prague.

RESPONSIBLY REFRESHING

Quality awards for our beers

In 2020, our beers were very successful and obtained a number of awards from prestigious tasting competitions.



The Gold Brewer's Seal, which is awarded during the International Beer Festival Budweis, is the most prestigious brewer's award in the Czech Republic. In the **Light Draught Beer** category, **Staropramen Smíchov** was awarded the bronze medal and in the **Yeast Beer** category, **Pernštejn Kvasňák** was awarded the silver medal.

The 28th year of the **PIVEX GOLD CUP – BEER 2020** expert tasting competition was affected by the emergency situation, but in the end the contest took place, although in a specific form and on unusual dates. We were all the more delighted by the success of our brands, which obtained two awards in Brno among dozens of competitors. The expert jury appreciated the qualities of our **Braník Jedenáctka** beer, which succeeded in the most competitive category (24 competing beers) of light lagers and ranked 2nd. **The non-alcoholic COOL Lemon** was positively accepted by the jury too. In the category of mixed beers with low alcohol content or non-alcoholic beers, it ranked 3rd.



Three more awards followed in the autumn. In the 20th annual tasting competition **Czech Beer** organised by the Czech Beer and Malt Association, **Cool Lemon** was the winner of the Flavoured Non-Alcoholic Beers category, **Staropramen Ležák** got the silver medal in the Light Lager category and **Braník Černý** was awarded the bronze medal in its category.

The Staropramen brand then celebrated a significant success in the **European Beer Star** competition, which is considered a world championship in beer tasting by experts. **Desítka Smíchov** impressed the jury in such a way that it ultimately got the golden medal in the Czech type beer category. In the 16th annual competition of the German Association of Private Breweries, the 10° Smíchov beer succeeded among 2,036 other beers from 42 countries. In its category of Bohemian-Style Session Lager, it beat 29 other competitors. Other Czech beers participated in the competition too, but Smíchov was the only winner of the golden medal from our country.



BOHEMIAN-
STYLE SESSION
LAGER

GOLD AWARD 2020

RESPONSIBLY REFRESHING

Membership in professional chambers and CSR organisations

Our Company is a long-term member of the Czech Brewing and Malt Association, Czech Association for Branded Products, Association of Hotels and Restaurants, and Business for Society.

In all of the above-stated organisations, the Company is actively involved in projects and initiatives that improve the business environment in the Czech Republic and permanently support sustainable development.



RESPONSIBLY REFRESHING

Responsible marketing

As an important global producer of alcohol, we aim at responsible consumption. Self-regulation plays an essential part in this area, i.e. responsible communication and promotion and prevention-focused projects. One of three key priorities of the **Our Imprint 2025** strategy continues to be support for responsible and moderate consumption of our alcoholic products.

We observe strict internal rules defined by the Molson Coors Beverage Company directive on the responsible communication of products in the field of marketing and trade. For several years already, we have been participating, under the patronage of the Czech Beer and Malt Association, in preventive programmes aiming at education in the area of alcohol consumption by minors and drinking in association with driving of motor vehicles. As founding members of the Responsible Brewery Initiative we are convinced that the most efficient path to education is the collaboration of alcohol producers who jointly support responsibility projects and their ideas.



The project **When I drive, I drink non-alcoholic beer** originated on the soil of the Czech Beer and Malt Association in 2011. Each year, 90% of the producers of non-alcoholic beer participate in it. During the previous ten years, more than 40,000 drivers were contacted on Czech roads as part of an edification campaign. For their responsible behaviour while driving, these drivers were given non-alcoholic beer and a disposable alcohol tester.



The project **Stay Cool when we ask you to prove that you are 18 years of age** started in 2013 and lasted until 2019. It aimed at teaching sales staff how to respond in a friendly, but emphatic manner to the attempted purchase of alcohol by minors. The educational campaign draws attention to this societal problem and practically demonstrates how these situations can be solved in practice. The project started under the patronage of the Czech Beer and Malt Association and with the support by the Ministry of Health of the Czech Republic.

A project **Stay Cool, identify yourself** commenced in 2020, building upon the preceding initiative and aiming at reducing the availability of alcohol to minors through consistent verification of the buyer's age. The mutual collaboration between the producers and sellers was strengthened in 2020 when a Memorandum between the Czech Beer and Malt Association and the Czech Confederation of Commerce and Tourism was signed.



RESPONSIBLY REFRESHING

Corporate Governance, ethics, anti-corruption measures

Our Company endeavours to observe the principles of ethical business and behaviour to our customers, business partners, suppliers and last but not least to our employees.

Employees are motivated to adopt the given policies as a natural part of their presence in our Company and, at the same time, for them to be able to identify any threat to these values within the scope of their working environment.

CODE OF BUSINESS CONDUCT

Document describing company values, goals and basic principles of behaviour and fair business practices. It is mandatory for all employees of the Molson Coors group. All employees are familiarised with the Code of Business Conduct in the form of electronic training – new employees are familiarised with it within the scope of entry training, and all other employees once per year.

ETHICAL CODE OF RESPONSIBLE BREWERS

The document governing contractual arrangements and cooperation in all areas affected the actual issue of the ethical conduct of our Company not only as a producer of alcoholic drinks, but also generally as a business entity, which makes an effort to address an ever growing group of consumers and further endeavours to build a stable position in both Czech and international brewing in the form of permanently sustainable development.

PRINCIPLES AND RULES TO PREVENT CORRUPTION

As a member of a supranational group, we assert the principles and rules, which are based on the globally shared values of the entire Group and the legal requirements of, not only, the local legislation that governs the Company, but also the legal systems of all countries in which the individual Group member companies have their seats. The anti-corruption clause is an integral part of all our contracts with suppliers since 2015. In the form of e-learning, we also train all new employees in ethical business relations and prevention of corruption. Employees undergo this training once per year.

RESPONSIBLY REFRESHING

ETHICS AND COMPLIANCE HELPLINE



The helpline for employees operated by an independent third party, EthicsPoint, can be contacted at any time with observations that, according to employees' beliefs, are contrary to the Code of Ethics.

ANTI-BRIBERY AND ANTI-CORRUPTION DUE DILIGENCE CHECKLIST AND GUIDELINE



Document describing rules of transparent and fair communication with customers and business partners. When selecting customers and business partners, we apply requirements on economic viability, transparent operation, strategy, sustainability strategy, potential long-term partnership, we pay attention to the application of anti-corruption measures and respect for human rights and the principles of occupational health and safety, as well as respect for the principles of environmental protection. Prior to start of cooperation, our suppliers are duly authorised in the form of questionnaires that map all the criteria which they must fulfil before establishment of the business relationship. They are continuously informed about our rules; anti-corruption arrangements are integral parts of all agreements made with suppliers, and we periodically evaluate their observance on the part of our customers or business partners.

Customers and business partners are also duly informed about the content of the directive governing the policies applied within the scope of prevention of corruption, and their eventual changes are duly conveyed to our customers and business partners. The rules are regularly presented to employees once per year in the form of electronic training.

COMPETITION LAW RULES



As one of the leading companies in the Czech and international brewing industry, we conduct ourselves on the market in such a manner that the economic competition rules are strictly observed in our conduct toward competitors, customers and business partners. Employees are notified of the requirements for observance of economic competition rules in the form of a directive with the appropriate content, electronic training and training conducted in the form of presentations and discussions on specific topics that the employees encounter within the scope of fulfilment of their everyday working tasks. Besides the above mentioned training package, which is based on the Code of Business Conduct, this topic is also a component of the initial training. Other employees undergo training once per year.

RECEIVING OF GIFTS AND SPONSORSHIP



Once per year, all employees are informed about the rules of conduct for negotiation with business partners and customers, especially with regard to situations in which the participants are state bodies or state or local government administration authorities. Its objective is to prevent any risk of association of such conduct with any business advantages or an assumption could arise on the potential influencing of processes running in our Company within the framework of the business activities of our Company. This issue is also a component of entry training.



SUSTAINABLY BREWING



SUSTAINABLY BREWING

Excellent beer starts in nature, from the hops and barley, which we use in beer production, to the water, which lends our beer its exceptionalness. During the production process, we use every drop in such a manner as to get the best from each batch. We cooperate with the local growers to help them assimilate the best procedures to make our imprint positive. This means that there is less waste and more efficiency behind each bottle. The result is beer, which is not only better to drink, but is also better for our planet.

Supplier chain

Our objective is to maintain and develop **long-term relationships with suppliers of all the major materials and services** with a focus on the high quality of materials and services, long-term development, reduction of the ecological imprint and an environmentally friendly approach. **80% of the overall goods and services purchased are from local suppliers**, and the remaining 20% from foreign suppliers.

Local sourcing is preferred mainly for key raw materials like barley, malt and aromatic hops. **90% of our key raw materials are produced in the Czech Republic**. 80% of packaging materials like bottles, labels and cartons are sourced from the Czech Republic. In the case of services, the number is higher, around 90%.

Purchase of raw brewing materials

Our beer production is based on local raw materials. We have long-term partner relationships with suppliers and are regularly in contact with them. We have specifications for all raw materials and they are regularly analysed. We annually resolve any modifications of the specifications jointly with the suppliers depending on the given harvest year and regularly discuss species structure. We purchase barley up to 3 years ahead of time, the malt purchase contract is concluded for a period of 5 years with an extension option, and we purchase hops up to 7 years ahead of time. By this, we guarantee the regular purchase of raw materials to our growers and our long-term suppliers.

Barley for the Staropramen Brewery is primarily grown in Polabí, and for the Ostravar Brewery in Haná. **95% of barley/malt is from local suppliers**, while 5% special malts are purchased from abroad. If a particular harvest provides sufficient quantity of high-quality barley, even 100% of malt may be sourced locally.

Our recipes are based on a combination of bitter German hops and aromatic Czech hops. The share of bitter hops is higher, approx. 60%; the share of aromatic hops is approx. 40%.

Other raw materials, mainly for production of Staropramen Cool products, are 60% foreign and 40% local. We have our own water treatment facilities in both our breweries Staropramen and Ostravar. It has the quality of water for infants.

SUSTAINABLY BREWING

Selection and evaluation of suppliers

When selecting suppliers, **product quality and safety** is the highest priority for us. Each supplier of a critical material must undergo a regular audit. We assess their standards, quality, process setting, coverage of outages, water and energy consumption, plans for future emission reduction, i.e. an overall attitude towards sustainable business, which is an essential prerequisite for any supplier wishing to participate in the selection procedure.

Based on the results of the supplier audit, an action plan with follow-up steps and specific dates is defined. We have also set up **regular evaluations of all our suppliers**. 12 suppliers of key raw materials and packaging materials are evaluated on a quarterly basis. All other suppliers are evaluated annually. Audits are carried out on the basis of a supplier audit plan. No major shortcomings were identified during the last year. We thus were not forced to terminate our cooperation with any of our suppliers of key materials and raw materials. Individual audits are carried out by an external certified entity.

In the case of less critical suppliers of materials and providers of services, some audits were performed in an online environment in 2020 due to the pandemic.

Our **Business Continuity Plan** always defines alternate suppliers of key raw materials or an alternative plant of the same supplier. This arrangement proved to be working in 2020 when the pandemic brought restrictions on international transport. In some cases we faced a situation requiring to arrange supplies from alternative suppliers following some prolonged closures.

In 2020, we kept working on the so-called **Supplier Assurance**. This tool guarantees supplies of all key raw materials and services – it identifies risky suppliers and proposes alternative sources complying with the same criteria, including a risk matrix.

In the **Industry 4.0** area, which concerns primarily new technology, we look for suppliers with the necessary capacity and collaborate with suppliers who invest in new technologies. We also commenced several projects that should help us on our journey to the launch of the Industry 4.0 programme. The first project focuses on further development of 3D print in our breweries in Prague and Ostrava. Thanks to the excellent know-how of our employees, we are capable of printing our own spare parts. Apart from that, this technology helps us in implementing minor improvements suggested by our operators. We also keep strengthening and developing our internal data infrastructure in order to build a digital copy of our plants in the future. The third project in this area is the development of online monitoring of equipment in the filling section. Its objective is to acquire detailed data on production stability and to identify areas that are potentially risky. Last but not least, there is also the project aiming at monitoring of our returnable packaging, specifically our kegs. With the help of QR codes, we will be able to efficiently control them, with positive effects on the quality of the supplied product and more efficient packaging control in the market. The last project worth mentioning here is the expansion of our network in the entire distribution system of primary and secondary distribution. Thanks to it, we will be able to eliminate unnecessary obsolescence of inventories, resulting in decrease in transfers between warehouses. The ultimate goal is to utilise our inventory in a more efficient manner.

SUSTAINABLY BREWING

Environment – our goals

OVERVIEW OF GOALS – STAROPRAMEN BREWERY IN PRAGUE:



Description of the goal	Goal – 2025	Quantified outputs and results 2017	Quantified outputs and results 2018	Quantified outputs and results 2019	Quantified outputs and results 2020
Reduction of water consumption for 1 hl of beer produced	3.42 hl	3.53 hl	3.76 hl	3.80 hl	3.89 hl
Reduction of electricity consumption for 1 hl of beer produced	5.94 kWh	6.26 kWh	6.53 kWh	6.42 kWh	6.32 kWh
Reduction of thermal energy consumption for 1 hl of beer produced	53.4 MJ	58.13 MJ	58.41 MJ	53.81 MJ	51.74 MJ
Reduction of waste volume delivered to the landfills for 1 hl of beer produced	zero waste to landfill in 2025	1.68 g (a total of 4.38 t of landfill waste in 2017)	1.5 g (a total of 3.86 t of landfill waste in 2018)	0 g (0 t of production waste to landfill in total in 2019)	0 g (0 t of production waste to landfill in total in 2020)

SUSTAINABLY BREWING

Environment – our goals

OVERVIEW OF GOALS – OSTRAVAR BREWERY IN OSTRAVA:



Description of the goal	Goal – 2025	Quantified outputs and results 2017	Quantified outputs and results 2018	Quantified outputs and results 2019	Quantified outputs and results 2020
Reduction of water consumption for 1 hl of beer produced	4.50 hl	4.45 hl	4.62 hl	4.69 hl	4.72 hl
Reduction of electricity consumption for 1 hl of beer produced	8.17 kWh	8.68 kWh	8.60 kWh	8.55 kWh	8.77 kWh
Reduction of thermal energy consumption for 1 hl of beer produced	82.9 MJ	95 MJ	92.4 MJ	86.46 MJ	78.67 MJ
Reduction of waste volume delivered to the landfills for 1 hl of beer produced	zero waste to landfill in 2025	4.2 g (a total of 4.38 t of landfill waste in 2017)	3.13 g (a total of 3.86 t of landfill waste in 2018)	3.34 g (0 t of production waste to landfill in total in 2019)	3.21 g (0 t of production waste to landfill in total in 2020)

SUSTAINABLY BREWING

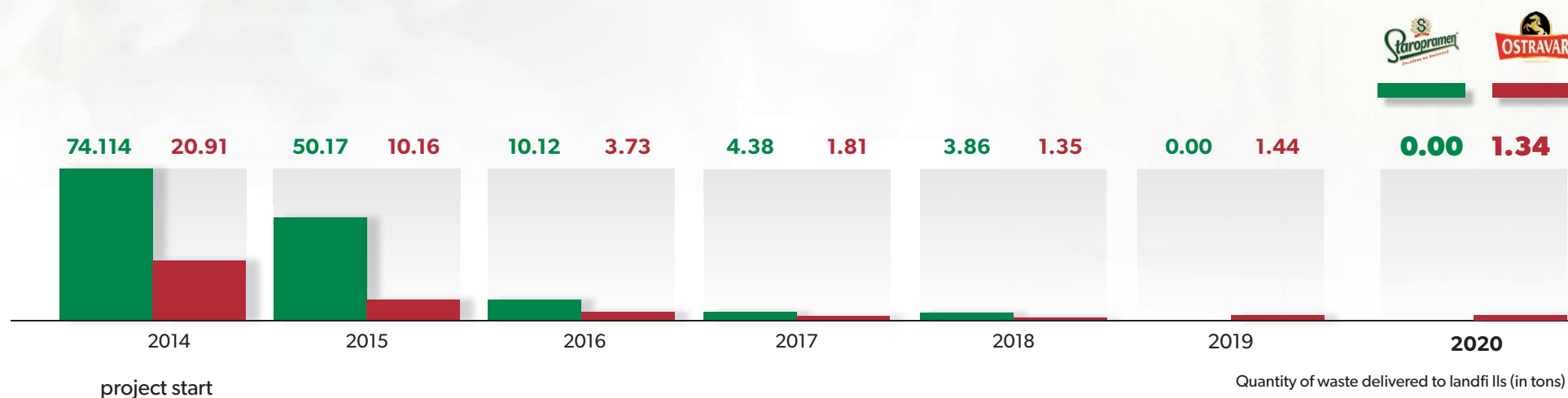
EXAMPLE GOAL – ACHIEVE ZERO WASTE TO LANDFILL:

The project with the objective of absolute reduction of the landfill waste burden on the environment started in 2014 as part of the Molson Coors environmental policy. Our goal matches the EU goal, as well as the world trend to utilise all waste in a manner other than storage at a landfill (the so-called “Zero waste to landfill” initiative). Collaboration with suppliers active in waste management sector is critical for the project to succeed. They must be able to process the waste primarily by recycling and/or use it in thermal production energy or put it to some other use. At present, the Company also emphasises the conversion from non-energy incineration to the energy incineration as well.

Our successful collaboration with waste management partners continued in 2020. Nevertheless, the waste market has been destabilised since 2019, with increasing costs of waste treatment and decreasing profits. We keep collaborating with our partners in searching for new possibilities of waste utilisation and treatment, or in preventing its generation.

We commenced collaboration with a processor of cardboard in 2020. We provide them with pallet liners, which can be therefore reused instead of being treated as waste. We were thus able to ensure the reuse of 71.5 tonnes of paper.

We compare the quantity of wastes in the Company in such a manner as for it to correspond to the equivalent production volumes of the individual plants, i.e., the weight of the waste is related to the volume of beer brewed. The goal of our Company is to completely eliminate landfill waste. Taking into account the current trends and the good cooperation with the waste-management partner, we were able to fulfil the plan in the Staropramen Brewery already in 2019. In the Ostravar Brewery, we succeeded in decreasing the amount by 7% year-on-year. 100% involvement of employees in separation of waste from individual production streams and other processes, with the support and motivation by the Company management, was crucial for achieving this result. A key role was also played by the Purchase Department, as it selects for collaboration such waste management partners who are able to help us to achieve the goal.



SUSTAINABLY BREWING

Energy

In the Staropramen Brewery, we primarily use natural gas to generate steam, electricity for our plants and machinery and to generate cold and compressed air, CO₂ and water, which is a key raw material for the production of beer and is used throughout the production process.

To monitor energy in the brewery, we use the eSight application combined with applications for the collection of operating and energy data from the entire brewery. At present, measuring is implemented in all major systems and in virtually all secondary appliances. We therefore have a good view of trends of our consumption, and behaviour of individual appliances, which allows us to identify problems at an early stage. All our energies are converted to hl of beer produced. This allows for long-term monitoring of the respective trends. The WCSC 2.0 programme was launched in all areas of the brewery. Combined with monitoring and the eSight application, it helps to reduce losses and consumption of energies in individual lines and sections nearly to the minimum amount. Thanks to the involvement of employees in all key Company departments, the consumption reduction is targeted. There is a person responsible for operational processes at each production line, who – among other things – takes care of the consumption of the line in question. Such a person can focus on his/her individual area only, which enables him/her to search for possible savings or excessive consumption more efficiently.

The majority of consumption in the brewery comes from cooling and production of compressed air. In the Staropramen Brewery, we have therefore invested in a new cooling compressor. Its higher output and lower consumption have brought significant savings in electricity used for cooling. We have also invested in a new compressor for production of compressed air and in enhancement of the current systems. By doing this, we have achieved savings of more than 10% of energy for the production of compressed air. At the same time, we changed the manner of operation of compressors so that it is as efficient as possible.

Other electricity sources include energy for compressing CO₂, management and operation of a boiling room and the electricity consumption in the production of beer throughout the plant. We generate heat in the gas-fired boiler house in the form of saturated steam. It is then primarily used for brewing, pasteurisation, sanitation and maintenance of the micro-climatic conditions throughout the entire brewery. After installing a new boiler in the Staropramen Brewery, we achieved the required savings and have already fulfilled the goal originally planned for the period up to 2025. We plan to keep reducing the heat consumption in the coming years too. In 2022, we will install lining in the chimney, resulting in 3% savings in heat energy.

In spite of the adverse circumstances related to the coronavirus pandemic (lower production, lower share of beer in kegs, necessity to clean kegs returned from customers after a prolonged period of no use), the Ostravar Brewery achieved a slight decrease in the specific heat consumption compared to 2019. Taking into account that the steam consumption in 2019 achieved the record lowest value and we got to 85% of consumption for 2018, this fact is even more valuable.

Consumption of electricity in the Ostravar Brewery in 2020 slightly increased, primarily due to the drop in share of beer in kegs in the total production from 33.4% in 2019 to 24.2% in 2020. The specific electricity consumption in the bottle filling plant is approximately 2.5 times higher than that of the keg filling plant. To further improve our electricity consumption, we implemented a project focusing on the Reconstruction of the condensation side of the cooling circuit in the Ostravar Brewery in the end of 2020. Three old condensers were replaced as part of this project by the new BALTIBOND condenser. The efficiency of the old condensers amounted to approx. 60% only and they posed safety risks too. Thanks to this project, we should save approx. 16 MWh of electricity in 2021. In addition to that, the volume of ammonia in the circuit should decrease by approx. 500 kg.

SUSTAINABLY BREWING

Water

Water is the most crucial and abundant raw material in beer. Through increases in the price of water supplies and sewage charges, water consumption has an enormous impact on the Company's financial results. At the same time, water is an important environmental indicator, which illustrates the impact of our activities on the environment. We therefore seek to save as much water as possible and to reuse it in further processes if possible. The water used for cooling therefore finds secondary utilisation. This procedure allows us to utilise the contained heat as well.

In 2020, the total water consumption in the Staropramen Brewery was 10,114,390 hl, which is a consumption rate of 3.89 l of water per litre of beer produced. We did not meet our commitment to decrease water consumption in 2020, mainly due to increasing the quality of our products. In order to maintain the quality, while keeping the water consumption at a minimum, we have broken down all the consumption to the smallest details. Thanks to this attitude, we have discovered areas of potential savings in operational planning. We were thus able to establish an efficient operation regime of water plants that treat the water for the brewery. We keep doing these activities so that we improve the results as much as possible.

Water consumption in the Ostravar Brewery amounted to 197,949 m³ in 2020, which equals to the specific consumption of 4.72 l of water per 1 litre of beer produced. More than 86% of the total amount of water consumed was pumped from our well and treated in our plant. This amount exceeded that of 2019 by 3%. Because of the treatment of the well water, which is rather hard, the efficiency of the process is lower, and the specific consumption of water was higher than in the previous year by 0.03 hl per hl of beverage produced. Should we subtract the quantity of water consumed in the treatment plant, we would get the specific consumption of water of 3.97 hl per hl of beverage (compared to 4.03 hl per hl in 2019).

The saving measures we introduce are set off mainly by the decreasing share of the beer in kegs, which was one of the impacts of the coronavirus pandemic in 2020 and of the closure of one sales channel, or by the fact that the market demand for smaller kegs of the volumes of 20 and 15 litres is increasing, while demand for the traditional kegs of the volumes of 50 and 30 litres is decreasing. We adapt our processes to the new situation and acquire new kegs of smaller volume. This fact, however, significantly impacts productivity, as well as energy consumption per hectolitre of beer produced.

When pumping water from our own well, we continuously monitor the water level to avoid disruption of the ground water balance. In case of an extreme drop in the water level in summer, we opt for limited or intermittent pumping of water and supplement it with water from the municipal conduit. Thanks to this attitude, we have acquired a new permit to pump water valid until 2030.

In connection with climate change and its impact on water resources, we prepared an analysis of the risks. Once every two years, we also use an internal system to analyse and manage water resource risks and prepare the so-called WRI – **Water Risk Index** – for both of our breweries. It is a questionnaire, which initially asks a question as to how we use the water and how we plan to manage it, and further ascertains the readiness for extraordinary events and our options upon the failure of water resources and eventually the impact on production.

SUSTAINABLY BREWING

Emissions from beer production

We measure energy consumption in the Staropramen Brewery in order to calculate the global carbon footprint related to beer production by Molson Coors Beverage Company.

Due to the fact that we use a gas-fired boiler to make steam in the Staropramen Brewery, we are obliged to measure emissions and ensure that they do not exceed the limit set for nitrogen oxides (NOx) and carbon monoxide (CO). Emissions are measured pursuant to the Act on Air Protection once a year through an authorised body. Emissions from the gas-fired boiler room were measured for the K3 boiler and the emission parameters were complied with. The K1 boiler was not used in the 2020 calendar year due to technical reasons.

The Ostravar Brewery does not have its own steam boiler. Therefore, it is not subject to the same legislation as Staropramen. In the beer brewing process, Ostravar uses steam centrally generated by VEOLIA ČR directly in a municipal facility and for economic reasons (besides large fluctuations at the moment when steam is required during the day and during the week, this would result in big production losses if the steam were generated using own resources), but also ecological reasons (production is far more environmentally friendly).

Packaging materials

Our Company has signed a contract on joint performance with EKO-KOM, a.s., by which we fulfil the obligation to secure the collection and recycling of packaging waste materials in a manner according to Section 13(1)(c) of Act No. 477/2001 Coll., on packaging and on amendments to certain acts (the Packaging Act).

The quantity of packages for collection and recycling pursuant to the Packaging Act in:
(quantities in tonnes)

	 SOFT PLASTICS (FOILS)	 PET	 CANS (FE)	 CANS (AL)	 GLASS (DISPOSABLE BOTTLES)	 GLASS (RETURNABLE BOTTLES)
2016	18.15	1,551.3	935.22	224.23	1,125.1	43,708.1
2017	62.68	1,602.38	1,122.14	497.66	1,035.1	52,164.1
2018	64.37	1,491.44	1,461.07	389.69	936.23	54,169.09
2019	85.18	1,534.14	1,155.45	611.79	1,034.44	51,668.07
2020	86.85	1,739.00	1,761.47	645.91	887.59	52,602.20

SUSTAINABLY BREWING

Thanks to active cooperation with EKO-KOM in the system, more than 73% of packaging waste is recycled and the availability of grading in the Czech Republic is increasing at the level of the highest EU standard. The grading system and subsequent recycling of useful packaging waste is being developed continuously.

More than 70% of beer is supplied to consumers in returnable packaging (kegs and bottles). We definitely support this trend and regularly invest significant amounts to returnable packaging, so that they are of high quality and attractive for consumers. Returnable bottles are the preferred packaging in retail not only in the Czech Republic, but in number of foreign markets too. Therefore, we have decided to invest in new crates. In total, we have replaced 950 thousand crates during the last two years and invested CZK 100 million. More than CZK 40 million was invested in the last year in renovation of kegs. We also regularly invest tens of millions in draught and tank technologies because well treated and well tapped beer provides a completely different experience to consumers than beer consumed at home from the above-described packaging.

All major decisions of our Company are assessed from the perspective of sustainable business. This concerns launches of new products, investments in production, packaging materials, etc. In previous years, our breweries were involved in implementing the so-called packaging strategy introduced by Molson Coors in 2018, which contains proposals for various packaging optimisations so that their impact on environment is minimised.

These new solutions include utilisation of rPET, a much talked-about material. In July 2020, we started to market a plastic bottle for our main brands, Braník and Staropramen, with 30% content of recycled plastics. By doing so, we have not only fulfilled, but even exceeded the EU goal for 2025, which prescribes 25% content of rPET in plastic bottles.

We will keep focusing on reducing the volume of plastics and packaging and utilisation of recycled materials. Increase of the share of rPET, depending on its availability, may be another way forward as well.

However, PET bottles are not the only one-way packaging used for selling our beer. The popularity of cans has been increasing among consumers over the last years. In the area of their disposal, we collaborate with EKO-KOM. It is also worth mentioning that the share of recycled material used in the production of cans utilised for our beer ranges from 70 to 90%.

The issue of recycling and depositing/returning are also dealt with within our working group existing under the Czech Beer and Malt Association.

MORE THAN
70%
OF BEER

is delivered to
consumers in returnable
packaging (kegs and
bottles)

140

MILLIONS OF CZK IN
INVESTMENTS
in replacements of
returnable packaging
over the last two years

30%

SHARE OF rPET
in PET bottles of Braník
and Staropramen brands
from July 2020

SUSTAINABLY BREWING

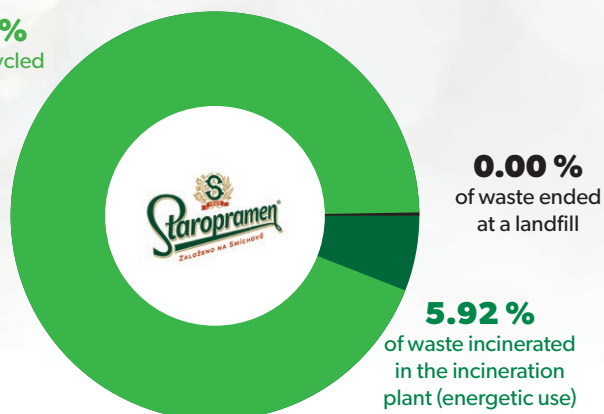
Waste

In 2020, the Staropramen Brewery produced 1,787.25 tons of waste (of which 1.62 tons is hazardous waste), which was submitted for recycling or ecological liquidation (especially for energy use). As a responsible Company, we make a special effort to eliminate that element of the waste which ends at a landfill. No landfill waste was generated in the Staropramen Brewery in 2020. Moreover, we succeeded in reusing 71.55 tonnes of cardboard that would otherwise become waste.

In 2020, the Ostravar Brewery produced a total of 403.3 tons of waste, of which 1.27 tons was hazardous waste, which was submitted to authorised person for environmentally friendly disposal. Within the framework of our goals, we make an effort to reduce the volume of waste that goes directly to landfill. In 2020, the Ostravar Brewery generated a total of 1.33 tons of landfill waste. In 2016 the waste quantity was 3.73 tons. Our 2025 goal is to completely eliminate the production of waste that had to be stored.

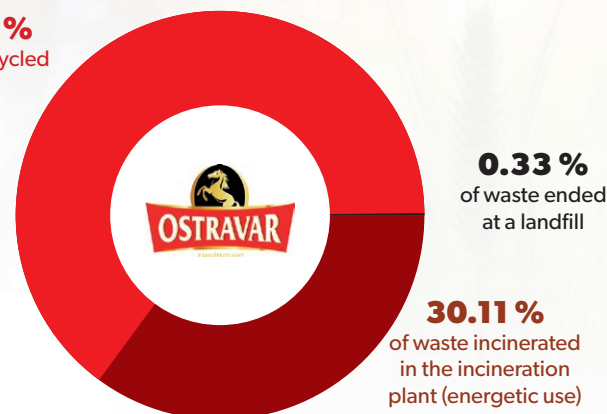
GRADED WASTE IN THE STAROPRAMEN BREWERY IN 2020 (production including offices)

94.08 %
of waste recycled



GRADED WASTE IN THE OSTRAVAR BREWERY IN 2020 (production including offices)

69.56 %
of waste recycled



An active approach to waste management is the active domain, not only, of the production employees who are trained once per year, but also their colleagues in the offices. As in the preceding years, we guided employees towards consistent grading of waste in the offices in 2020 too.

SUSTAINABLY BREWING

Feeds

Grain and waste yeast are commodities that are created as by-products of beer brewing, and which have recently become a highly sought-after article for manufacturers of feed. In order to ensure that the supplied feed raw materials are safe and cannot cause any damage to health in the food chain, we decided to certify the entire feed raw materials production system according to international standards for feed. Based on a request from our buyer of yeasts, we chose the GMP+ standard, which we also use also for dregs.

In 2020, the Staropramen Brewery sold 41,659.65 tons of grain and 40,320 tons of waste yeasts.

In 2020, the Ostravar Brewery sold 8,311.69 tons of grain and 234 tons of waste yeasts.

Logistics

Key performance indicators in the area of logistics focus on maximisation of productivity, warehousing and transport efficiency and reduction of negative impacts on the environment.

As regards warehousing, we keep reducing emissions by using large-capacity forklifts that can handle up to 4 pallets at a time, which reduced the volume of handling. We also fully use electrical and gas-powered forklifts and low lift trucks. Warehouses are equipped with automatic high-speed gates that reduce heat losses. LED lights with very low electricity consumption are used for lighting.

Transport is divided into truck transport and direct deliveries. In this area, we keep upgrading our fleet on an ongoing basis, in collaboration with our partners, so that our vehicles conform to the EURO VI emission standard. Within the truck transport (approx. 45 trucks deployed daily / 2.9 million km annually), we increase the number of pallets transported by maximising the utilisation of the permitted capacity of vehicles. In collaboration with our customers, we have increased the number of transported product pallets up to 33. All vehicles are used in the “full truck” regime. Products in returnable packaging are transported in multiple layers in order to take advantage of their lower weight. As regards direct deliveries (approx. 200 vehicles deployed daily / 2.4 million km annually), we use a planning tool that plans the routes in a manner allowing us to meet the requirements of customers concerning time of delivery, while optimising routes for the lowest possible distance and maximum possible use of vehicle capacity. We cooperate with JIP and ELKO to take advantage of synergy effects in distribution. We combine deliveries of our products and products sold by these companies, so that the same customers are not delivered goods by multiple vehicles within the same time range.

As regards the export of our products, which is taken care for by the Export & Licence department of Molson Coors Europe, our parent company, emissions related to the transport of our beer to individual countries are reduced thanks to the use of more environmentally friendly means of transport. When exporting our products to Sweden, for instance, we were able to reduce CO₂ emissions by 283 thousand kg in 2020, using the combined truck-railway transport in collaboration with LKW Walter transport company.

SUSTAINABLY BREWING

Environmental protection – significant days

Environmental protection, the environmental impact of our production operations on the surroundings of our breweries, sustainable business and leaving a positive beer print are important topics for our Company and, at the same time, also one of the pillars of **Our Imprint 2025** strategy.

Within the framework of environmental protection education, each year we commemorate **World Water Day, Earth Day, and World Environment Day**. We internally communicate our corporate goals and methods for achieving them. At the same time, we send practical tips to employees on how to take better care of the world around us – from energy saving to waste sorting.



Monitoring and protection of biodiversity at our brewery sites

Our production facilities are not located in protected areas. With regard to this fact, our production operations do not impact the biodiversity in the immediate surroundings of our operations. We are thus aware of the imprint we are leaving behind as a production company and, for this reason, we target all activities in the area of social responsibility and environmental protection at alleviation of this impact.

SUSTAINABLY BREWING

Environmental Health and Safety

Our Company is committed to ensuring health and safety at work in accordance with the legal requirements of the Czech Republic and the European Union. Above the scope of the stated legislation, we have established a **safety management system based on the OHSAS 18 001 standard**, which is subject to regular internal audits by our parent company, Molson Coors. Within the scope of this system, we make an effort to place emphasis on risk prevention, ensuring safe working conditions both for our employees and our suppliers and visitors to our breweries. We have set out demanding goals in the area of accidents and injuries. Our requirements concerning the improvements of safety level have become stricter over time. We thus support modern technologies in the area of prevention of incidents and injuries. Last but not least, we develop a safety culture in the Company, particularly with the help of non-capital projects and initiatives.

In 2020, we focused primarily on the following areas – a project aiming at improving safety level of machinery and devices by implementing the system of safe entry in machines and the system of controlled energy lockout/tagout, was completed in accordance with the plan. We carried out a technical upgrade of safety features of three palletising machines in the bottling line. For a long time, we have been working on a project on cooling system safety enhancement (ammonia management), where we are implementing a plan from a 2018 internal audit by a specialised foreign company. We have introduced several improvements resulting in the decrease in probability of an accident. Our new focus is on the elimination of risks related to work at heights and access to hard to reach areas. We have started to add or modify access ramps and platforms to technologies since 2020.

We plan to resolve the issue of CO₂ exhaustion from the area of the CCT production department of the Staropramen Brewery in 2022. We also plan to install new emergency ventilation of the ammonia compressor station.

A project of supply and installation of a warning system for lone working in the premises of the Ostravar Brewery, compliant with the applicable legislation and standards, was implemented in 2020. It is a wireless system for monitoring of persons working in risky or standard workplaces using mobile phones. Monitoring is implemented in individual areas within the premises as well as out of them. The technology can be used to establish positions of persons in real time as a 2D/3D visualisation on a map layer, in the form of icons with names. Personal phones have inbuilt sensors allowing to detect a lying person, immobility in case of consciousness, free fall or call for help (SOS button).





COLLECTIVELY CRAFTED



COLLECTIVELY CRAFTED

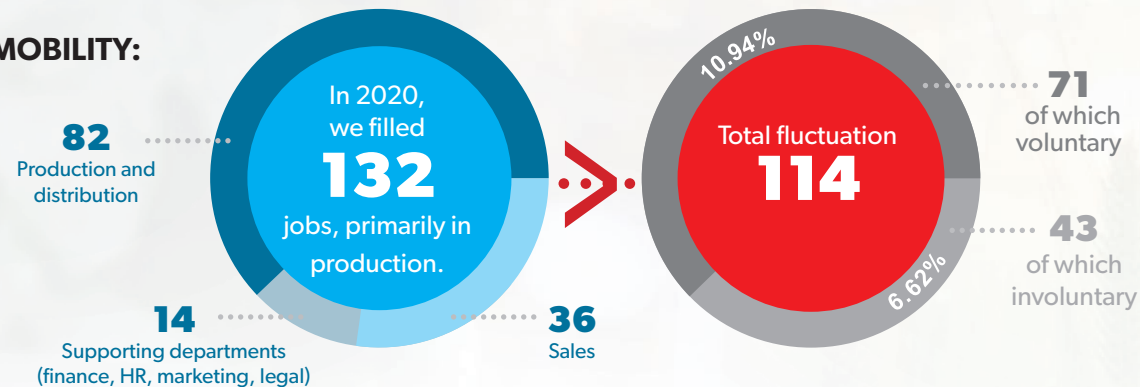
People in our company and communities play an equally important role as that of the hops in our beer. They are the beating heart in our breweries and our neighbourhood.

Our beer is made by talented employees who are in close contact with the communities and help make our workplaces better living places. We are glad that we can share stories full of enthusiastic people, communities full of life and strong partnerships, which document the success of our efforts, with the readers of this report.

Our people

We devote a lot of effort to the care of our employees. We are aware that correctly motivated employees are the best team players and also dedicated ambassadors of our Company and its brands.

RECRUITMENT AND LABOUR MOBILITY:



PARENTS ON MATERNITY OR PARENTAL LEAVE:



COLLECTIVELY CRAFTED

EMPLOYEES ACCORDING TO THE NUMBER OF YEARS THEY HAVE WORKED FOR PIVOVARY STAROPRAMEN:

Employees according to the number of years they have worked	count	in %
Up to 5 years	294	45%
6 – 10	105	16%
11 – 15	87	13%
16 – 20	42	6%
21 – 25	53	8%
26 – 30	41	6%
31 – 35	13	2%
36 – 40	11	2%
over 41	9	1%

All data is valid as at 31 December 2020 and includes the Staropramen and Ostravar breweries.

Employee engagement

We have been focusing on conceptual work with people for a long time. Such work builds on our **HR strategy**. Our main goal is to have **satisfied employees**. Key initiatives that help us in fulfilling this goal include **well-being, corporate culture and values, performance management, talent development, expert and soft skill development, adaptation of new hires and diversity and inclusion**.

By actively involving all employees in last-year's process of setting up a new corporate culture and introduction of our values, we enhanced the engagement of our employees in a natural way. We listened to them not only through the satisfaction survey, but for the whole year. Be it in the form of regular individual or team meetings, contacts with managers and leaders, or as part of the regular performance evaluation. During the year, which was challenging not only from a professional perspective, but from a personal one too, we focused on the topic of **leadership** and working with people. We want to teach people and take them further, in order to help them fulfil their personal and professional goals. Fair **remuneration** is important for us too.

COLLECTIVELY CRAFTED

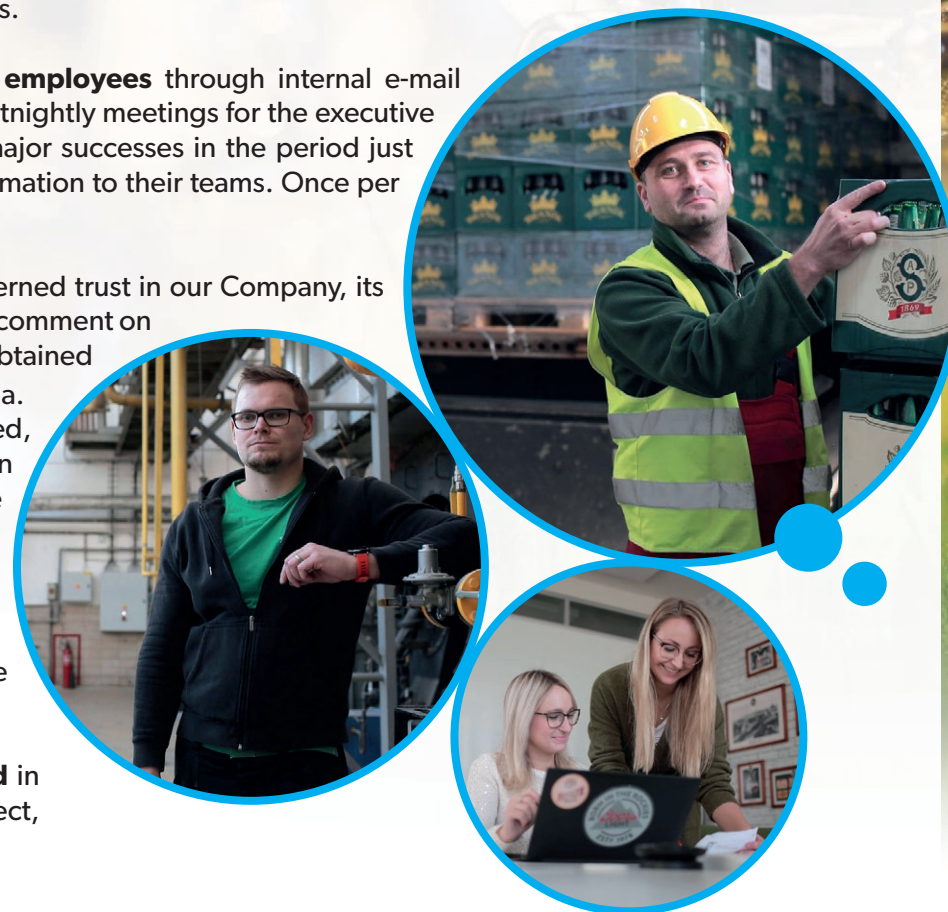
Before 2020, the impact of the corporate values was lower, and instead of them the results were more emphasised. In the last year, we commenced a new evaluation style, where the values and results achieved have the same weight, i.e. 50 : 50. The corporate culture and values have thus naturally entered the domain of performance management, hiring, talent management and the employee recognition programme.

In 2020 we focused on **talent planning** too. Near the year's end, we carried out a so-called calibration, focusing on the top management of the Company and their direct reports. In 2021 we would like to focus on the middle management, expanding thus the list of internal talents. The talent planning will include a **mentoring programme** as well. In this area, we utilised selected colleagues from the Central and Eastern European region to form special mixed teams (disruptive teams) that focused on innovation and further development of our business.

We transparently communicate and present the results of our Company to employees through internal e-mail communication and the „Od Pramene“ corporate magazine. We organise regular fortnightly meetings for the executive staff, at which we acquaint them with the running performance of the Company, major successes in the period just ended, and other plans for the future. The executives subsequently convey this information to their teams. Once per year, we organise the all-company conference for all employees.

We launched a **company-wide employee PULSE survey** in 2020. Questions concerned trust in our Company, its management, corporate values and their reflection in everyday life. Employees could comment on these areas and had the possibility to directly influence their work environment. We obtained feedback from 568 employees in total, 77% in the Czech Republic and 93% in Slovakia. Our respondents assessed positively the clearly defined goals, how people are managed, communication, room for personal development and also expressed their satisfaction concerning acting of company management and its compliance with our corporate values. People identified some areas for improvement too, specifically the balance between working and private lives, organisational structure setup and working methods. Based on the results, action plans were prepared in individual areas that are subsequently used as a basis for remedial actions. We use synergy across the countries of the Central and Eastern Europe region, where we share examples of good practice and inspire each other. The survey shall be conducted twice a year from 2021 on.

In collaboration with external companies, we kept building on our **Employer Brand** in 2020. Key priorities were defined already in 2017 as part of the People Brand project, followed by HR strategy and its pillars.



COLLECTIVELY CRAFTED

Care for employees – “WELLBEING” programme

We started to address topics like improvements of the work environment, health and balance between working and private lives within the Wellbeing programme in 2020. In the spring time, we offered our employees free-of-charge psychological support by experts cooperating with us. We regularly presented practical advice and tips on efficient working from home, team management and distant cooperation. We also discussed the role of leader and change management.

Securing a **safe environment**, where we can all do our job, has been an absolute priority for us. This is closely related to the care for our people. Already at the beginning of March 2020, we therefore ordered work from home for all the roles where the character of work allows to do so. Other colleagues coming to the brewery on a daily basis were provided, from the very beginning, with protective equipment and packages with disinfectant and vitamins. Special attention was paid to colleagues with long-term health problems and those older than 60. These employees could get their commuting costs reimbursed. Their needs were dealt with on a case-by-case basis. In autumn 2020, all the colleagues were also offered flu vaccination for free.

We spend most of our days in work, therefore we decided to **enhance our work environment**. Despite the difficult situation prevailing in 2020, we were able to renovate the Smíchov canteen and changing rooms in the Ostravar Brewery. We also prepared plans for further renovations to be performed in 2021.

In the area of the balance between working and private lives, we again focused on **work flexibility**, which has been at the centre of our attention for several years already. We provide our employees with flexible working hours, the possibility to commute from home or virtually from anywhere, wherever the nature of the work allows it. From 2019, this has no restrictions. We supplemented this offer in 2020 by a new feature, which we call a **career break**. It is unpaid leave lasting for 1–6 months. It may be a solution for cases where the daily working duties and limited leave entitlements do not allow an employee to pursue his/her private life to such an extent as desired or needed in his/her respective period of life. This may be e.g. intense care of a family member who is ill, volunteering or time needed for education or travelling.

Flexible working hours and an individual attitude to our employees also allow to take the family situation of employees into account (home schooling, care of sick family member, etc.). All our breweries remained in standard operation during the period of the pandemic and the lockdowns. **The fact that we were able to maintain all the jobs in 2020 is also considered a great success and a priority of our management team.** Our colleagues from the HORECA sales team (on-trade sales channel) spent several months in the “obstacle to work” regime. We also started to use distant work where it was not usual before, e.g. in the customer care department (telesales). Our IT team was able to respond quickly to the new situation and ensured that conditions were fulfilled and the necessary tools were available for everybody within a very short period. At the same time, we allowed our employees to borrow work aids from their offices so that their home office environment could be improved as much as possible. Many people took advantage of this possibility and borrowed a computer monitor or an office chair.



COLLECTIVELY CRAFTED

Employee recognition

**BRAVO!****A toast to great stories of people
who live according to our values**

For our Company, it is important to live up to the corporate values and use them as a tool that helps us in decision making on issues with short- as well as long-term impact. To jointly celebrate our individual and team successes is an important part of that. In October 2020, we therefore introduced the employee recognition programme BRAVO!, through which we present examples of good practice. They show us how we can change and positively affect the Company by living up to our values.

Any employee can nominate his/her colleague or entire team through the on-line form, icon on their desktop or by scanning the QR Code on posters located within the premises of our breweries. Each month, heroes of the best stories selected by our regional management team shall be awarded a prize.



Communication with candidate market

When communicating to the external market, we try to present our corporate culture, values, and job descriptions in a manner as close to the reality as possible and also to introduce our employees to candidates. We invested in a new career website, production of videos and factually more accurate advertisements during the last two years. The new official career website was launched in 2020.

Following the launch of the career website, we used the feedback management system in 2020, for the period of 4 months. It focused on 2 segments of the candidate market: those who did not respond after reading the advertisements and those who responded. In both cases, we reported a score exceeding the market average based on the NPS indicator (net promoter score – customer satisfaction).

We also invest in social media campaigns, trying to present ourselves to the widest possible group of prospective candidates.

COLLECTIVELY CRAFTED

Benefits

The value of meal vouchers was increased in 2020, following another increase in the preceding year. Since we appreciate the loyalty of our employees and as we perceive a working jubilee as an opportunity to thank our loyal employees, we raised the working jubilee bonus for employees who work for us for more than 10 years.

The most interesting benefits that we offer to our employees are:

- **Optional benefits system**
- **Additional pension insurance contribution**
- **Meal allowance**
- **Additional leave (one week)**
- **3 sick days**
- **Flexible work and home office**
- **The Company makes up for lost income during the period of long-term incapacity for work up to 80% of the base wage**
- **Work jubilee bonus**
- **Purchase of Company products**
- **Multisport card**
- **Time off beyond the statutory requirements (e.g. for a wedding, birth of a child, moving, accompanying the child to school on the first day of the first grade of elementary school, death of a close family member)**
- **Career break**



COLLECTIVELY CRAFTED

Human rights

We support a positive working environment in which only legal, ethical and responsible behaviour that complies with our Company culture and our Code of Business Conduct is acceptable. We are proud of the fact that as a member of the Molson Coors Beverage Company, we are an international society in which employees from all over the world are working. We appreciate the diversity and inclusion and commit ourselves to ensure a workplace where our people are treated with such respect. We make an effort to become a place where everyone feels comfortable and free and can change things for the better.

Cooperation with trade union organisations

Our Company has 2 trade unions - for the Staropramen Brewery and the Ostravar Brewery. The Collective Agreement is concluded for 1 year. The trade unions are represented at regular quarterly meetings of the Environmental Health and Safety, and Environment Committee. Quarterly meetings also take place between the trade union representatives and the employer's representatives for the purpose of exchanging information relating to development of the wages, morbidity, overtime work and current events in the Company.

In 2020, we agreed on an average base wage rise of 5% for blue collar jobs. For all jobs in the Company, the average wage rise amounted to 4%.

In order to appreciate the loyalty of our employees, we decided again in 2020 to raise the working jubilee bonus to CZK 700 for every year worked for the Company. Employees are entitled to this bonus after ten years of work for the Company and every 5 years thereafter.

Our selected employees who are already retired are associated in the Pensioners' Club. The Company makes a contribution supporting the annual meeting of the Pensioners' Club in the premises of the Staropramen Brewery, and the package tours organised by the club. Members of the Pensioners' Club may utilise some employee benefits – for instance, purchase of products at discount prices. Trade unions take care of recreational buildings near Prague and Ostrava, which may be used by employees for team or private purposes at discounted prices.

Employee education and career development

In the field of education, we conceptually primarily focus on the sales teams and the production and logistics departments. Apart from statutory training, we offer an **opportunity for development of technical and, so-called, soft skills** to our employees (for instance, negotiation, presentation skills or time and priority management).

In 2020 we trained 340 employees in the production and logistics departments, and 52 employees in the sales teams. Our employees have completed 8,753 hours of training in total.

COLLECTIVELY CRAFTED

Taking into account the situation connected to the coronavirus pandemic, we accelerated new development methods in 2020. Already in March and April, we introduced distant education through video-based training and eLearning. We prepared a number of new trainings for our employees, focusing on working from home, distant communication and distant team management, or on coping with changes. All training sessions were published also as recordings on a web portal established for that purpose, where all our employees can find the information needed for their working and personal lives. In this regard, we got a very positive feedback to the virtual trainings offered, since they were beneficial for them and helped them to cope with the new situation.

Many training sessions are available to our employees in the eLearning format, in which 715 employees completed 3,060 hours of training.

Development of managers, at various management levels, from masters to managers, was another key theme. The development aimed at enhancing the abilities of managers needed for working with individuals and entire teams. 52 managers completed this entire training cycle in 2020.

We continued the production process development programme in the area of production and logistics in 2020. The programme was expanded to all sites of the Staropramen Brewery. During the previous year, we focused on autonomous maintenance, continuous improvement and abnormality identification. Safety at work was another important topic. We organised workshops with individual teams focused on the enhancement of the culture of safety. Development of soft skills of the managers of individual departments was the focus of our attention in the second half of the year.

Other training sessions completed in the last year focused on better perception of changes in our new corporate culture. Each employee was presented our corporate culture through a workshop focusing on the understanding of new values and creation of an action plan to enhance the new culture in the respective department. All Company employees completed these workshops, from top management, through sale representatives in individual regions up to production operators. Workshops were organised for individual management levels. Subsequently, their participants became facilitators for their respective teams. At first, a workshop for the Company top management took place, trying to define inputs for easier acceptance of the new culture. A workshop for higher management reporting to the Brewery's top management followed, further elaborating the inputs. Participants of that workshop specified in more detail the perception of individual values and defined areas to be focused on, at present and in the future. Our aim was to demonstrate the new corporate culture in employees' daily behaviour so that it becomes a natural part of our working lives.

Outputs from these workshops were then dealt with at individual workshops of all teams of our organisation. Interconnection of individual departments resulted in interesting and active discussions on our specific contributions to the new corporate culture. The workshops were perceived positively by both participants and facilitators. It has turned out that the process chosen, where everyone can express and discuss their ideas, allowed better engagement of employees and helped them to embrace the new corporate culture.

Together with colleagues from the Central and Eastern European region team, we tried to improve the current induction training programme for new hires during 2020. The proposed changes will be implemented in the local environment during 2021. The purpose of these changes is to ensure a smoother adaptation of new hires and creation of a more comfortable environment where new employees can orient themselves better and more easily.

Our offer of **educational activities for employees** is always in line with the corporate strategy. Assignment of employees to individual activities is based on their work and plans for their personal growth in such a manner as for us to be able to support them in the achievement of their performance goals. At the same time, this enables us to help them fulfil their professional aspirations and career plans.

For new employees, we regularly organise **entry training** in the premises of the Staropramen Brewery with the goal to support them in the process of adaptation and to ease their first steps in our Company. We implemented the training online in 2020 and it greatly helped to achieve a successful adaptation of all new hires.

Internal communication

We consider internal communication as an effective tool for conveyance of information to employees. Under **internal media** we rank standard communication tools, for instance, internal notification, the “Od pramene” internal magazine, bulletin boards in the production areas of both breweries, and the corporate Intranet.

The **internal events** include working meetings, for instance, all-Company conference, quarterly meetings of management, where we present the Company results, main successes and future plans, meeting with the general manager of Molson Coors Beverage Company or the management team of the Central and Eastern European region, but also informal events including „Happy Hours” where employees can meet with colleagues and the Company management, as well as events for family members of employees such as St Nicholas Day.



These meetings were organised in an online environment in 2020 due to the coronavirus pandemic. Throughout the year, we also communicated very extensively through internal notices, updating our staff on the coronavirus epidemic, governmental measures and other information that was so important for both the professional and private lives of our employees. Zdenek Havlena, the Company CEO, addressed employees regularly, providing them with the current reports on the mode of operation of our breweries, news and campaigns supporting our customers, whom we helped after the closure of the on-trade sales channel. In addition to the above-listed forms of communication, personal communication through supervisors within the entire Company played a crucial role.

COLLECTIVELY CRAFTED

Cooperation with schools

In collaboration with secondary schools specialised in food and chemical industries and technical colleges, we allow students to undergo mandatory internships in our Company (Křemencova secondary school, Podskalská secondary school, Zdravotnická higher vocation school and secondary school, SČMSD Šilheřovice). We also offer consultancy for bachelor's and master's thesis writing (University of Chemistry and Technology Prague). Internships are available both in the Smíchov and Ostrava breweries. Students are also offered part-time jobs.

We organise tours in production areas, the visitors centre in the Staropramen Brewery, meetings with the Company management members, discussing topics like HR management (Prague University of Economics and Business), sustainability, etc. Tours were restricted in 2020 due to the pandemic. We were, however, visited by several students of secondary schools and universities.

Trainee programmes

No trainee programmes were implemented in 2020 due to the coronavirus pandemic. We plan to implement trainee programmes in 2022 in production and commercial teams, primarily for fresh graduates of colleges.

Diversity and equal opportunities

All economically active age categories are naturally represented in the work teams of our breweries. We utilise the synergies of mixed teams comprising men, women, professionally experienced colleagues, but also new entrants and trainees.

STATISTICS AND STRUCTURE OF EMPLOYEES INCLUDING THE TOP MANAGEMENT:

All data is valid as at 31 December 2020 and includes the Staropramen and Ostravar breweries.



COLLECTIVELY CRAFTED

As **signatories to the European Diversity Charter**, in which the leading employees declare their commitment to develop a generally tolerant working environment, we pro-actively participate in events related to this agenda. <https://diverzita.cz/charta-diverzity/>.

In Pivovary Staropramen, we believe in **the performance-based remuneration principle**. The remuneration strategy is designed in a manner allowing to recognise and reward behaviour contributing to meeting of the Company's goals, to ensure competitive and fair wage opportunities and to support retaining and motivating of talents.

At present, our priorities within the human resources management area include **the support for diversity and equal opportunities** and it is therefore not acceptable for us to tolerate any differences in wages based on attributes like gender, nationality, race, religion or sexual orientation. When setting out an employee's wage, we consider his/her experience so far, preparedness to carry out tasks associated with his/her position and his/her performance. **In our Company, women receive the same remuneration as men on average.**

Communities

We want our Company, which is a member of the Molson Coors Beverage Company, to be considered as a good employer that supports the community in which it is operating. Molson Coors has invested nearly CZK 900 million in communities since 2016. Our goal is to contribute CZK 2.2 billion by 2025. From 2017 to 2020, Pivovary Staropramen invested more than CZK 3 million in communities. As a significant manufacturer in two big cities, we have always made an effort to be a good neighbour, a capable helper and actively participate in the events in our surroundings.

In 2018, the Staropramen Brewery concluded a **Memorandum of Cooperation with the Prague 5 Municipal District**, with a view to cooperating on cultural events, support for communities and recultivation of public spaces. We thus created the formal basis for our long-term cooperation that is supported by both parties and is fulfilled in the form of events organised by either party in the Prague 5 territory.

All people in Staropramen support more openness of the brewery and its interconnection with its surroundings. In 2017, we therefore started to occasionally operate **the "Under the Chimney" pub**; inhabitants of Smíchov and surrounding areas were the first guests invited there. During the following years, the "Under the Chimney" pub made its indelible mark in the cultural calendar of Smíchov and the Smíchov brewery. Last year, which was significantly affected by the global coronavirus pandemic, we organised one event in the "Under the Chimney" pub for employees and one for the general public.



COLLECTIVELY CRAFTED

Our beer could be tasted in 2020 by visitors to events throughout the territory of the Czech Republic. Taking into account the pandemic situation, all these events took place during the summer. They included the **Harley Davidson Days** at the Prague Exhibition Grounds, popular summer festival **Letní Letná**, summer concerts of the band **Kryštof** and concerts of the band **Tri sestry**.

The traditional festival **Mezi ploty** took place online. The same applies to the concert of the band **Kryštof** for employees of our breweries. It was subsequently streamed for the general public.

Ostrava brewery is also regularly open for public. **The 20th year of the Ostravar Brewery Celebrations**, visited each year by more than 8 thousand visitors, should have taken place here in June 2020. The event, like many others throughout the country, was postponed to 2022.

Volunteering

The oldest volunteering project, which focuses on direct support to communities, is **Community Days, alias Days when we help**. During the previous 13 years, we provided our partners with financial support and with help consisting of voluntary work. In total, we did more than 12 thousand hours of physical work for them.

The 14th year of this event should have taken place in 2020. In the preceding years, the event ran for four days in three cities, six locations and was attended by 160 participating employees on average.

In Prague, we helped our long-term partners, namely the Helppes dog training centre, Centre for young scientists, and the Prádelna Community Centre. In Ostrava, where we have been engaged in this volunteering event since 2009, we help in parks and orchards or in houses for seniors, always in close collaboration with the employees of the Moravská Ostrava municipal district office who joined us in the last three years. The 2019 Community Days were the second such event attended by our Slovak branch. Local colleagues helped to improve their surroundings.

For the first time in 2017, representatives of Moravská Ostrava and Přívoz municipal districts participated in our brewery's volunteering day. They thus directly took part in renovation work in the city public areas. The cooperation keeps going. In 2019, municipal employees participated in the volunteering day organised by the Ostravar Brewery for the third time.

Unfortunately, this traditional event could not be held in 2020 due to the adverse pandemic situation. Naturally, we supported our partners in 2020 too and we maintained regular contacts with them. We provided them mainly with financial and product-based support, trying to help our long-term partners to overcome this difficult period.

We have not forgotten to reward the personnel of the **Integrated rescue system** who were on the front line during the pandemic waves in the spring and autumn. During the spring and autumn 2020, we supported them by providing them with 760 packages (1 package contains 24 beverages) of non-alcoholic products COOL in Prague and Ostrava. During the autumn wave, we also added some medical protective equipment that was in short supply then. Our support was also directed to volunteers who helped us in the Prague 5 municipal district. The initiative met with a positive response and we thus could happily conclude that WE ENJOY HELPING.



COLLECTIVELY CRAFTED

Long-Term Partnerships



Since 2011, we have been cooperating with the **Helppes assistance dog training centre**, which helps people with a variety of disabilities on their path to integration, self-sufficiency and independence through specially trained assistance dogs. We became the general partner of this organisation in 2012.

Within the scope of cooperation, we provide free consulting and legal services and, during the summer reconditioning stays of the organisation's clients, we also provide professional lectures on beer history and production. In addition to this, we provide product support for all their events. They include, for example, the Championship of the Czech Republic Guide Dogs Performance or Super Day – an event during which Helppes ceremonially hands the trained assistance dogs over to their new owners.

The partnership and cooperation with this organisation functions reciprocally. Thanks to their openness and willingness to help, we could introduce them to other partners from the non-profit sector. Once a year, Helppes provides canine therapy lessons to our long-term partner – **The Children's Rehabilitation Day Care Centre in Ostrava**. Our employees from the Ostravar Brewery started supporting the Children's Rehabilitation Day Care Centre in Ostrava 16 years ago. Within their ranks, they regularly organise the Saint Nicholas Day fund raising event, the proceeds of which are handed over at the Saint Nicholas Day children's party, which they annually organise for the children from the Day Care Centre. The Company also makes a two-fold contribution to the collected amount. All the endowed financial resources are usually used to purchase medical equipment and toys for handicapped children.



Due to the unfavourable development of the coronavirus epidemic, the canine therapy in the Children's Rehabilitation Day Care Centre did not take place in 2020. The same fate befell the St Nicholas Day event. The Day Care Centre was, however, supported by our Company through a donation.

A further long-term partner is the **Prádelna Community Centre**, with which we have cooperated since 2015. The centre is a functional community, educational, but also cultural, social and art centre. All its activities primarily serve to link and support the local community. For children, youth, but primarily active seniors, the centre offers various music and dance projects, audio-video workshops, photographic and sight-seeing trips, various forms of coaching, art workshops, etc.

Our cooperation started within the framework of the Community Days, alias Days when we help. The cooperation gradually expanded and now the representatives of our Company participate in various events organised by the community centre. We also organise tours of the brewery for participants from the Prádelna Community Centre. We supported teaching of working with digital technology in 2017 and 2019 by donating decommissioned, but fully functional desktops and laptops.



COLLECTIVELY CRAFTED

A traditional summer tour in the Visitors centre of the Staropramen Brewery for seniors from the Prádelna Community Centre, together with beer tasting, took place in 2020.

Our Projects

The 3rd year of charity event Baked With Heart was organised on 14 February in the Staropramen Brewery. Volunteer employees baked savoury and sweet pastry products that were subsequently sold to their colleagues. This year again recorded a large response. We sold everything and thus collected CZK 15,160. Our long-term partners Helppes dog training centre, and Children's Rehabilitation Day Care Centre in Ostrava obtained these funds to purchase aids.



GENERAL INFORMATION



GENERAL INFORMATION

Management of Social Responsibility Agenda

Social responsibility agenda falls within the competence of the Legal department and the Corporate Affairs department. The Company management is actively involved in all projects and initiatives, which this department controls under the leadership of the Legal & Corporate Affairs Director CZ/SK.

We inform our business partners, customers and consumers about the activities in this area and the area of sustainable development.

Organisational structure:

31. 12. 2020

Jana Vinklářová

Legal & Corporate Affairs Director CZ & SK



Alena Váchová

Corporate Affairs and Communications Manager

GENERAL INFORMATION

Reporting period

**This report was issued
for the period of 1/1/2020 – 31/12/2020**



GENERAL INFORMATION

Overview of Indicators

Overview of areas	Detail	Information	Detailed date where they are reported									
			Staropramen					Ostravar				
			2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Company Profile	About the Company	About the Company and General sections of the Report										
	Ownership structure	About the Company section of the Report										
	Composition of Senior Management (diversity)	About the Company and Collectively Crafted sections of the Report										
	Our economic contribution	About the Company section of the Report										
	Products	About the Company section of the Report										
Our values and visions	Our values and visions	Our values and visions section of the Report										
	Sustainable business goals	Our values and visions section of the Report										
	CSR control	Collectively Crafted and General sections of the Report										
	Awards	About the Company and Responsibly Refreshing sections of the Report										
Supplier chain	Supplier chain scope, changes, rules	Sustainably Brewing section of the Report										
Report materiality and scope	For which companies the report is prepared	About the Company section of the Report										
Stakeholder dialogue	Stakeholder involvement	Sustainable Business Goals section of the Report and the parent company's strategy										
ECONOMIC ASPECTS			Staropramen					Ostravar				
			2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Corporate Governance, ethics, anti-corruption measure	Main ethical principles and Company values	Responsibly Refreshing section of the Report										
	Protection of competition	Responsibly Refreshing section of the Report										
	Methods of resolution of ethical complaints	Responsibly Refreshing section of the Report										
	Trade unions and collective bargaining	Collectively Crafted section of the Report										
Product safety and consumer health	Consumer complaints/disputes	Responsibly Refreshing section of the Report										
	Food safety certification	Responsibly Refreshing section of the Report										
	Labelling	Responsibly Refreshing section of the Report										
Communication with consumers and responsible marketing	Ethics, rules	Responsibly Refreshing section of the Report										

GENERAL INFORMATION

ENVIRONMENT			Staropramen					Ostravar				
			2016	2017	2018	2019	2020	2016	2017	2018	2019	2020
Our goals		Sustainably Brewing section of the Report										
Energy		Detail in the Sustainably Brewing section of the Report										
	Company consumption	Detail in the Sustainably Brewing section of the Report	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Consumption out of Company	Detail in the Sustainably Brewing section of the Report										
	Energy portfolio	Detail in the Sustainably Brewing section of the Report										
	Energy consumption (in kWh) per hectolitre of beverage	Detail in the Sustainably Brewing section of the Report	6.26	6.26	6.53	6.42	6.32	8.86	8.68	8.60	8.56	8.77
	Heat energy consumption (in MJ) per hectolitre of beverage	Detail in the Sustainably Brewing section of the Report	52.39	58.13	58.41	53.81	51.74	99.7	95.00	92.40	78.70	78.67
	Activities decreasing energy intensity	Detail in the Sustainably Brewing section of the Report										
Emissions												
	Direct emissions of greenhouse gases (GHG) in tonnes of CO ₂	Direct emissions of GHG are produced in the boiler room and from fuel for logistics (forklifts) + purchased CO ₂ for filling and other needs	8,412.98	7,820.78	8,811.98	8,768.62	N/A	300.58	337.47	335.46	361.08	N/A
	Indirect greenhouse gases (energy) in tonnes of CO ₂	Staropramen brewery's indirect emissions come from a power plant producing electricity for us. In addition to that, Ostravar brewery utilises a heating plant supplying steam (they do not have own boiler room).	8,600.45	10,078.16	10,429.39	10,728.91	N/A	3,810.18	4,105.65	4,246.97	7,219.75	N/A
	Other GHG		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Amount of gases per litre of produced beverage (t/Hl)	Detail in the Sustainably Brewing section of the Report	0.06	0.07	0.07	0.07	N/A	0.1	0.1	0.1	0.1	N/A
	Nox, Sox (t)	Detail in the Sustainably Brewing section of the Report	4.38	3.61	3.30	3.289	N/A	N/A	N/A	N/A	N/A	N/A
Logistics												
	Our fleet and cooperation with partners	Sustainably Brewing section of the Report										
	Consumption of fuels (l)		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Consumption of fuels (l / 100 km)		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Water												
	Total consumption of water per litre of beverage	Detail in the Sustainably Brewing section of the Report	3.54	3.53	3.76	3.8	3.89	4.50	4.45	4.62	4.69	4.72
	Percentage/amount of recycled/reused water		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Packaging materials												
	Packaging and recycling	Detail in the Sustainably Brewing section of the Report										
	Plastics / sustainable PET bottles	Sustainably Brewing section of the Report										
	Cans, glass	Sustainably Brewing section of the Report										
	Percentage of recycled packagings	Detail in the Sustainably Brewing section of the Report										
Waste												
	Production of landfill waste in g per hl of produced beverage	Sustainably Brewing section of the Report	3.80	1.68	1.50	0.00	0.00	9.11	4.20	3.13	3.34	3.21
	Total volume of dangerous waste (t)	Sustainably Brewing section of the Report	0.20	19.19	1.10	6.92	1.62	0.85	6.32	1.56	1.23	1.27
	Waste recycling percentage	Sustainably Brewing section of the Report	74.60	78.26	94.52	95.37	94.08	67.79	71.26	84.68	79.06	69.56
Materials												
	Quantity of material utilised	Sustainably Brewing section of the Report					71.55					
Biodiversity												
	Monitoring and protection of biodiversity at our sites	Sustainably Brewing section of the Report										
	Activities to protect biodiversity	Sustainably Brewing section of the Report										

GENERAL INFORMATION

EMPLOYEES AND COMMUNITY			Pivovary Staropramen in Total				
			2016	2017	2018	2019	2020
Our attitude		Collectively Crafted section of the Report					
Employees engagement	Study	Detail in the Collectively Crafted section of the Report					
Staff	Number of new hires	Detail in the Collectively Crafted section of the Report	157	140	168	144	132
	Number of employees who left for maternity /parental leave	Detail in the Collectively Crafted section of the Report	16	10	12	9	11
	Number of employees who returned from maternity/parental leave	Detail in the Collectively Crafted section of the Report	2	6	2	5	2
	Absences without sickdays		N/A	N/A	N/A	N/A	N/A
Cooperation with trade union organisations		Detail in the Collectively Crafted section of the Report					
Environmental health and safety	Injury statistics		N/A	N/A	N/A	N/A	N/A
	Activities and trainings	Detail in the Sustainably Brewing section of the Report					
Employee education	Number of trained employees	Detail in the Collectively Crafted section of the Report	560	691	610	562	392
	Activities to support development of skill	Detail in the Collectively Crafted section of the Report					
Career development	Activities to support career development	Detail in the Collectively Crafted section of the Report					
Diversity and equal opportunities	Employee statistics and distribution	Number of males	422	450	453	474	488
	Employee statistics and distribution	Number of females	218	227	168	168	167
	Equal opportunity and anti-discrimination	Detail in the Collectively Crafted section of the Report					
Complaint resolution	Tools for complaint resolution	Detail in the Collectively Crafted section of the Report					
Human rights	Screening of suppliers / capital expenditure (CAPEX) and human rights	Responsibly Refreshing and Sustainably Brewing sections of the Report and the parent company's strategy					
	Number of reported discrimination incidents		N/A	N/A	N/A	N/A	N/A
	Child labour, forced labour	Included in our Policy, more in the parent company's strategy					
Community	Local community impact management	Collectively Crafted section of the Report					
	Long-term partnerships and new social projects	Collectively Crafted section of the Report					
	Cooperation with schools	Collectively Crafted section of the Report					
	Volunteering	Collectively Crafted section of the Report					
Health	Activities promoting healthy lifestyle	Collectively Crafted section of the Report					

SUSTAINABILITY REPORT 2020

OUR IMPRINT
For a better tomorrow



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