

UAB ŠVYTURYS - UTENOS ALUS

Part of the Carlsberg Group

Social Responsibility Report



Name of the company:
Švyturys-Utenos alus UAB

Country: Lithuania

Sector: Beer, cider, soft drinks and
alcoholic cocktails - production and trade

Reporting period: 2012



Contents

- 5** A WORD FROM OUR CEO
- 7** ABOUT ŠVYTURYS-UTENOS ALLUS LIAB
- 8** BUSINESS PHILOSOPHY OF ŠVYTURYS-UTENOS ALLUS LIAB
- 11** ŠVYTURYS-UTENOS ALLUS LIAB POLICY OF CORPORATE SOCIAL RESPONSIBILITY
- 13** CORPORATE SOCIAL RESPONSIBILITY AND RELATIONSHIP TO SOCIETY
- 17** CORPORATE SOCIAL RESPONSIBILITY AND WORKING ENVIRONMENT
- 23** CORPORATE SOCIAL RESPONSIBILITY AND PROTECTION OF THE ENVIRONMENT
- 25** CORPORATE SOCIAL RESPONSIBILITY AND FIGHT AGAINST CORRUPTION





A WORD FROM OUR CEO

With this report, for the fifth time Švyturys-Utenos alus UAB is giving an account of its progress and achievements at the corporate social responsibility level and the UN Global Compact.

That our company is operating and growing together with Lithuanian society and nature, because most of the raw materials for our production we buy in our home country, encourages us to uphold the principles of corporate social responsibility. We seek to buy as many goods as possible from local suppliers, thus contributing maximally to the social prosperity of the population and the development of business infrastructure.

The environment we operate in matters to us.

Therefore, for some years now, we have carried out most of our corporate social responsibility projects by devoting attention exclusively to the cities where we have our breweries, namely Klaipėda and Utena, and the development of their communities.

So we are happy that people have noticed and appreciate the social responsibility projects carried out by our company. We finance social projects and also turn them into the internal culture of the company by encouraging employees to share in them.

The Švyturys-Utenos alus UAB social report is developed following the UN Global Compact principles covering the protection of human rights, improvement of relations with employees, respect for the environment, and the fight against corruption.

Rolandas Viršilas,
CEO of Švyturys-Utenos alus UAB

ABOUT ŠVYTURYS-UTENOS ALUS UAB

The sole shareholder of Švyturys-Utenos alus UAB is Carlsberg, the Danish brewing company. Carlsberg A/S acquired the majority of shares of the leading Lithuanian breweries in 1999. Carlsberg shared its long experience, renewed the company, and increased production capacity, improved employees' qualifications, and invested in improving quality.

Švyturys-Utenos alus UAB increased their beer market share by 0.2 percentage points up to 40%. 171.2 million litres of beer and other drinks were produced and sold. This is 0.4% more than in 2011 (170.5 million litres). Sales were almost the same in all categories as in 2011, with the exception of carbonated soft drinks that sold 22.1% more than last year. The turnover of Švyturys-Utenos alus UAB was LTL 428 million in 2012.

Švyturys-Utenos alus UAB production volumes

Year	Beer and other beverages produced (in million litres)
2012	171,2
2011	170,5

Business Philosophy of Švyturys-Utenos alus UAB

Mission

To give people the opportunity to enjoy the best drinks.

Vision

To be a leader in the Lithuanian beverage market, with the strongest brands representing Lithuania in the world, making the best use of its distribution network, ensuring top level management. Švyturys-Utenos alus UAB is a step forward in meeting the needs of customers and consumers by using the latest technologies and introducing innovations to the market. Švyturys-Utenos alus UAB is the most coveted employer and the most trustworthy business partner.

Values

We are:

- Customer-oriented
- Stronger together
- All empowered to make a difference
- Socially responsible
- Driven to win



Renewed strategy

The Carlsberg Group, to which Švyturys-Utenos alus UAB belongs, renewed their strategy in 2012. The Group's strategy is still illustrated by the wheel with five closely linked levers. The major change is that now the Carlsberg Group's position is at the centre of the strategy wheel. The statement "Thirst for great. Great people. Great brands. Great moments" expresses the culture, values and identity of the company. The strategy of the Carlsberg Group maintains the ambition to be the fastest growing global beer company.

Like the previous strategy wheel, the renewed version also consists of five strategic levers, but some of them have partly changed. They are the following:

- People
- Consumers, brands and innovations
- Customers
- Effectiveness and efficiency
- Society and reputation

There are four action points pinpointed in the strategy wheel. They outline the categories and geography that are the focus of the Group:

- Focus on beer as a core.
- Be a significant player in the market where we choose to compete.
- Balance presence between growth and mature markets.
- Selectively pursue market opportunities in support of our beer business.



ŠVYTURYS-UTENOS ALUS UAB POLICY OF SOCIAL RESPONSIBILITY

Following the Carlsberg Group's principles of responsible business, Švyturys-Utenos alus UAB operates with responsibility towards society, employees, partners and other stakeholders, and upholds high standards of justice, decency and safety at work.

This report has been developed on the basis of the ten universally accepted principles and guidelines provided by the Carlsberg Group.

Ten Principals of the Global Compact:

1 principal:	Businesses should support and respect the protection of internationally proclaimed human rights;
2 principal:	Businesses should make sure that they are not complicit in human rights abuses;
3 principal:	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4 principal:	Businesses should uphold the elimination of all forms of forced and compulsory labour;
5 principal:	Businesses should uphold the effective abolition of child labour;
6 principal:	Businesses should uphold the elimination of discrimination in respect of employment and occupation;
7 principal:	Businesses should support a precautionary approach to environmental challenges;
8 principal:	Businesses should undertake initiatives to promote greater environmental responsibility;
9 principal:	Businesses should encourage the development and diffusion of environmentally friendly technologies;
10 principal:	Businesses should work against corruption in all its forms, including extortion and bribery.

[<http://www.unglobalcompact.org/aboutTheGC/TheTenPrinciples/index.html>]



CORPORATE SOCIAL RESPONSIBILITY AND ITS RELATION TO SOCIETY

Production and its quality

The Klaipėda brewery was awarded a Gold medal for Švyturys Ekstra beer at the most prestigious World Beer Cup competition in San Diego, the USA, in 2012. Švyturys Ekstra beat 38 global competitors in the Dortmunder/European-Style Export or German-Style Oktoberfest category. The malt, hops, and yeast used for Švyturys Ekstra beer are subject to even more stringent requirements than the Lithuania regulation for beer production, which likely led to this success.

Švyturys Ekstra is an example of how Lithuanian beer is appreciated on the global scale when Švyturys-Utenos alus UAB attends to quality assurance by investing in the output and production processes on a consistent basis. To brew the best beer, the company follows the Quality Declaration requirements for top quality Švyturys Ekstra beer.

The Utena brewery satisfies the requirements of the ISO – 9001 standard.

The Company is open to customers: consumers can speak about our products at toll-free lines. Consumer complaints are handled within 24 hours.

Customer opinion

The third consecutive customer opinion study carried out on behalf of Švyturys-Utenos alus UAB by the RAIT market research company in 2012 revealed that customers appreciate most all categories of a particular

beverage, rather than the development of a particular product, supplier's trustworthiness, expedience or accuracy in problem-solving. The study covered both sales and logistics.

The survey of central office employees shows that Švyturys-Utenos alus UAB continues the trend of 2010-11 to be the leader among all eight studied suppliers. According to customers, there are several areas to be developed – accuracy in production delivery and expedience in problem-solving. Customers would like the company to think not only about sales, but also about the turnover growth of the entire category.

Accuracy of orders and production delivery as well as the social skills of the drivers were identified by shop staff as the areas for enhancement. Švyturys-Utenos alus UAB continues to strive for perfection and takes into account customers' opinion, so part of the improvement projects is already under development.

Customer related issues

In 2012, responsible advertising was produced with regard to the Lithuanian Code of Conduct for brewers. Commercials did not feature young people under 25; production of commercials followed preventative consultations with the State Tobacco and Alcohol Control Authority. Moreover, following the new self-imposed restriction of the Lithuanian Brewers Association to broadcast non-alcoholic beer and cider commercials only after 22.00, Švyturys-Utenos alus UAB stopped non-alcoholic beer

and cider commercials during the broadcast of the London Olympic Games.

In 2012, the company, together with the Lithuanian Brewers Association, conducted the social campaign against under-age drinking, which was a continuation of the previous advertising campaign for youth self-expression without alcohol. The purpose of the campaign was to reduce adult leniency towards under-age drinking. Jonas Valančiūnas, one of the most popular Lithuanian basketball players among young people, became the key face of the campaign.

Following the Lithuanian Code of Conduct for brewers, Švyturys-Utenos alus UAB did not produce beer stronger than 9.5% and did not sell beer stronger than 6% during festive events in 2012. Furthermore, according to the provisions of the Code of Conduct, the Švyturys-Utenos alus websites have preventive measures for minors installed.

2012 support

As a corporation with social responsibility, the major focus of Švyturys-Utenos alus UAB is on the Klaipėda and Utena communities. Feeling responsibility to the communities, the company donated LTL 3,285 million to different organisations in 2012.

Investments to communities

Švyturys-Utenos alus UAB support to Klaipėda increased by 43%, to LTL 672,400 in 2012, compared with 2011. The support to the port went up after linking the support to the sales of the Lithuanian flagship beer, Extra. This was achieved by establishing the Švyturys foundation of Klaipėda origin in 2012.

The agreement establishing the Švyturys foundation of Klaipėda origin was signed by Švyturys-Utenos alus CEO Rolandas Viršilas and Klaipėda Mayor, Vytautas Grubliauskas. Provisions of the establishment state that 3 cents from every Extra bottle sold are donated to Klaipėda. The purpose of the foundation is to support port athletes, cultural figures and public initiatives.

The Švyturys foundation of Klaipėda origin donated to the port LTL 672,400 last year. The largest share of the support (LTL 413,000) went to social programmes for communities. The major projects included the Klaipėda Sea Festival, the Švyturio Arena, the Meridian Sailing Ship Foundation, and the Klaipėda Lady of the Year Election. They were followed by support for culture (LTL 162,500) and sports (LTL 96,900). The Art Dock, the Klaipėda Castle Jazz Festival, the "Cantare" choir, and the Street Circus Festival are also among those to be mentioned. In addition, the company awarded individual gifted performers, students and teachers from the Department of Arts of Klaipėda University and the Klaipėda S. Šimkus Conservatory. The most substantial support in sports went to the Žuvėdra, Neptūnas, Atlantas clubs and the Klaipėda Basketball League.

2012 was also significant for Utena: after two years of work, the Contemporary Brewery Centre opened at the Utena alus brewery, featuring the history of the brewery, and a brewing process and raw materials used for brewing, with beer tasting entertainment. To set up the brewery centre, over LTL 0.5 million had to be invested. Another LTL 100,000 was allocated for equipping a tasting hall. Not only brewery workers, but also Utena citizens contributed to this major project by sharing their exhibits and reminiscences.

Support for sports

The company provided support for Klaipėda and Utena sports teams and national sports teams in 2012. It was the 12th year that Švyturys brewers supported the national basketball team, and thus contributed to winning a gold medal at the European Championship in Stockholm and three bronze medals – an Olympic bronze at the Sydney Olympics, European Championship in Madrid, and World Championship in Istanbul. From 1999, the Švyturys support for the Lithuanian basketball team and club teams has exceeded LTL 25 million.

Support for culture

Švyturys-Utenos alus UAB continues the tradition to support Opera and Ballet Performers of the Year. The Opera Beacons award is an acknowledgement to performers for their highlights of the year. At the end of 2012, the awards were granted for the 11th time. In 2012 Sandra Janušaitė was voted Opera Soloist of the Year for her part of Tatiana in “Eugene Onegin”, Inga Cibulskytė was recognised as the Ballet Soloist of the Year for her part of Isolde in “Tristan and Isolde”, and Barbora Radvilaitė in “Barbora Radvilaitė” ballet.

Merūnas Vitulskis won the Début of the Year award established by the Lithuanian National Opera and Ballet Theatre foundation for his début as Lensky in “Eugene Onegin” and as Alfredo in “La Traviata”.

Švyturys-Utenos alus UAB support to:

Klaipėda community:

- The Klaipėda Sea Festival
- The Švyturys Arena
- The Meridian Sailing Ship Foundation
- The Art Dock
- The Klaipėda Jazz Festival
- The “Cantare” Choir
- The Street Circus Festival
- Awards to young performers
- The Neptūnas Basketball Club
- The Žuvėdra Dancesport Club of Klaipėda
- The Amateur Basketball League of Klaipėda
- The Atlantas Football Team of Klaipėda
- The Žemaitijos ledas Winter Sports Association of Klaipėda, etc.

Utena community:

- The Administration of Utena District Municipality
- The Juventus Basketball Club
- The Aukštaitis Basketball Club of Utena, etc.

This is just a fraction of the list because some support and relief was also allocated for other events and teams.

Other supported sports, culture, and arts organisations:

- The Lithuanian Basketball Federation
- The Lietuvos rytas Basketball Club
- The Lithuanian National Olympic Committee
- Santariškės clinics of Vilnius University Hospital
- The Lithuanian National Opera and Ballet Theatre
- The Lithuanian Music Foundation
- The Lithuanian National Symphony Orchestra
- Kino Pavasaris, the Vilnius International Film Festival
- Vilnius festivals
- The Jazz House
- The Vilnius Basketball Union
- The Ekranas Football Club of Panevėžys
- The Sunday Football League, etc.



CORPORATE SOCIAL RESPONSIBILITY AND WORKING ENVIRONMENT

According to the CV-Online and the Verslo žinios study on the most coveted employer 2012, Švyturys-Utenos alus UAB was voted one of the most appealing employers in 2012. The company reached the Top 3 in the category of fast consumption products, and took 14th place in the general category.

The company has actively assisted students for several years now by offering on-the-job training at Švyturys-Utenos alus, UAB so that after graduation they can enter the labour market easier. Nine students were on training at the company in 2012.

Employees' survey

In order to involve employees in the development of the company, My Voice survey was carried out on the Carlsberg Group scale in autumn 2012. Workers' voice was heard and their proposals were implemented.

All the areas under the survey improved absolutely, and even 6 out of 10 significantly in terms of statistics.

Markedly improved areas include recognition and encouragement, culture and winning behaviours, communication, the Carlsberg group, development, senior managers, a corporate image, work efficiency, team work, and employees' involvement. 91% of employees took part in the survey and according to them, 9 out of 10 areas under evaluation crossed the 75% barrier and are deemed strengths of the organisation.

Consistent and effective action taken by Švyturys-Utenos alus UAB reconciled with the 2011 survey results, and strong communication in the area of employees' recognition and encouragement allowed for growth from 50% in 2011 to 69% in 2012. The best areas included team work, belonging to the Carlsberg Group, and engagement of employees.

From 2011, the C-15 leadership survey was carried out twice a year providing feedback to management. The purpose of the survey is to develop structural and regular dialogue between a manager and employees on relevant issues based on mutual cooperation. The C-15 survey indicator grew from 4.27 to 4.38 in 2012, compared with the 2011 results.

Training and professional development

LTL 256,960 was allocated for training in 2012; promotion was granted to 17 employees, which makes up 49% of appointments a year. The number of employees who went on long-term and short-term assignments and projects also went up from 3 in 2011 to 11 in 2012.

Training programmes building up a strong commercial team became a priority. To this end, the following programmes were implemented:

- Trainings on the art of persuasion at the subdivision of sales. Involved 50 sales managers and 8 sales-over-the phone managers.

- The conference for managers on sales process optimisation. Involved 80 managers and specialists of Švyturys-Utenos Alus UAB.

- Courses held by the Carlsberg Group. 4 VIP managers took part in the KA Management training programme and 11 employees of the marketing division improved their knowledge at the BRAND Management trainings.

- Carlsberg Baltic Bridge programme for talent fostering (Modules 2 and 3) involved employees of the Carlsberg Group from the three Baltic countries. Five nominated employees from Švyturys-Utenos alus UAB participated in this programme in 2012.

The four-day programme on the basics of management was held at Norviliskės manor in late November 2012. On the first day, participants tried to understand the role of a leader, get a better understanding of themselves as leaders, and grasp the meaning of emotional intelligence. On the second and the third days, discussions on situational leadership were held, when leaders were learning to analyse needs and issues related to a specific situation and pinpoint the style of leadership that is the most appropriate with regard to that situation. The last day was for team formation and team work issues. The most interesting evening was dedicated to emotional design, when the participants revealed their talents through painting and, by listening to the insights of the lecturer, tried deeper self-examination. These trainings strengthened the inter-functional communication of the company and introduced new thoughts and ideas, and confidence to continue the path of leadership.

Moreover, leaders and specialists took courses on the protection of the environment and occupational safety. Workers underwent trainings on hygiene skills, first-aid treatment, working at heights and other issues.

The project called "A Day in the Other Division", with the aim to put oneself in the shoes of a colleague in order to understand them better, was carried out for the second time in December 2012. The idea for the project was put forward in February 2012. At that time 25 employees from different divisions and cities took part.

Equal opportunities for employees

Švyturys-Utenos alus UAB ensures that the working environment is free from harassment, discrimination and repression.

Taking into account the age distribution of employees, there were no discrimination cases reported in 2012.

The company had one labour dispute with a peaceful resolution in 2012.

Employees Age Distribution

Age	Number	Percentage
19 – 29	112	26
30 – 39	113	26
40 – 49	119	27
> 50	93	21

Collective agreement

To honour the collective agreement, LTL 957 453 was spent in 2012.

Incidental expenses for employees

Paid out in 2012	In LTL	Comments
Payments for the first two days of incapacity 95% (in addition to the payments under the Labour Code)	5 796	
Support for families with three or more children or for a single parent	15 175	For 15 families
Academic support at the beginning of school term	39 818	For 152 children
Funeral payments	14 300	For 11 employees
Birth payments	23 498	For 23 new-born babies
Wedding payments	13 281	For 13 employees
Holiday leave premium (33% with the lowest remuneration)	83 827	For 128 employees
Academic leave payments	32 612	In accordance with the collective agreement, during the academic leave, provided the studies are related to the position held, employees shall be paid average salary, and where the studies are not related to the position held, minimum salary shall be paid.
Other types of leave	12 831	Paid out to 16 employees. In case of marriage, or funeral of a family member, in case of a child birth, 3 days of paid leave are granted (with average salary payable).
Additional annual leave (longer than provided for in the Labour Code) payments	29 377	For additional leave, granted to those who work under conditions in derogation from normal working conditions, and for shift-based work.
Insurance against accidents payments	20 069	11 accidents in 2012; all employees received payments
Compensation for conditions derogating from normal working conditions	633 337	In accordance with the Labour Code, in the event of any derogation from normal working conditions, tariff rate payable under the same conditions shall be higher than the rate payable under the normal conditions. Collective agreements and labour agreements shall provide specific payment rates. The Labour Code does not prescribe the value of the tariff rate raised.
Payments for overtime (in addition to the payments under the Labour Code)	33 532	
Total	957 453	

Awards for employees

Like every year, in 2012 Švyturys – Utenos alus UAB recognized employees' contribution to fostering the company's values and handed out 8 Golden Hops. Value Ambassadors bestowed with the Golden Hops had the opportunity to visit the Baltika brewery in St. Petersburg, Russia.

Employees are nominated for the Golden Hops in the following areas: passion to win; bravery; client orientation; "together we are stronger"; agent of change; little good works; socially responsible acts.

Another 15 employees were given cash awards: 10 Švyturio alus brewery employees for winning a Gold medal for Švyturys Ekstra beer at the World Beer Cup competition, and 5 Utena alus brewery employees for the presentation, promotion of and visits to the Utenos Alus Museum and voting for the new taste of "Utenos Classic" beer.

Švyturys - Utenos alus UAB launched the

Thank You programme of motivational awards, during which commendation badges, diplomas and souvenirs are awarded to employees to express the acknowledgement of customers, management and colleagues for successful projects, outstanding performance and initiatives. In 2012, the awards were given to 11 employees.

63 employees received awards for loyalty expressed by significant length of service in 2012.

The Month of Good Works

In December 2012, we resumed honouring the venerable tradition to visit people who had spent many years working at the Utenos Alus logistic warehouse. Current workers wrapped up thoughtful gifts, wrote Christmas cards and went in groups to visit the company's veterans.



For the second year in a row the company was involved in the social project “Another 100 smiles”. The project is aimed at one of the most vulnerable social groups – lonely and disadvantaged elderly people. Therefore, just before Christmas, we compiled and distributed packages with food supplements, flour, vegetable oil, sugar, pasta and biscuits.

We also joined the project “Bringing Joy to Children”. The project raised funds to buy new beds for the Vilnius orphanage for children with disabilities.

The campaign for organ donation aimed at helping those suffering from blood cancer or patients to be operated on or after bone marrow transplantation also added to the good works of the month in 2012. Employees ran the campaign for organ donation in Vilnius and Utena.

Švyturys – Utenos alus UAB responded to the request for support for the “Let’s feel better” programme carried out by the Vilnius Children and Youth Art Gallery. The purpose of the programme was to give art classes to children suffering from oncological diseases at Vilnius hospital. The support allowed children to attend weekly art classes.

Moreover, Švyturys – Utenos alus UAB supports not only high-profile projects, but also smaller-scale initiatives such as the Lithuanian Foundation for the Support of Musicians, Santariškės Clinics of Vilnius University Hospital, and others.

Focus on the children of employees

Švyturys – Utenos alus UAB arranged season’s festivities for the children of Vilnius, Klaipėda and Utena region employees where they received gifts from Santa Claus, played games, recited poems and enjoyed an interactive play of the Three Little Pigs at the Vilnius Raganiukė Theatre.

Health protection and working safety

Švyturys – Utenos alus UAB records accidents, incidents and emergencies.

In order to prevent accidents, the company carries out preventive measures. Workers must familiarize themselves with previous incidents, and carry out an analysis to prevent their recurrence.

Bearing in mind the results of My Voice 2011, working conditions were improved as follows: the company installed an air conditioner in the Klaipėda office (Šilutės pl. 71, Klaipėda, Lithuania), made coffee vending machine prices the same in all regions and selected the same suppliers, and allowed sales managers to use company cars at weekends. The Švyturys filtering division renewed their tool lockers and chairs.

In 2012, the company allocated LTL 992,360 for the health protection and safety of employees. Most funds were spent on the improvement of work safety and working conditions at the Utena and Švyturys breweries and the Utena logistics warehouse. Funds were also allocated for individual safeguards and worker training on issues of work safety and other needs related to safety at the workplace and working conditions.



CORPORATE SOCIAL RESPONSIBILITY AND PROTECTION OF THE ENVIRONMENT

Environmental initiatives

The Utena brewery, which is located only some kilometres from the Aukštaitija national park, initiated a broad programme of initiatives for the protection of the environment in 2011 and faithfully proceeded with it in 2012.

It was the third consecutive project of the Utenos Alus brewery for 10 Eco Stops (litter sorting centres) where tourists could leave rubbish after picnics – plastic, metal, glass, paper, and paperboard waste – during the summer.

To prove that sorting is cost effective, the brewers set up five “Utena” recreational areas in the Land of Lakes in 2012. They have outdoor furniture, changing booths, and modern grills – all made from recycled plastic.

Utena, Zarasai, Ignalina, and Molėtai public utility workers calculated that during the summer 2012 tourists left about 1.3 tonnes of plastic, 21 tonnes of glass and 24 tonnes of paper at the Eco Stops. All the waste went for recycling.

The total value of the Land of Lakes project amounted to LTL 200,000. 2012 was the third time that the Utena alus brewery carried out the Land of Lakes ecological project, and other ecological projects are even older. They include the maintenance of lake shores and the provision of the most popular beaches with quality recreational goods. The brewers take care of the nature of the Land of the Lakes, and promote ecological production by effective energy consumption, recycling packaging, and seeking to use as many biodegradable

materials for packaging as possible. The Utena alus brewery intends to expand its ecological projects.

The project of recycling centres, which turned into Eco Stops in 2012, was implemented together with “Žalasis taškas” and Utena, Molėtai, Zarasai, and Ignalina district municipalities.

In 2012, Švyturys – Utenos alus UAB was the official partner of the “Darom 2012” annual campaign for litter cleaning throughout Lithuania, and contributed financial support as well as effective employee activities. The company met organisers of the campaign and identified areas most in need of clean-up. Employees cleaned up areas in Vilnius, Kaunas, Klaipėda and Utena.

Implementation of environment-friendly projects and technologies

The company faithfully proceeded with the programme for production efficiency and resource savings in 2012. After modernisation of the KEG line, water consumption dropped to 0.6 l/hl at the Švyturys brewery. The brewery also installed the CO2 and nitric acid accounting system, which allows for the control and optimal use of the above substances. The Klaipėda brewery optimised washing stations in the filtering and bottling divisions, which allowed for the more accurate settings of washing programmes and the optimal consumption of water and energy.

These efforts yielded fruit: the company managed to reduce energy and water consumption, and, above all, CO2 emissions to 1l per product produced. The company also significantly increased recycling and the reuse of packaging, which amounted to 49% last year, almost half of the entire packaging used.

The Utena brewery bottling division improved ventilation system control, modified operation of conveyor belts for glass bottles, and installed energy efficient

lamps in the logistics warehouse to reduce energy consumption. The brewery also modernised the PET belt for outer bottle washing to reduce water consumption. To cut down energy consumption, the company replaced two former pieces of equipment with new equipment for glass bottle labelling. The Utena brewery improved waste recycling, trained workers, and got indoor waste containers. In 2012, the amount of mixed municipal waste reduced 10% compared to 2011.

Energy consumption (kWh)	Change, %
Švyturys-Utenos alus UAB production	-2,55%

Water consumption (m³)	Change, %
Švyturys-Utenos alus UAB production	-2,86%

Sewage (m³)	Change, %
Švyturys-Utenos alus UAB production	-0,44%

Air pollution: CO ₂ emission (g/l per product)	Change, %
Average as to the volume produced	-10,3%

Packaging	Reuse of packaging waste/recycling, %	Recycled, t
2009	39%	1806
2010	44%	1882
2011	49%	2404
2012	49%	2459



CORPORATE SOCIAL RESPONSIBILITY AND FIGHT AGAINST CORRUPTION

Švyturys-Utenos alus UAB has been following the Carlsberg Group's policy on business ethics since 2012. This arrangement defines rules of conduct for company's employees, ensuring that they follow ethical business conducts and all the relevant laws and legislation. The Carlsberg Group policy on business ethics involves eight key areas:

1. Bribery: The Carlsberg Group and its employees shall work against corruption in all its forms, including extortion and bribery.

2. Expedient payments: The Carlsberg Group shall not approve the practice of expedient payments.

3. Lavish gifts and extravagant entertainment: The Carlsberg Group shall not receive lavish gifts and extravagant entertainments. The Carlsberg Group shall also refrain from offering lavish gifts and extravagant entertainment to any public or private interested party in an attempt to influence business decisions and receive from them such gifts, and entertainment.

4. Donations: The Carlsberg Group shall not make political contributions to obtain undue or improper business advantages.

5. Conflicts of interest: The Carlsberg Group shall not engage in activities that might be potential conflicts of interest.

6. Confidential information: Employees of the Carlsberg Group shall not be entitled to reveal or misuse confidential business information. The confidential relationship between the Carlsberg Group and interested parties is protected.

7. Respecting laws on competition: The Carlsberg Group and its employees shall ensure that the business practices of the company are always in accordance with competition rules, laws and the internal policy of business ethics of the company.

8. Fraud: Employees of the Carlsberg Group must not misappropriate the company's property and resources. Employees can use the company's property and resources only for the purpose of business of the Carlsberg Group. Employees must follow the procedures preventing fraud as set out in the accounting policy of the Carlsberg Group.

The company has a telephone line for reporting incidents to ensure that this policy is followed at every level. Reporting can also be done on the Internet. The system ensures absolute confidentiality and anonymity.



Publication and availability of the corporate social responsibility report



The corporate social responsibility report is published on the website of Švyturys-Utenos alus UAB at <http://www.svyturys.lt> and sent to UN GlobalCompact partners.

The report is available to all interested parties; contacts and information are provided below.



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