

CORPORATE SOCIAL RESPONSIBILITY

ArcusGruppen has established clear guidelines for its corporate responsibility.

ArcusGruppen's CSR Policy and the management's annual CSR Report are assessed by the Board of Directors every year. As part of this assessment, it is determined whether the established goals have been met, and any deviations are explained (see the following table).

ArcusGruppen has also established clear ethical guidelines, in which discrimination, bullying and corruption are of particular importance. ArcusGruppen applies a zero tolerance policy to all these areas. All employees sign an acknowledgement that they have read both the CSR Policy and the Company's ethical guidelines and understand they must comply with these documents. All managers with personnel responsibilities discuss the guidelines with their employees on an annual basis. This shall ensure continued high levels of compliance.

Both the CSR Policy and the ethical guidelines are published on the Company's intranet, and they are available in Norwegian and English. These documents can also be found at www.arcus.no.

ArcusGruppen has established a telephone number that whistle-blowers can call. It is available to all employees and anonymity is guaranteed. No incidents were reported in 2015.

Responsible alcohol consumption

An important part of the CSR Policy is for the Group to take a clear position on responsible alcohol consumption. One prioritised CSR goal in 2015 has been to launch an awareness campaign that has a clear, cohesive message. All of the target groups that are relevant for ArcusGruppen should easily be able to gain an understanding of the Group's approach to alcohol and responsible consumption. This is the background to the campaign, "Think before you drink".

ArcusGruppen supports both Nordic and international guidelines

NAM (the Nordic Alcohol Monopolies: Sweden, Finland, Norway, Iceland and the Faeroe Islands) have prepared a joint Code of Conduct. ArcusGruppen supports this initiative. ArcusGruppen complies with the requirements set forth by the NAM Code of Conduct and extends the same requirements to all of its suppliers and partners.

The NAM Code of Conduct can be found at

<http://www.vinmonopolet.no/artikkel/alkohol-og-helse/etikk/etiske-retningslinjer-for-produsenter>

ArcusGruppen also supports the UN Global Compact initiative for corporate social responsibility. The Group incorporates into its work the ten Global Compact principles for the environment, human rights, labour and anti-corruption. ArcusGruppen's annual reports for Global Compact are available at www.unglobalcompact.org

ArcusGruppen's environmental targets

The Board of Directors at ArcusGruppen has adopted environmental targets.

Target	Measure	Status 2015
Increase energy efficiency in production	0.323 KWh/litre produced	Twelve-month rolling measurement in October shows 0.38 KWh. The target was not reached due to lower production.
Increase the percentage of renewable energy used for the operation of the buildings	62%	The percentage was 70% in 2015. The most important contributor was the geothermal heating facility.
Reduce the consumption of water in production	10% in 2016	Water consumption in October 2015 was at the same level as when the target was set. Effective measures have been implemented, but they have been offset by lower production, which means that the relative share of water that is used for cleaning has increased.
Reduce waste in production per bottled litre	10% per bottled litre in 2016. Establish benchmark for wine and spirits (sub-target 2016).	Since the target was set in 2014, wine waste has been reduced by 35 per cent. The production process for spirits is more complex than it is for wine. As a result, a benchmark for spirits will first be determined during the first six months of 2016.