SUSTAINABILITY IN NEW ZEALAND

2020 FACT SHEET

IN NEW ZEALAND, WE PRIORITISE THE AREAS WHERE WE CAN MAKE THE GREATEST DIFFERENCE. WE ARE FOCUSED ON THE SAFETY, THE DIVERSITY AND ENGAGEMENT OF OUR PEOPLE, SUSTAINABLE PACKAGING, RENEWABLE ENERGY AND THE WELLBEING OF OUR CONSUMERS.

Committed Partners

We believe in building mutually beneficial partnerships throughout our value chain, and request our supplier partners in New Zealand and globally to follow Coca-Cola Amatil's *Responsible Sourcing Guidelines* as well as The Coca-Cola Company's *Supplier Guiding Principles*.

Environmental and social sustainability criteria are also an important part of the supplier sustainability assessments that cover most of Coca-Cola Amatil's key suppliers. One hundred per cent of the sugar we use in New Zealand is certified under Smartcane Best Management Practice.

Engaged People

We believe our people feel engaged and included. This is evidenced by our 2019 employee engagement scores where once again Coca-Cola Amatil New Zealand achieved the highest engagement score across the Group (87 per cent). This excellent engagement score also led to Amatil New Zealand being recognised as one of the country's best employers for the fourth consecutive year, receiving the prestigious Aon Best Employer Accreditation in 2019. In addition, Amatil New Zealand was reaccredited with the Rainbow Tick as a result of the work we do in diversity and inclusion. We were one of the inaugural companies to be awarded the Gender Tick in 2018.

Safety performance

	2012	2013	2014	2015	2016	2017	2018	2019
Fatalities	0	0	0	0	0	0	0	0
Injuries	17	13	10	14	11	13	11	31
Total recordable injury frequency rate (TRIFR)[1]	9.2	7.5	5.9	8.0	6.0	7.0	6.1	17.3

1 Per 1 million man-hours worked.

20%
REDUCTION
targeted in sugar grams per 100ml by 2025 in New Zealand

100%
RECYCLED PLASTIC
for all single-serve soft-drink plastic bottles and all water bottles in New Zealand

100%
ELECTRICITY
from renewable sources

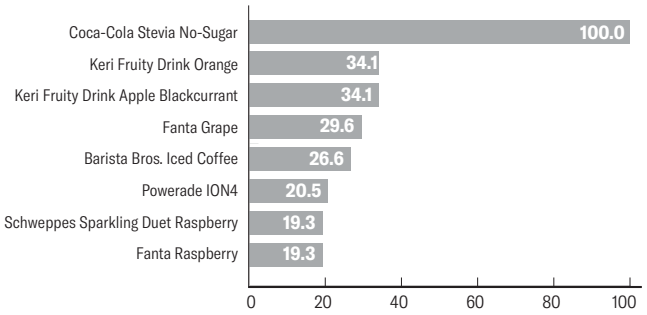
4
TIMES WINNER
in a row of Best Employer

INCREASING OUR USE OF RECYCLED PLASTIC

In support of The Coca-Cola Company's commitment to a World Without Waste, all plastic bottles smaller than 1 litre and water bottles (except for Pure Drop) in all sizes produced in New Zealand are now made from entirely recycled plastic. This means over half of the plastic bottles produced by Coca-Cola Amatil New Zealand are made from recycled plastic.

PUBLISHED MAY 2020. ALL PERFORMANCE DATA IS AS AT THE END OF 2019 CALENDAR YEAR, UNLESS OTHERWISE STATED.

New Zealand reformulations since 2015
% decrease in sugar content (g/100ml)



Delighted Consumers

By 2020, we aim to reduce total sugar per 100ml in our non-alcoholic beverages portfolio by 10 per cent in New Zealand compared to a 2015 baseline.[2] We are targeting a 20 per cent reduction in sugar per 100ml by 2025.

By the end of 2019, we had made good progress towards our sugar reduction goals in New Zealand. We have reformulated eight products since 2015, reducing sugar grams per 100ml by 5.3 per cent. Ninety per cent of Coca-Cola product marketing in 2019 featured reduced or no-sugar Coca-Cola. We are signatories of New Zealand's Healthy Kids Industry Pledge and supportive of responsible marketing guidelines.

Community investment and impact in New Zealand via philanthropic donations remains a focus, alongside employee volunteering and stock donations. We also support community resilience and cohesion through larger events such as the Coca-Cola Christmas in the Park in Auckland and Christchurch. In 2019, the combined value of our cash, in-kind and volunteering hours support was NZ$815,000 (A$768,000).

Community investment*
NZ$ ($A)

2017	2018	2019
918,965 (851,840)	771,273 (714,340)	810,427 (768,032)

* Includes cash, in-kind donations, volunteering time, and management costs.

A BUSINESS OUR PEOPLE ARE PROUD OF

For the fourth consecutive year, Coca-Cola Amatil New Zealand has been recognised as one of New Zealand's best employers after being awarded the prestigious Aon Best Employer Accreditation in 2019.

Coca-Cola Amatil New Zealand Managing Director, Chris Litchfield, is proud of the company's achievements, including the increase in its engagement score from 82 per cent to a stellar 87 percent. "We treat accolades and accreditations as a compass rather than the destination. Receiving the Aon Accreditation for the fourth year in a row doesn't mean we can rest on our laurels, but it suggests we're on the right track in doing what's right by our people."

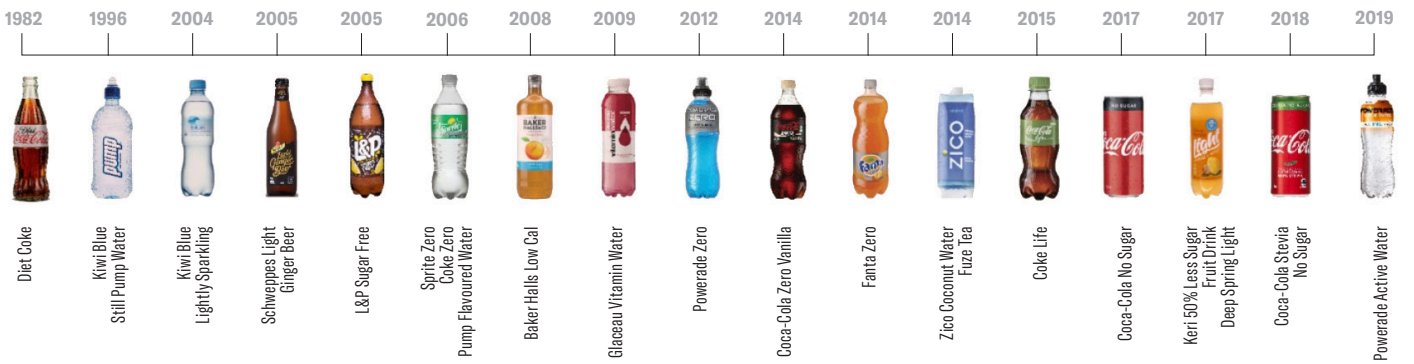
This achievement continues a string of official endorsements that reflect Coca-Cola Amatil New Zealand's commitment to employee engagement, diversity and inclusion.

In 2018, the team received the inaugural Gender Tick accreditation, which was maintained in 2019. The accreditation process includes independent validation that an organisation's people, policies and processes promote a positive workplace from a gender perspective.

In 2019, the team also won the prestigious gold medal in the 500+ Employees category at the HRD Employer of Choice Awards, continued its sponsorship of the Equal Pay Awards run by the YWCA, and was named as a finalist in the inaugural Rainbow Excellence Awards – an award event recognising organisations which understand, value, and welcome sexual and gender diversity.

AON BESTEMPLOYER NEW ZEALAND 2016 - 2019 · HRD Employer of Choice 2019 · gendertick · Finalist 2020 Rainbow Excellence Awards 2020

New Zealand low- or no-sugar new product development Non-alcoholic beverages



1 We measure sugar based on a portfolio-wide weighted volume average of total sugar content grams per 100ml. Baseline is Moving Annual Trend 31 December 2015.

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Better Environment

We are aiming to close the loop on our pack-to-pack recycling. In 2019, we made significant progress in this regard, implementing a Coca-Cola Bottler System first with a 100 per cent recycled PET plastic bottle for carbonated beverages. In New Zealand, the transition of all single-serve soft-drink bottles and all water bottles to 100 per cent rPET (the term used for recycled polyethylene terephthalate) was completed in December 2019. To assist with developing a closed loop packaging system in New Zealand, we welcomed the New Zealand Government's announcement that it was developing a beverage Container Return Scheme.

We continue use renewable electricity in our operations and are seeking to improve the energy efficiency of our manufacturing plants and the coolers that we supply to many of our customers.

2019 Emissions
Tonnes CO_2-equivalent

Scope 1	Scope 2
3,095	10

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