

The health, safety and wellbeing of our Workers, including contractors, visitors and everyone involved with our business, is our first priority at Coca-Cola Europacific Partners (NZ) Limited (CCEP (NZ)). Zero Harm is the platform upon which we do business. It is not just a company directive; it is a choice that we individually make every day, a choice which goes beyond compliance. We all take personal responsibility for health, safety and wellbeing (HS&W) – we all want to get home safely to what we love.

At CCEP (NZ) (the PCBU) we are committed to doing our part; we need you to do yours.

Management will take all reasonable steps to:

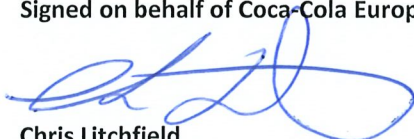
- Promote a system of continuous improvement including a review of this policy every two years, and ongoing management and review of our health and safety performance following a plan-do-check-act cycle.
- Comply with, as a minimum: All relevant HS&W legislation, standards, and codes of practice aligned with Coca-Cola Europacific Partners and Coca-Cola Company standards and policies, relevant to all aspects of our operation.
- Provide a safe and healthy working environment, including safe use, handling and storage of plant, structures and substances and robust systems of work to ensure the HS&W of everyone including visitors, neighbours and the public. To be achieved through proactive identification, minimization and management of all hazards and risk.
- Observe, promote and practice safe work methods at all times.
- Promote and encourage Workers to accurately report and investigate all incidents, injuries, hazards, near misses and any other opportunities for improvement.
- Provide positive recognition for promoting good HS&W practice.
- Provide appropriate training, information, coaching and supervision for all Managers and Workers to enable safe and competent work.
- Consult all Workers including Unions, to encourage participation in HS&W decisions and continuous improvement of our HS&W performance and culture.
- Provide and promote wellbeing programmes supporting mental and physical health and wellbeing.
- Provide adequate welfare facilities for Workers
- Take the lead on a day-to-day basis to reinforce best practice in HS&W across our teams, including the provision of adequate resources to ensure a safe and healthy workplace.

Workers will:

- Observe and practice safe work methods, rules and work instructions and be accountable and responsible for their own safety and the safety of others.
- Accurately report any unsafe behavior, equipment, poor work conditions, hazards, near misses, incidents, discomfort and accidents to management immediately.
- Wear and maintain the supplied personal protection equipment in the correct manner
- Actively participate in ensuring CCEP (NZ) is a safe and healthy work environment.

Together we will continue to improve our Health Safety and Wellbeing performance - our goal is Zero Harm!

Signed on behalf of Coca-Cola Europacific Partners (N.Z.) Limited



**Chris Litchfield
Managing Director NZ & Fiji**

Signed on: