

1. Overview

Coca-Cola Europacific Partners (CCEP) has developed and implemented a Health and Safety Management Framework to demonstrate its ability to provide a safe working environment for employees, contractors and visitors. This framework enables workers, contractors and visitors to understand and work within CCEP Health and Safety Management System across all CCEP operations. It identifies the ways in which it addresses ISO45001 - Occupational Health and Safety Management Systems and relevant elements of The Coca-Cola Company's Requirements.

2. Scope

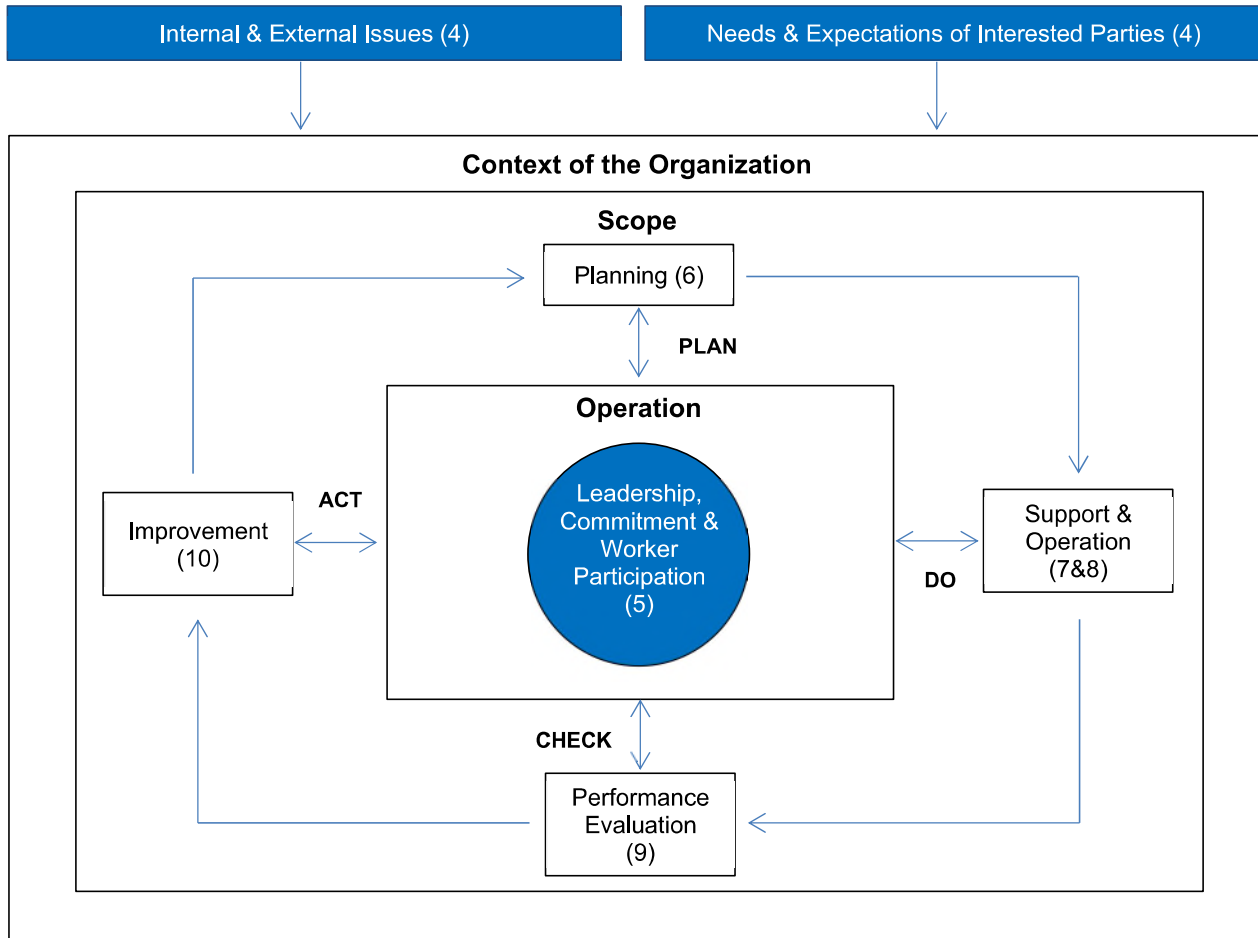
This document covers all business units:

- Production (carbonated soft drinks and alcohol)
- Manufacture of pre-forms and closures
- Logistics
- Equipment installation and servicing
- Laboratory and quality control
- Warehousing
- Maintenance
- Sales
- Administration

3. Process

The management system approach for CCEP's Health and Safety Management Framework (HSMF) system is based on the concept of Plan-Do-Check-Act (PDCA).

PDCA is a process used to achieve continual improvement, and is outlined as follows:



Plan: CCEP assess the health and safety risks and opportunities within the organisation and establishes processes to achieve improvements in line with the health and safety policy.

The implementation of this HSMF requires an effective planning process with defined and measurable outcomes. The planning process addresses hazard identification and the assessment and control of risks associated with the activities of the organisation.

Do: CCEP implements and maintains the processes that have been planned. This includes the provisions for

- Resources
- Responsibility and accountability
- Competence and training
- Communication, participation, and consultation
- Reporting
- Documentation

Check: CCEP monitors and measures health and safety activities and processes within the organisation. Results are analysed and used to determine areas of success and identify areas requiring improvement.

Act: CCEP takes actions to continually improve health and safety performance to achieve its planned improvements.

Improvement:

CCEP regularly reviews its HSMF to ensure the continuing suitability and effectiveness of the system to ensure it is meeting the organisation's policies and objectives.

4. Structure

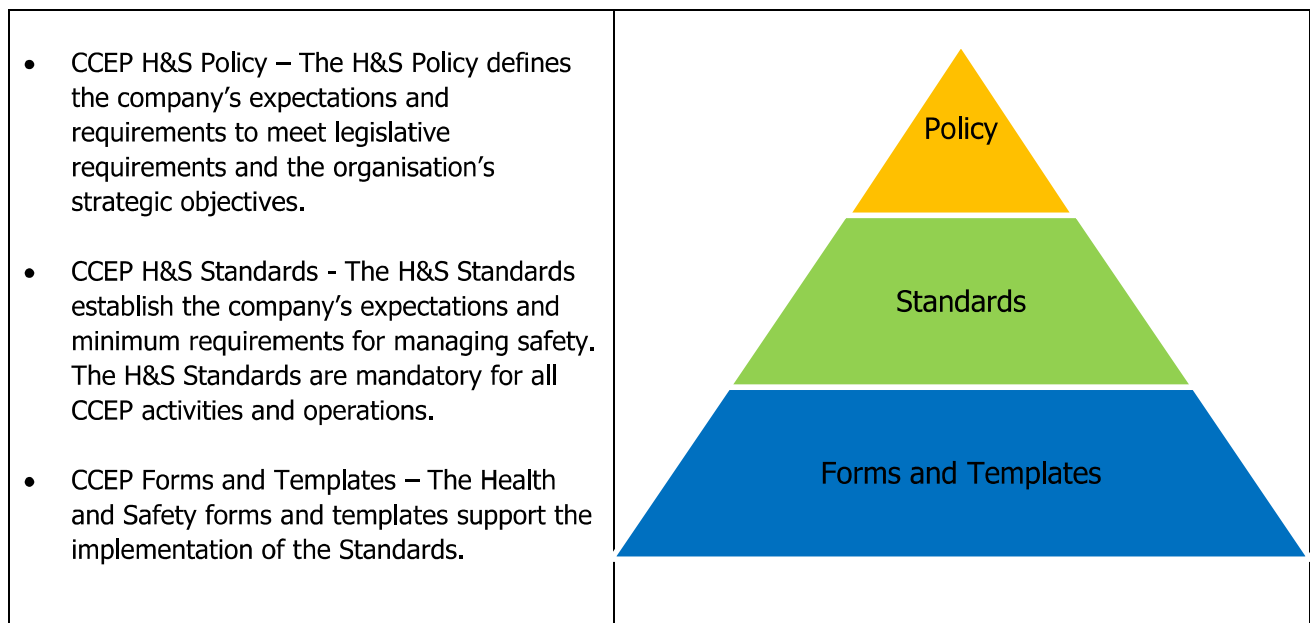
Section 1 Framework

This document outlines the structure of the CCEP HSMF. There are seven sections to the HSMF. Under each section there will be a standard or process, which sets out CCEP’s minimum requirements. The sections in the HSMF are:

- 1) Policy, Leadership and Accountability
- 2) Legal and Other Requirements
- 3) Planning, Objectives and Targets
- 4) Training and Competence
- 5) Wellbeing and Fitness for Work
- 6) Communication and Consultation
- 7) Contractor Management
- 8) Risk Management
- 9) Incident Management
- 10) Emergency Preparedness and Response
- 11) Monitoring, Measurement and Review
- 12) Document Control and Records

This document contains a summary of each Element.

The HSMF documents are structured in a hierarchy. The lower levels within the document hierarchy must meet and support the requirements of the documentation at the higher levels. An overview of the CCEP HSMF document hierarchy is outlined below.



Section 1 Policy, Leadership and Accountability

This section sets out CCEP’s Policy, scope, context and descriptions of roles and responsibilities. The CCEP Policy outlines CCEP’s intent, philosophies, and principles for managing safety in the CCEP. The policies are reviewed annually or when there has been a change to operations or the environment. This ensures they remain appropriate and compliant with the regulations.

- QESH Policy
- H&S Roles & Responsibilities outlined in individual Job Descriptions and relevant Standards

Section 2 Legal Requirements

This section sets out the requirements relating to the legal and other requirements placed on CCEP operations.

- Legal and other Requirements Standard

Section 3 Planning, Objectives and Targets

This section sets out the requirements for setting plans, objectives and targets at a national level. To ensure a common approach to managing performance and ongoing improvement throughout all facets of Quality, Environment Safety and Health (QESH), these processes are outlined in the Integrated Management System on Promapp.

Section 4 Training and Competency

This section sets out the minimum training standards required for health and safety compliance, with specific detail on critical tasks.

- Training and Competency Standard
- National CCEP Training Needs Analysis

Section 5 Wellbeing and Fitness for Work

This section sets out the standards relating to all aspects of health of workers.

- Health Monitoring Standard
- Legionella Testing Standard
- Manual Handling Standard
- Mental Health First Aid Standard
- Noise and Hearing Standard
- Radiation Management Standard
- Transmission of High-Risk Communicable Diseases Standard

Section 6 Communication and Consultation

This section sets out requirements around when and how CCEP consults on and communicates health and safety information to workers and interested parties at CCEP.

- Health and Safety Consultation and Communication Standard

Section 7 Contractor Management

This section sets out requirements for the safe management of contractors working on behalf of CCEP.

- Contractor Management Standard

Section 8 Risk Management

This section is the largest part of the HSMF and contains details of how hazards and risks are controlled in CCEP. The section covers the following:

- Asbestos Management Standard
- Carbon Dioxide (CO₂) Standard
- Cash Handling Standard
- Compressed Gas and Air Standard
- Confined Space Standard
- Driver Safety Standard
- Electrical Safety Standard
- Fire Control Standard
- Flammable Liquids Standard
- Forklift Safety Standard
- Hazardous Energy Control Standard
- Hazardous Standards and Dangerous Goods Standard
- Hot Work
- Ladder Standard
- Local Exhaust Ventilation Standard
- Material Handling Standard
- Ozone Protection Standard
- Plant Safety and Machine Guarding Standard
- Personal Protective Equipment Standard

- Purchasing, Procurement and Design Standard
- Traffic Management Standard
- Respiratory Protection Standard
- Work at Heights Standard
- Risk Management Standard
- Working in Hot and Cold Environments Standard
- Special Events Standard
- Working Remotely or in Isolation Standard

Section 9 Incident Management

This section describes how we manage our incidents and injuries, it covers:

- Incident Reporting and Investigation Standard

Section 10 Emergency Preparedness and Response

This section sets out requirements to manage an emergency:

- Emergency Preparedness and Response Standard

Section 11 Monitoring, Measurement and Review

This section describes how and when we monitor and check the processes that give us assurance that we are maintaining our levels of safety performance.

To ensure a common approach to managing performance and ongoing improvement throughout all facets of Quality, Environment Safety and Health (QESH), these processes are outlined in the Integrated Management System on Promapp.

Section 12 Document control and records

This section sets out the requirements for document management and record retention for the HSMF.

Documents are in digital version and are stored on SharePoint, however paper versions may be used if the system is inaccessible. Documents are reviewed on a 24 monthly frequency.

All records that are due for destruction will be done so in accordance with CCEP policies and procedures.

- Document Control Standard
- Document Retention Guide

5. Revision History

Revision Number	Issue Date	Summary of Changes
4.0	02/06/2023	<ul style="list-style-type: none"> • Reviewed following organisational changes from CCA to CCEP and integration into Quality, Environment, Safety & Health (QESH) structure.
1.0-3.0	As per document register	<ul style="list-style-type: none"> • Managed under the Coca-Cola Amatil Framework. Original title: Health and Safety Framework Scope.