

## Equal Pay Policy CCEP Iceland

In accordance to laws on Equal pay 150/2020 and any other laws and regulations that employees will not be discriminated against due to gender identity or other identity, CCEP Iceland commits to paying all employees equally for equal jobs.

Accordingly, CCEP Iceland follows the Equal Pay Certification ÍST 85:2012 equal pay system which stipulates that all remuneration is based on pre-determined pay bands, and that those pay bands may not embed direct or indirect discrimination against gender identity or any other identity. This policy and Certification reaches all employees.

To ensure continuous improvement, CCEP Iceland commits to placing objectives in regard to equal pay, conduct salary analyses, internal and external audits, strategically review results and make necessary improvements.

**Responsible Owner:**

P&C Country Lead Iceland