

COMMUNICATIONS SUB-COMMITTEE

Objectives

- To operate in accordance with the Terms of Reference;
- To ensure that the Plan's communications are in line with disclosure of information regulations, good practice and, where appropriate, best practice;
- To ensure there is available the right information, at the right time, in the right media to facilitate good decision making by our members.

Aims in the next 12 months

- Review the Plan's literature on all online portals;
- Ensure the Plan's communications remain aligned with the Company's corporate communication style;
- Review the Communications section of the Trustee's Risk Register;
- To establish a process whereby the success or otherwise of the communications strategy will be monitored (i.e. a series of KPIs). These will be included as part of the Terms of Reference
- To review terms of reference

TERMS OF REFERENCE

1. The Sub-Committee will comprise a minimum of two trustee directors and the UK Pensions Manager. Input will be sought from other areas such as the Company or third party advisers / administrators as deemed necessary.
2. The Sub-Committee will make recommendations to the Trustee Board, or, as the Sub-Committee consider necessary, take relevant decisions and report to the Trustee Board at the next appropriate opportunity.
3. The Communications Sub-Committee will meet regularly, usually once every three months, and at other times as deemed appropriate.
4. Any meeting will be quorate with two members, one of whom must be the AB InBev representative.

5. The Communications Sub-Committee agenda will be published for the whole Trustee Board prior to any Communications Sub-Committee meeting. The agenda and papers for any meeting (including the quarterly meetings or any interim catch-up) must be issued at least 5 working days before the meeting.
6. The minutes of the Communications Sub-Committee will be attached as an item to the papers for the quarterly Trustee meetings. If requested to do so by the Trustee Board, a member of the Communications Sub-Committee will give a presentation on its activities at the Trustee meeting. Minutes / action points must be prepared for any quarterly meeting / interim catch-up within 10 working days of the meeting.
7. The Communications Sub-Committee's responsibilities will be to: -
 - a. Put together advice to the Trustee Board on all matters relating to the Communications of the assets of the Plan;
 - b. Review the current communications to members of the Plan against good practice and, where applicable, best practice;
 - c. Review the accuracy of the members' handbook at least every three years;
 - d. Undertake such other Communications related responsibilities as may be agreed from time-to-time with the Trustee Board.
 - e. Consider other Communications matters of relevance, and report to the Trustee Board as appropriate.
8. The Communications Sub-Committee will tackle ad-hoc communication matters as determined with the Trustee board.
9. The Sub-Committee shall undertake an annual review of its objectives and terms of reference.