

# 2023 Sustainability Group Data



April 2024

## What is the purpose of this document?

We aim to provide detailed and transparent information about the progress we are making against the commitments and targets outlined in our sustainability action plan, This is Forward.

In this document we share our performance over the past 12 months against a wide variety of sustainability KPIs, including our greenhouse gas (GHG) emissions, our packaging footprint and the progress we are making to reduce sugar in our drinks.

Unless otherwise stated we report our data on Group level.

## Who is this document for?

We aim to share our sustainability data in an accessible format, enabling anyone to gain deeper insight into the progress we are making on specific topics.

### External assurance of our sustainability disclosures

CCEP appointed Ernst & Young LLP (EY) to provide limited assurance over selected sustainability metrics for the year ended 31 December 2023. The assurance engagement was planned and performed in accordance with the International Federation of Accountants' International Standard for Assurance Engagements Other than Audits or reviews of Historical Financial Information (ISAE 3000 (Revised)).

A table of all sustainability metrics subject to assurance is available within our Sustainability key performance data summary on pages 2-3. For more details on our reporting boundaries and methodology see our 2023 Methodology document.

 Methodology document.  
[cocacolaep.com/sustainability/download-centre/](https://cocacolaep.com/sustainability/download-centre/)

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## Sustainability key performance data summary

Metric	Target	Europe		API		Group		
		2019 Baseline <sup>(A)</sup>	2023 <sup>(B)</sup>	2019 Baseline <sup>(A)</sup>	2023 <sup>(B)</sup>	2019 Baseline <sup>(A)</sup>	2022 <sup>(A)</sup>	2023 <sup>(B)</sup>
<b>Climate</b>								
Scope 1 GHG emissions (tonnes of CO <sub>2</sub> e)		229,527	193,305	115,089	90,440	344,616	299,090	283,745
Scope 2 GHG emissions - market based approach (tonnes of CO <sub>2</sub> e)		7,546	9,542	215,567	142,254	223,114	192,053	151,795
Scope 2 GHG emissions - location based approach (tonnes of CO <sub>2</sub> e)		168,899	117,289	215,482	174,954	384,382	308,050	292,243
Scope 3 GHG emissions (tonnes of CO <sub>2</sub> e)		3,763,414	3,161,595	1,990,763	1,665,987	5,754,177	5,095,008	4,827,581
Scope 1, 2 and 3 GHG emissions – Full value chain <sup>(C)</sup> (tonnes of CO <sub>2</sub> e)		4,000,487	3,364,441	2,321,419	1,898,680	6,321,907	5,586,151	5,263,122
Scope 1, 2 and 3 GHG emissions – Full value chain <sup>(C)</sup> per litre (g CO <sub>2</sub> e per litre)		280.3	224.3	613.2	530.7	350.1	298.9	283.3
Absolute reduction in total value chain <sup>(C)</sup> GHG emissions (Scope 1, 2 and 3) since 2019 (%)	-30% by 2030		15.9		18.2		11.6	16.7
Relative reduction in total value chain <sup>(C)</sup> GHG emissions (Scope 1, 2 and 3) per litre since 2019 (%)			20.0		13.5		14.6	19.1
GHG Scope 1 and 2 <sup>(C)</sup> emissions per litre of product produced (g CO <sub>2</sub> e per litre)			15.5		74.9		29.6	26.8
Manufacturing energy use ratio (MJ per litre of finished product produced)			0.30		0.56		0.35	0.35
Emissions from biologically sequestered carbon			73,739		13,534		71,151	87,273
Percentage of electricity purchased that comes from renewable sources (%)			98.9		33.7		74.2	79.1
Percentage of electricity consumed that comes from renewable sources (%)	100% by 2030		97.8		35.8		73.1	78.0
Tonnes of CO <sub>2</sub> e offset through carbon credits (tonnes of CO <sub>2</sub> e)							9,375	41,090
Percentage of carbon strategic suppliers having targets approved by SBTi (%)	100% by 2025 <sup>(D)</sup>		50		16		17	31

Metric	Target	Europe		API		Group
		2022 <sup>(A)</sup>	2023 <sup>(B)</sup>	2022 <sup>(A)</sup>	2023 <sup>(B)</sup>	2023 <sup>(B)</sup>
<b>Packaging</b>						
Percentage of all primary packaging that is recyclable (% based on unit case)	100% by 2025	98.7	99.0		99.6	99.1
Percentage of PET used which is rPET (% based on tonnes of material)	50% by 2025 <sup>(E)</sup>	56.3	59.2	26.9	41.5	54.6
Primary packaging collected for recycling as a percentage of total primary packaging (% based on individual units)	100% by 2030	76.9	75.3	52.9	64.9	73.2
Percentage of PET bottles that are 100% rPET (% based on individual consumer units)		54.0	50.9	25.8	39.2	47.6

## Sustainability key performance data summary continued

Metric	Target	Europe		API		Group
		2022 <sup>(A)</sup>	2023 <sup>(B)</sup>	2022 <sup>(A)</sup>	2023 <sup>(B)</sup>	2023 <sup>(B)</sup>
<b>Water</b>						
Total water withdrawal (1,000 m <sup>3</sup> )		20,833	20,783	5,745	5,360	26,142
Total water withdrawal from areas of baseline water stress (1,000 m <sup>3</sup> )		11,695	11,651	1,341	1,253	12,904
Percentage of water withdrawn from areas of baseline water stress (%)		56.4	56.3	24.7	24.7	50.1
Total production volumes from areas of baseline water stress <sup>(F)</sup> (1,000 m <sup>3</sup> )		7,394	7,405	731	662	8,067
Percentage of production volumes from areas of high or extremely high baseline water stress (%)		55.8	56.5	22.2	21.5	49.8
Total volume of water replenished (1,000 m <sup>3</sup> )		15,165	16,189	4,567	2,150	18,339
Water replenished as percentage of total sales volumes (%)	100% by 2030	101.6	107.9	120.8	60.1	98.7
Manufacturing water use ratio (litres of water per litre of finished product produced)		1.57	1.58	1.73	1.73	1.61
Percentage reduction in manufacturing water use ratio since 2019 (%)	10% versus 2019	2.1	1.3	15.5	15.7	4.9

<b>Supply chain</b>						
Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (PSA) (%)	100%	100	99.9	90.3	97.3	99.4
Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)	100%	99.8	99.8	98.3	99.7	99.8
Percentage of total supplier spend covered by Supplier Guiding Principles (%)	100%	97.3	98.3	98.4	96.3	97.9

<b>Drinks</b>						
Europe: Reduction in average sugar per litre in soft drinks <sup>(G)(H)</sup> portfolio since 2019 (%)	10% by 2025	5.0	4.9			
New Zealand: Reduction in average sugar per litre in NARTD <sup>(G)(I)</sup> portfolio since 2015 (%)	20% by 2025			15.9	15.9	
Australia: Reduction in average sugar per litre in NARTD <sup>(G)(I)</sup> portfolio since 2015 (%)	25% by 2025			16.8	14.9	
Indonesia: Reduction in average sugar per litre in NARTD <sup>(G)(I)</sup> portfolio since 2015 (%)	35% by 2025			31.6	36.2	
Percentage of volume sold which is low or no calorie (%)	50% by 2030 <sup>(J)</sup>	48.8	48.4		47.8	48.3

## Sustainability key performance data summary continued

Metric	Target	Europe		API		Group
		2022 <sup>(A)</sup>	2023 <sup>(B)</sup>	2022 <sup>(A)</sup>	2023 <sup>(B)</sup>	2023 <sup>(B)</sup>
<b>Society</b>						
Percentage of women in management positions (senior manager level and above) <sup>(K)</sup> (%)	45% by 2030		39.8		34.9	38.4
Percentage of women in total workforce (%)	33% by 2030		26.5		22.0	25.1
Percentage of people self-declaring as having a disability in total workforce <sup>(L)</sup> (%)	10% by 2030					12.6
Safety – Total incident rate (TIR) (number per 100 full time equivalent employees)		1.04	0.93	0.62	0.69	0.84
Safety – Lost time incident rate (LTIR) (number per 100 full time equivalent employees)			0.72		0.41	0.60
Total number of volunteering hours (number of hours) <sup>(M)(N)</sup>		28,400	31,500	165	1,000	32,500
Total community investment contribution (millions of €) <sup>(N)</sup>		10.7	13.4	1.5	1.5	14.8
Number of people supported in skills development (number of people) <sup>(N)</sup>	500,000 by 2030					16,400

Note: For a full list of CCEP's headline sustainability commitments as part of our This is Forward sustainability action plan, please refer to "Our headline commitments" on page 15 of the 2023 Integrated Report. For details on our approach to reporting and methodology see our 2023 Sustainability reporting methodology document on [cocacolaep.com/sustainability/download-centre](https://cocacolaep.com/sustainability/download-centre).

- (A) Our 2019 baseline and 2022 data was subject to external independent limited assurance for the year ended 31 December 2022, and was included within our 2022 Integrated Report and Form 20-F. A copy of the assurance statement for these periods can be found on [cocacolaep.com/assets/Sustainability/Documents/2022/2022-Assurance-statement.pdf](https://cocacolaep.com/assets/Sustainability/Documents/2022/2022-Assurance-statement.pdf). Our baseline figures for 2019 and prior years 2020-2022 have been restated to include more accurate information, in line with the WRI/WBCSD GHG Protocol, including updated emissions factors and more accurate data. These restated figures were outside the scope of the latest independent limited assurance review.
- (B) This metric was subject to external independent limited assurance for the year ended 31 December 2023.
- (C) Market based approach only.
- (D) 100% of carbon strategic suppliers to set science based targets by 2023 (Europe) and 2025 (API). Carbon strategic suppliers account for ~80% of our Scope 3 GHG emissions (~200 suppliers in total).
- (E) 50% recycled plastic (rPET) in our PET bottles by 2023 (Europe) and 2025 (API).
- (F) 24 of our non-alcoholic ready to drink (NARTD) production facilities are located in areas of water stress (based on WRI water stress mapping).
- (G) Volumes are based on RTD litre sales to CCEP customers and reflect changes for new product launches, cessation of products as they occur based on sales timings. Reformulations are captured on a half-yearly basis given high number of beverage formulas across Europe. Reformulations made in the first-half of the year are reflected in the current reporting period calculation. Second half reformulations are reflected in the next reporting period. Note the data source and methodology on when to apply recipe changes differ from the calculation of the GHG emissions of our ingredients.
- (H) Sparkling soft drinks, non-carbonated soft drinks and flavoured water only. Does not include water or juice.
- (I) NARTD, including dairy. Does not include coffee, alcohol, beer or Freestyle.
- (J) Europe 50% by 2025. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages ≤20kcal/100ml. Zero calorie beverages <4kcal/100ml.
- (K) Excludes Fiji and Samoa, as aligned role grades are not available for 2023 reporting. We aim to include these markets for 2024. For full year 2022 Papua New Guinea was also excluded and no restatement has taken place.
- (L) Calculated based on the total number of employees responding to our voluntary 2023 inclusion survey (representing 38.4% of our workforce) and the number of employees self-declaring as having a disability.
- (M) For API, this includes Australia and Indonesia only. The volunteering policy has been rolled out to all CCEP markets in 2023. Each business unit is responsible for the level of implementation, which might vary from market to market.
- (N) We aim to be accurate in our reporting and continue to enhance the way we capture the total value of our community contribution. Figures quoted have been rounded to the nearest 100k. Prior year data for 2022 has been rounded from previously reported figures.



## Forward on climate

### GHG Emissions<sup>(A)(B)</sup>

#### Total carbon footprint - 2023 (GRI 305-1 / GRI 305-2 / GRI 305-3 / GRI 305-6 / GRI 305-7)

Scope	Carbon dioxide (CO <sub>2</sub> ) (tonnes CO <sub>2</sub> e)	Nitrous oxide (N <sub>2</sub> O) (tonnes CO <sub>2</sub> e)	Methane (CH <sub>4</sub> ) (tonnes CO <sub>2</sub> e)	Hydrofluoro carbons (HFC) (tonnes CO <sub>2</sub> e)	% of footprint	Total (tonnes CO <sub>2</sub> e)
1. Direct emissions (e.g. fuel used in manufacturing, own vehicle fleet, as well as process and fugitive emissions)	278,631	1,033	318	3,763	5.4	283,745
2a. Indirect emissions – market based approach <sup>(C)</sup> (e.g. electricity)	150,588	371	836	0	2.9	151,795
2b. Indirect emissions – location based approach <sup>(C)</sup> (e.g. electricity)	289,573	893	1,777	0		292,243
3. Third party emissions, including those related to our ingredients, packaging, cold drink equipment, third party transportation and distribution, waste in our operations and business travel	4,832,094	21,654	6,306	3,438	91.8	4,863,494
<b>Total GHG emissions Scope 1, 2 and 3 (Full value chain)<sup>(D)</sup></b>	<b>5,261,314</b>	<b>23,058</b>	<b>7,460</b>	<b>7,201</b>		<b>5,299,034</b>

#### Our operational carbon footprint<sup>(D)(E)</sup> (GRI 305-1 / GRI 305-2 / GRI 305-3)

Scope	2019 (tonnes CO <sub>2</sub> e)	2020 (tonnes CO <sub>2</sub> e)	2021 (tonnes CO <sub>2</sub> e)	2022 (tonnes CO <sub>2</sub> e)	2023 (tonnes CO <sub>2</sub> e)
<b>Scope 1</b>					
Operations and commercial sites	256,603	225,036	237,117	228,677	222,161
CCEP fleet	88,013	73,979	70,222	70,413	61,584
<b>Total Scope 1</b>	<b>344,616</b>	<b>299,015</b>	<b>307,339</b>	<b>299,090</b>	<b>283,745</b>
<b>Scope 2</b>					
Operations and commercial sites	223,114	198,167	179,533	192,053	151,795
<b>Total Scope 2</b>	<b>223,114</b>	<b>198,167</b>	<b>179,533</b>	<b>192,053</b>	<b>151,795</b>
<b>Scope 3</b>					
Ingredients	1,313,299	1,172,816	1,205,205	1,308,469	1,296,412
Packaging	2,174,075	1,971,748	2,021,172	2,072,834	1,945,714
Operations and commercial sites	235,883	212,996	207,871	213,077	206,354
Distribution (including business travel)	423,241	334,178	342,608	382,129	370,556
Cold drink equipment	1,497,228	1,378,926	1,156,187	1,005,076	901,859
Other <sup>(F)</sup>	110,452	110,452	110,452	113,422	106,686
<b>Total Scope 3</b>	<b>5,754,178</b>	<b>5,181,116</b>	<b>5,043,495</b>	<b>5,095,007</b>	<b>4,827,581</b>
<b>Total GHG emissions Scope 1, 2 and 3 (full value chain)</b>	<b>6,321,907</b>	<b>5,678,298</b>	<b>5,530,366</b>	<b>5,586,151</b>	<b>5,263,122</b>



## Forward on climate continued

### Total value chain carbon footprint<sup>(E)</sup>

Percentage	2023
	%
Ingredients	25
Packaging	37
Operations and commercial sites	11
Distribution	8
Cold drink equipment	17
Other <sup>(F)</sup>	2

### GHG emissions intensity ratio<sup>(D)(E)</sup> (GRI 305-4)

Metric tonnes CO <sub>2</sub> e by emission source	2019	2021	2022	2023
GHG Scope 1 and 2 emissions per litre of product produced (g CO <sub>2</sub> e/litre)	35.7	31.7	29.6	26.8
GHG Scope 1 and 2 emissions per Euro of revenue (g CO <sub>2</sub> e/Euro)	36.9	32.5	28.4	23.8
GHG Scope 1, 2 and 3 (full value chain) <sup>(D)</sup> emissions per litre of product sold (g CO <sub>2</sub> e/litre)	350.1	323.3	298.9	283.3

### GHG emission reductions (absolute and normalised)<sup>(D)</sup> (GRI 305-5)

Metric tonnes CO <sub>2</sub> e by emission source	2023
Absolute reduction in total value chain <sup>(D)</sup> GHG emissions (Scope 1, 2, 3) since 2019 (% change)	16.7
Relative reduction in total value chain <sup>(D)</sup> GHG emissions (Scope 1, 2, 3) since 2019 (% change in tonnes g CO <sub>2</sub> e/litre)	19.1



## Forward on climate continued

### Energy and renewable energy

#### Energy consumption within the organisation from non-renewable sources<sup>(E)</sup> (GRI 302-1)(SASB FB-NB-110a.1/FB-NB-130a.1)

Energy consumption by source	2019		2023	
	MWh	GJ	MWh	GJ
Light fuel oil/site diesel	72,409	260,674	118,722	427,398
Natural gas	734,953	2,645,832	596,637	2,147,894
Propane and liquefied natural gas	91,167	328,201	54,020	194,470
Other (site petrol and compressed natural gas)	48	171	0	0
<b>Non-renewable fuel consumption (stationary)</b>	<b>898,577</b>	<b>3,234,878</b>	<b>769,379</b>	<b>2,769,763</b>
Diesel (CCEP fleet)	293,193	1,055,494	183,649	661,138
Petrol (CCEP fleet)	64,117	230,820	84,490	304,163
<b>Non-renewable fuel consumption (mobile)</b>	<b>357,310</b>	<b>1,286,314</b>	<b>268,139</b>	<b>965,301</b>
<b>Total non-renewable fuel consumption</b>	<b>1,255,887</b>	<b>4,521,192</b>	<b>1,037,518</b>	<b>3,735,064</b>
Electricity combined heat and power	6,577	23,678	11,757	42,324
Purchased electricity from non-renewable sources	284,197	1,023,110	192,382	692,575
<b>Non-renewable electricity consumption</b>	<b>290,774</b>	<b>1,046,788</b>	<b>204,139</b>	<b>734,899</b>
<b>Total energy consumption within the organisation from non-renewable sources</b>	<b>1,546,661</b>	<b>5,567,980</b>	<b>1,241,657</b>	<b>4,469,963</b>

#### Energy consumption within the organisation from renewable sources<sup>(E)</sup> (GRI 302-1)(SASB FB-NB-110a.1/FB-NB-130a.1)

Energy consumption by source	2019		2023	
	MWh	GJ	MWh	GJ
Geothermal and ground source heat	7,571	27,256	4,425	15,932
Purchased heat and steam	26,478	95,322	25,633	92,278
<b>Renewable heat and steam</b>	<b>34,049</b>	<b>122,578</b>	<b>30,058</b>	<b>108,210</b>
Wood	6,172	22,221	14,074	50,665
<b>Renewable fuel consumption (Stationary)</b>	<b>6,172</b>	<b>22,221</b>	<b>14,074</b>	<b>50,665</b>
Biodiesel (CCEP fleet)	300	1,079	1,344	4,840
<b>Renewable fuel consumption (Mobile)</b>	<b>300</b>	<b>1,079</b>	<b>1,344</b>	<b>4,840</b>
<b>Total renewable fuel consumption</b>	<b>6,472</b>	<b>23,300</b>	<b>15,418</b>	<b>55,505</b>
Electricity solar	2,172	7,818	18,098	65,154
Electricity water turbine	0	0	238	856
<b>Renewable self-generated electricity</b>	<b>2,172</b>	<b>7,818</b>	<b>18,336</b>	<b>66,010</b>
Purchased renewable electricity	633,442	2,280,389	663,306	2,387,902
<b>Electricity consumption from renewable sources</b>	<b>635,614</b>	<b>2,288,207</b>	<b>681,642</b>	<b>2,453,912</b>
<b>Total energy consumption within the organisation from renewable sources</b>	<b>676,135</b>	<b>2,434,085</b>	<b>727,119</b>	<b>2,617,627</b>
<b>Total energy consumption within the organisation (renewable and non-renewable sources)</b>	<b>2,222,796</b>	<b>8,002,065</b>	<b>1,968,775</b>	<b>7,087,590</b>



## Forward on climate continued

### Energy and renewable energy

#### Summary of energy consumption within the organisation<sup>(E)</sup> (GRI 302-1)(SASB FB-NB-110a.1/FB-NB-130a.1)

Energy consumption by source	2019		2023	
	MWh	GJ	MWh	GJ
Non-renewable fuel consumption	1,255,887	4,521,192	1,037,518	3,735,064
Non-renewable electricity consumption	290,774	1,046,788	204,139	734,899
<b>Total energy consumption within the organisation from non-renewable sources</b>	<b>1,546,661</b>	<b>5,567,980</b>	<b>1,241,657</b>	<b>4,469,963</b>
Renewable heat and steam	34,049	122,578	30,058	108,210
Renewable fuel consumption	6,472	23,300	15,418	55,505
Renewable electricity consumption	635,614	2,288,207	681,642	2,453,912
<b>Total energy consumption within the organisation from renewable sources</b>	<b>676,135</b>	<b>2,434,085</b>	<b>727,118</b>	<b>2,617,627</b>
<b>Total energy consumption within the organisation (renewable and non-renewable sources)</b>	<b>2,222,796</b>	<b>8,002,065</b>	<b>1,968,775</b>	<b>7,087,590</b>
<b>Total electricity consumption within the organisation (renewable and non-renewable sources)</b>	<b>926,388</b>	<b>3,334,995</b>	<b>885,781</b>	<b>3,188,811</b>

#### Energy consumption outside the organisation (Scope 3)<sup>(E)</sup> (GRI 302-2)

Energy consumption by source	2019		2023	
	MWh	GJ	MWh	GJ
Diesel (third party road fleet)	1,122,387	4,040,593	934,919	3,365,707
HVO100 (third party road fleet)	6,256	22,521	96,170	346,212
Liquefied natural gas (third party road fleet)	0	0	20,401	73,443
Compressed natural gas (third party road fleet)	50	179	16,839	60,620
<b>Energy (fuel) consumption from third party fleet<sup>(G)</sup></b>	<b>1,128,693</b>	<b>4,063,293</b>	<b>1,068,329</b>	<b>3,845,982</b>
Electricity use in cold drink equipment	2,916,125	10,498,050	2,058,274	7,409,787
<b>Total energy consumption outside the organisation</b>	<b>4,044,818</b>	<b>14,561,343</b>	<b>3,126,603</b>	<b>11,255,769</b>

#### Energy use ratio (GRI 302-3)

	2019	2023
Energy use in manufacturing (GJ)	6,063,885	5,661,653
Manufacturing energy consumed (MJ per litre of product produced)	0.38	0.35

Note: Any differences between totals and sums of components are due to rounding.

(A) Under the WRI/WBCSD GHG Protocol, we measure our emissions in three Scopes, except CO<sub>2</sub>e from biologically sequestered carbon, which is reported separately.

(B) Please note we do not have PFCs or SF<sub>6</sub> emissions.

(C) Includes on and off site solar, geothermal, biomass, and combined heat and power (CHP) generation.

(D) Calculated using the Scope 2 market based approach.

(E) In line with the WRI/WBCSD GHG Protocol, our baseline figures for 2019 and prior years 2020-2022 have been restated to include updated emissions factors and more accurate data. These restated emissions were outside the scope of the latest independent limited assurance review. The acquisition of Coca-Cola Amatil Limited (CCL) completed on 10 May 2021. The Group and API sustainability metrics are presented on a full year basis for 2019 baseline calculated on a pro forma basis to allow for better period over period comparability. Rounded to the nearest 1%. Calculated based upon the Scope 1, 2 and 3 emissions from each area. See our methodology document on [cocacolaep.com/sustainability/download-centre](https://cocacolaep.com/sustainability/download-centre).

(F) Other includes employee commuting, and IT and marketing spend.

(G) Relates to road fleet only, does not include rail transportation.





## Forward on packaging

### Materials

#### Materials used by weight (GRI 301-1)(SASB FB-NB-410a.1)

	Europe		API		Group	
	2023	2023	2023	2023	2023	2023
	Metric tonnes	Packaging footprint %	Metric tonnes	Packaging footprint %	Metric tonnes	Packaging footprint %
<b>Primary packaging</b>						
PET (Virgin, recycled PET (rPET))	204,692	32.7	69,276	36.4	273,968	33.5
Glass	138,626	22.1	23,277	12.2	161,903	19.8
Steel	15,466	2.5	67	0.0	15,533	1.9
Aluminium	151,259	24.1	36,414	19.1	187,673	23.0
Carton	911	0.2	40	0.0	951	0.1
Pouches / Multifilm	4,153	0.7	426	0.2	4,579	0.6
LDPE	103	0.0	0	0.0	103	0.0
HDPE	20,019	3.2	7,543	4.0	27,563	3.4
PP	4,770	0.8	2,032	1.1	6,802	0.8
Paper	1,710	0.3	22	0.0	1,732	0.2
<b>Secondary packaging</b>						
LDPE	20,970	3.4	4,276	2.2	25,246	3.1
HDPE	9,321	1.5	114	0.1	9,435	1.2
Cardboard	47,314	7.6	45,499	23.9	92,812	11.4
PP	61	0.0	0	0.0	61	0.0
<b>Tertiary packaging</b>						
LDPE	7,241	1.2	1,537	0.8	8,778	1.1
<b>Total packaging weight</b>	<b>626,616</b>		<b>190,523</b>		<b>817,139</b>	
<b>Total non-recycled content packaging weight</b>	<b>320,555</b>	<b>51.2</b>	<b>97,159</b>	<b>51.0</b>	<b>417,715</b>	<b>51.1</b>
<b>Total recycled content packaging material weight</b>	<b>306,061</b>	<b>48.8</b>	<b>93,364</b>	<b>49.0</b>	<b>399,425</b>	<b>48.9</b>

#### Recycled input materials used (GRI 301-2)

	Europe			API			Group
	2021	2022	2023	2021	2022	2023	2023
PET that is rPET (%)	52.9	56.3	59.2		26.9	41.5	54.6
Aluminium that is recycled aluminium (%) <sup>(A)</sup>	57.2	57.9	60.9	57.8	63.0	70.4	62.8
Glass that is recycled glass (%) <sup>(A)</sup>	48.6	47.2	45.9	37.2	41.4	53.0	47.0



## Forward on packaging continued

### Number of packages introduced into the marketplace<sup>(B)</sup>

	Europe		API		Group	
	2023	2023	2023	2023	2023	2023
	Number (millions)	%	Number (millions)	%	Number (millions)	%
PET	7,335	26.2	3,313	46.0	10,648	30.2
Refillable PET	960	3.4	0	0.0	960	2.7
Glass	517	1.8	93	1.3	610	1.7
Refillable glass	3,015	10.8	28	0.4	3,043	8.6
Aluminium can	12,477	44.5	2,855	39.6	15,332	43.5
Steel	418	1.5	0	0.0	418	1.2
Pouch	661	2.4	0	0.0	661	1.9
Carton	43	0.2	4	0.1	47	0.1
Other	33	0.1	138	1.9	171	0.5
Dispensed (including Freestyle and fountain) <sup>(C)(D)</sup>	2,558	9.1	775	10.8	3,333	9.5
<b>Total packaging units introduced</b>	<b>28,017</b>	<b>100</b>	<b>7,206</b>	<b>100</b>	<b>35,223</b>	<b>100</b>
<b>Total refillable bottles (PET and glass)</b>	<b>3,975</b>	<b>14.2</b>	<b>28</b>	<b>0.4</b>	<b>4,003</b>	<b>11.4</b>
Percentage of PET packaging that is refillable PET		11.6		0.0		8.3
Percentage of glass packaging that is refillable glass		85.4		22.8		83.3

## Collection

### Reclaimed products (GRI 301-3)

	Europe	API	Group
	2023	2023	2023
Primary packaging collected for recycling as a percentage of total primary packaging (% , based on individual units)	75.3	64.9	73.2

	Europe	API	Group
	2023	2023	2023
Percentage of all primary packaging that is recyclable (% , based on unit case <sup>(E)</sup> )(SASB FB-NB-410a.1)	99.0	99.6	99.1

	Europe			API			Group
	2021	2022	2023	2021	2022	2023	2023
	Packaging use ratio <sup>(F)</sup>	44.8	44.7	41.8	58.5	56.8	54.7



## Forward on packaging continued

### Waste

#### Waste generated by composition of waste (GRI 306-3) and disposal type (GRI 306-4 - GRI 306-5)

	2021		2022		2023	
	Metric tonnes	% of total waste	metric tonnes	% of total waste	Metric tonnes	% of total waste
Recycled	113,933	90.4	114,964	90.5	117,036	90.2
Composting	3,214	2.6	4,169	3.3	5,426	4.2
Incineration	156	0.1	372	0.3	76	0.1
Waste to energy recovery	4,990	4.0	4,804	3.8	4,830	3.7
Landfill	3,646	2.9	2,749	2.1	2,388	1.8
<b>Total waste produced at CCEP manufacturing operations</b>	<b>125,939</b>		<b>127,058</b>		<b>129,756</b>	
<b>Total hazardous waste</b>	<b>616</b>	<b>0.5</b>	<b>812</b>	<b>0.6</b>	<b>420</b>	<b>0.3</b>
<b>Total non-hazardous waste</b>	<b>125,324</b>	<b>99.5</b>	<b>126,246</b>	<b>99.4</b>	<b>129,336</b>	<b>99.7</b>

Note: Any differences between totals and sums of components are due to rounding.

(A) Based upon supplier-provided data.

(B) Our packaging footprint includes the breakdown of the number of packages we introduce into the marketplace. This is based on individual units of packaging sold.

(C) Based on 500ml servings.

(D) In 2023, dispensed solutions accounted for 9.0% of our volume (8.5% in Europe and 10.8% in API). This includes data revisions captured after the publication of our 2023 Integrated Report in March 2024.

(E) A unit case equals approximately 5.678 litres or 24 eight ounce servings, a typical volume measure used in our industry.

(F) Packaging use ratio: calculated based upon total packaging weight (including trippage for refillable packaging) divided by the total litres sold. This excludes litres for products with no specifications (e.g. coffee bags and sachets), representing 0.59% of total ready to drinks litres sales volume. Packaging includes all primary packaging (bottles and closures, cans, beverage cartons and pouches), secondary packaging (e.g. cardboard trays and LDPE wrap for cases), and tertiary packaging (LPDE pallet wrap).



## Forward on water

### Water stewardship

#### Total water withdrawal from all areas (GRI 303-3 / GRI 303-5)(SASB FB-NB-140a.1)

	2021		2022		2023	
	Volume (1,000m <sup>3</sup> )	%	Volume (1,000m <sup>3</sup> )	%	Volume (1,000m <sup>3</sup> )	%
<b>By source</b>						
Municipal	19,440	77.4	20,595	77.5	20,535	78.6
Borehole	5,226	20.8	5,526	20.8	5,166	19.8
Rainwater	449	1.8	457	1.7	441	1.7
<b>Total water withdrawn</b>	<b>25,114</b>		<b>26,578</b>		<b>26,142</b>	
<b>Total production volume</b>	<b>15,360</b>		<b>16,580</b>		<b>16,222</b>	

#### Total water withdrawal from areas of water stress (GRI 303-3 / GRI 303-5)(SASB FB-NB-140a.1)

	2021		2022		2023	
	Volume (1,000m <sup>3</sup> )	% of total production volume	Volume (1,000m <sup>3</sup> )	% of total production volume	Volume (1,000m <sup>3</sup> )	% of total production volume
<b>By source</b>						
Municipal	8,642	71.6	9,166	70.3	9,288	72.0
Borehole	3,421	28.4	3,868	29.7	3,615	28.0
Rainwater	1	0.0	1	0.0	1	0.0
<b>Total water withdrawn in areas of water stress</b>	<b>12,064</b>		<b>13,036</b>		<b>12,904</b>	
<b>Total production volume in areas of water stress</b>	<b>7,546</b>		<b>8,126</b>		<b>8,067</b>	

#### Water use ratio (GRI GRI 303-5)

	2021	2022	2023
Litres of water used/litre of finished product produced	1.64	1.60	1.61

#### Total wastewater discharge from all areas (GRI 303-4)

	2021	2022	2023
	Volume (1,000m <sup>3</sup> )	Volume (1,000m <sup>3</sup> )	Volume (1,000m <sup>3</sup> )
<b>By source</b>			
Discharged for off site treatment by municipal water treatment facility	5,716	6,181	5,772
Treated on site and discharged for off site treatment by municipal water treatment facility	2,048	2,089	2,230
Treated on site and discharged to surface water	1,286	1,293	1,137
<b>Total wastewater discharged</b>	<b>9,050</b>	<b>9,563</b>	<b>9,139</b>



## Forward on water continued

### Total wastewater discharge from areas of water stress (GRI 303-4)

By source	2021	2022	2023
	Volume (1,000m <sup>3</sup> )	Volume (1,000m <sup>3</sup> )	Volume (1,000m <sup>3</sup> )
Discharged for off site treatment by municipal water treatment facility	2,495	2,741	2,620
Treated on site and discharged for off site treatment by municipal water treatment facility	1,218	1,336	1,260
Treated on site and discharged to surface water	802	936	894
<b>Total wastewater discharged from areas of water stress</b>	<b>4,515</b>	<b>5,013</b>	<b>4,774</b>

### Number of sites in areas of water stress

	Europe			API		
	2021	2022	2023	2021	2022	2023
Number of non-alcoholic ready to drink production facilities	22	21	21	3	3	3

Note: Any differences between totals and sums of components are due to rounding.



## Forward on water continued

### Water replenishment

#### Volume of water replenished

	2021	2022	2023
	Volume (1,000m <sup>3</sup> )	Volume (1,000m <sup>3</sup> )	Volume (1,000m <sup>3</sup> )
Belgium	263	414	415
France	8,106	6,374	7,334
Germany	37	39	45
Great Britain	3,207	3,364	3,189
Spain	3,869	4,716	4,896
Portugal		200	200
The Netherlands		57	110
<b>Europe: total volume replenished</b>	<b>15,483</b>	<b>15,165</b>	<b>16,189</b>
<b>Europe: Water replenished as percentage of total sales volumes (%)</b>	<b>226.0</b>	<b>101.6</b>	<b>107.9</b>
Australia	8,125	2,501	0
Indonesia	1,741	2,066	2,150
<b>API: total volume replenished</b>	<b>9,866</b>	<b>4,567</b>	<b>2,150</b>
<b>API: Water replenished as percentage of total sales volumes (%)</b>	<b>320.0</b>	<b>120.8</b>	<b>60.1</b>
<b>Group: total volume replenished</b>		<b>19,732</b>	<b>18,339</b>
<b>Group: Water replenished as percentage of total sales volumes (%)</b>		<b>105.5</b>	<b>98.7</b>



## Forward on supply chain

### Supplier compliance

	Europe		API		Group
	2022	2023	2022	2023	2023
Spend with suppliers covered by our Supplier Guiding Principles (%)	97.3	98.3	98.4	96.3	97.9
Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (PSA)(%)	100	99.9	90.3	97.3	99.4
Percentage of pulp and paper sourced through suppliers in compliance with our PSA and FSC or PEFC-certified (%)	99.8	99.8	98.3	99.7	99.8
Percentage of citrus fruit (orange and lemon) sourced through suppliers in compliance with our PSA	92.0	100	100	100	
Percentage of coffee sourced through suppliers in compliance with our PSA <sup>(A)(B)</sup>	98.0	100	64	46	
Percentage of tea sourced through suppliers in compliance with our PSA <sup>(C)</sup>	100.0	100			
Percentage of spend with suppliers based in our countries of operation (GRI 204-1) <sup>(D)</sup>	84.7	83.4	83.7	85.4	83.8

(A) Europe: Costa, Chaqwa brands

(B) API: Grinders brand

(C) Fuze Tea brand

(D) Our practice is to source locally, provided that goods and services are available to meet our requirements and quality standards in an economically viable way. Calculated as weighted average of total procurement spend from 'in-country' suppliers.



## Forward on drinks

Portfolio	Europe		API		Group
	2022	2023	2022	2023	2023
Europe: Reduction in average sugar per litre in soft drinks <sup>(A)</sup> portfolio since 2019 (%)	5.0	4.9			
Europe: Reduction in average sugar per litre in soft drinks <sup>(A)</sup> portfolio since 2015 (%)	17.4	17.2			
Europe: Reduction in average sugar per litre in soft drinks <sup>(A)</sup> portfolio since 2010 (%)	21.8	21.6			
New Zealand: Reduction in average sugar per litre in NARTD <sup>(B)</sup> portfolio since 2015 (%)			15.9	15.9	
Australia: Reduction in average sugar per litre in NARTD <sup>(B)</sup> portfolio since 2015 (%)			16.8	14.9	
Indonesia: Reduction in average sugar per litre in NARTD <sup>(B)</sup> portfolio since 2015 (%)			31.6	36.2	
Percentage of our volume sold which is low or no sugar (%) <sup>(C)</sup>	48.8	48.4		47.8	48.3
Number of organic products in our portfolio (number)	21	6			
Percentage of our volume sold that is organic (%)	0.1	0.1			
Percentage of our total sales including Fairtrade certified or Rainforest Alliance certified ingredients (%)		2.2			
Percentage of total sparkling soft drinks volume sold in packs which are 250ml or less (%) <sup>(D)</sup>	4.5	4.6			
Percentage of production facilities certified to the food safety standard FSSC 22000					100

(A) Sparkling soft drinks, non-carbonated soft drinks and flavoured water only. Does not include water or juice.

(B) Non-alcoholic ready to drink (NARTD), including dairy. Does not include coffee, alcohol, beer or Freestyle.

(C) Total CCEP sales. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages ≤20kcal/100ml. Zero calorie beverages <4kcal/100ml. For API this includes Australia, Indonesia and New Zealand only.

(D) Based upon CCEP sparkling soft drinks sales volume, at an SKU level.





## Forward on society - Our communities

### Community investment (GRI 203-02)

Type of investment	2022		2023	
	Contribution €	% of total	Contribution €	% of total
Cash contribution	7,675,794	63	7,670,836	52
In kind contribution	2,543,967	21	5,007,918	34
Total volunteer time	988,034	8	1,212,269	8
Total management costs (cash and time)	1,041,891	8	932,285	6
<b>Total contribution</b>	<b>12,249,686</b>		<b>14,823,307</b>	
<b>% of comparable profit before tax</b>	<b>0.61</b>		<b>0.66</b>	

### Total volunteer hours<sup>(A)</sup> (GRI 203-02)

	2022	2023
	28,600	32,500

### Number of people supported in skills development<sup>(A)</sup>

	2023
	16,400

(A) We aim to be accurate in our reporting and continue to enhance the way we capture the total value of our community contribution. Figures quoted have been rounded to the nearest 100k.



## Forward on society - Our people

### Employees by region, by gender and by employment contract type (GRI 2.7)

Group	Total		Gender				Age Group					
			Male		Female		<20-29		30-50		>50	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
<b>Total employees<sup>(A)(B)</sup></b>	32,315		24,208	74.9	8,104	25.1	5,025	15.6	18,226	56.4	9,063	28.0
Permanent	30,017		22,612	75.3	7,402	24.7						
Temporary	2,298		1,596	69.5	702	30.5						
Full-time	30,809		23,564	76.5	7,242	23.5						
Part-time	1,506		644	42.8	862	57.2						
<b>Europe</b>												
Total employees	22,170		16,299	73.5	5,871	26.5	3,036	13.7	11,883	53.6	7,251	32.7
Permanent	20,282		15,007	74.0	5,275	26.0						
Temporary	1,888		1,292	68.4	596	31.6						
Full-time	20,975		15,793	75.3	5,182	24.7						
Part-time	1,195		506	42.3	689	57.7						
<b>API</b>												
Total employees <sup>(A)(B)</sup>	10,145		7,909	78.0	2,233	22.0	1,989	19.6	6,343	62.5	1,812	17.9
Permanent <sup>(A)</sup>	9,735		7,605	78.1	2,127	21.8						
Temporary	410		304	74.1	106	25.9						
Full-time <sup>(A)</sup>	9,834		7,771	79.0	2,060	20.9						
Part-time	311		138	44.4	173	55.6						
<b>Parental leave<sup>(C)</sup> (GRI 401-3)</b>												
Employees taking parental leave	1,092		490		602							
Employees returning to work after parental leave	1,049	96.1	473	96.5	576	95.7						
Employees that returned to work after parental leave that were still employed 12 months after their return to work	996		456		540							
Retention rate of employees that took parental leave		91.2		93.1		89.7						



## Forward on society - Our people continued

### Employees covered by collective bargaining agreements (GRI 2-30)

	Gender												Age Group	
	Total		Male		Female		<20-29		30-50		>50			
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%		
<b>Group</b>		80.4												
<b>Europe</b>		88.1												
<b>API</b>		63.0												

### New employee hires (GRI 401-1)

<b>Group</b>	2,178	6.7	1,359	5.6	819	10.1	916	18.2	1,112	6.1	152	1.7
<b>Europe</b>	1,245	5.6	751	4.6	494	8.4	476	15.7	686	5.8	83	1.1
<b>API</b>	933	9.2	608	7.7	325	14.6	440	22.1	426	6.7	69	3.8

### Employee turnover (GRI 401-1)

<b>Group</b>	3,116	9.6	2,261	9.3	855	10.6	950	18.9	1,631	8.9	535	5.9
<b>Europe</b>	1,326	6.0	875	5.4	451	7.7	331	10.9	669	5.6	326	4.5
<b>API</b>	1,790	17.6	1,386	17.5	404	18.1	619	31.1	962	15.2	209	11.5

### Voluntary employee turnover (GRI 401-1)

<b>Group</b>	2,080	6.4	1,402	11.0	678	8.4	701	14.0	1,058	5.8	321	3.5
<b>Europe</b>	855	3.9	531	5.8	324	5.5	244	8.0	444	3.7	167	2.3
<b>API</b>	1,225	12.1	871	3.3	354	15.9	457	23.0	614	9.7	154	8.5

### Average hours of training per year per employee<sup>(D)</sup> (GRI 404-1)

Group												
Senior manager and above	12		12		11							
Non-management	9		9		9							
Europe												
Senior manager and above	20		20		20							
Non-management	14		14		15							
API <sup>(E)</sup>												
Senior manager and above	3		4		3							
Non-management	4		4		3							



## Forward on society - Our people continued

### Average amount spent on trainings per employee (GRI 404-1)

	Total
	Number
<b>Group</b>	745
<b>Europe</b>	910
<b>API<sup>(E)</sup></b>	384

### Percentage of employees receiving regular performance and career development reviews (GRI 404-3)

	Total
	%
<b>Group</b>	
Leadership Team	35.7
Senior manager and above	86.8
Non-management	57.3
<b>Europe</b>	
Leadership Team	38.5
Senior manager and above	98.0
Non-management	59.2
<b>API<sup>(F)</sup></b>	
Leadership Team	—
Senior manager and above	58.9
Non-management	53.4



## Forward on society - Our people continued

### Diversity of governance bodies and employees (GRI 405-1)

Group <sup>(A)(B)</sup>	Gender				Age Group					
	Male		Female		<20-29		30-50		>50	
	Number	%	Number	%	Number	%	Number	%	Number	%
Board	11	64.7	6	35.3	0	—	2	11.8	15	88.2
Leadership Team	11	78.6	3	21.4	0	—	2	14.3	12	85.7
Senior Manager and Above	2,256	61.6	1,406	38.4	81	2.2	2,489	68.0	1,092	29.8
Non-Management	21,952	76.6	6,698	23.4	4,944	17.3	15,735	54.9	7,971	27.8

### Ratio of basic salary and remuneration of women to men<sup>(G)</sup> (GRI 405-2)

Group	2023
	Male : Female
Executive level	1.14 : 1
Management level (Excl. Executive level)	1.03 : 1
Non-management	1.05 : 1
<b>Europe</b>	
Executive level	1.12 : 1
Management level (Excl. Executive level)	1.05 : 1
Non-management	1.09 : 1
<b>API</b>	
Executive level	1.19 : 1
Management level (Excl. Executive level)	0.99 : 1
Non-management <sup>(H)</sup>	N/A

(A) CCEP full time, part time and temporary corporate employees. Full time equivalent employees as at 31 December 2023. Includes three employees who did not declare their gender.

(B) One person did not declare age.

(C) Includes all our countries in Europe. For API this excludes Fiji and Papua New Guinea. Complete data for API not available for 2023 reporting. We aim to report on this indicator for API in 2024.

(D) Leadership training hours are not fully captured with our learning measurement control system. Therefore this information is unavailable/incomplete.

(E) Only includes Indonesia.

(F) Excludes Papua New Guinea.

(G) The country male/female pay ratios calculated for the purposes of this report differ in calculation methodology to those that may be required by law within each country. For the purposes of this report, country pay ratios were calculated based upon base pay, on an FTE basis, excluding contract types such as apprenticeships and internships. Management level includes ELT, Vice Presidents, Directors, Associate Directors and Senior Manager levels. Where disclosed, Executive level includes ELT and Vice Presidents.

(H) Not reported due to geographical mix within API resulting in a skewed ratio.



## Forward on society - Our people continued

### Employee work-related injuries (GRI 403-9)

	LTIR <sup>(A)</sup>			TIR <sup>(B)</sup>			Fatalities		
	2021	2022	2023	2021	2022	2023	2021	2022	2023
<b>Group</b>		0.61	<b>0.60</b>	0.97	0.87	<b>0.84</b>	4	2	<b>0</b>
<b>Europe</b>	0.80	0.75	<b>0.72</b>	1.10	1.03	<b>0.93</b>	1	0	<b>0</b>
<b>API</b>		0.40	<b>0.41</b>	0.75	0.62	<b>0.69</b>	3	2	<b>0</b>

### Contractor work-related injuries (GRI 403-9)

	LTI	Fatalities
<b>Group</b>	30	1
<b>Europe</b>	18	0
<b>API<sup>(C)</sup></b>	12	1

### Percentage of production facilities certified to the safety standard OHSAS 18001/ISO45001

<b>Group</b>	91
<b>Europe</b>	100
<b>API</b>	75

(A) Lost-time incident rate (LTIR) is the number of lost-time incidents per 100 full-time equivalent employees. A lost time incident is a reported work related injury or illness that results in one or more lost days. It is defined as an incident connected with work which makes an individual unfit to return to carry out a range of their normal duties for the next scheduled day or shift. The scope relates to all CCEP manufacturing and distribution/warehouse facilities.

(B) Total incident rate (TIR) is the number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment.

(C) This excludes contractors in Papua New Guinea.

For details on our approach to reporting and methodology please see our 2023 Sustainability reporting methodology document on [cocolaep.com/sustainability/download-centre](https://cocolaep.com/sustainability/download-centre).



## Forward on society - Our people continued

### Code of Conduct violations by type (GRI 205)

	Group	
	Number	% <sup>(A)</sup>
Anti-money laundering/financing of terrorism	0	0.0
Ask a question	1	0.3
Avoiding conflicts of interest	5	1.5
Creating an inclusive and respectful workplace	95	28.4
Dealing fairly with customers, business partners and suppliers	2	0.6
Delivering high quality products	2	0.6
Engaging in appropriate share dealing	0	0.0
Environmental sustainability	0	0.0
Getting involved in political activities	0	0.0
Integrity of our financial records	3	0.9
Integrity with our business records <sup>(B)</sup>	87	26.0
Other concerns – financial	1	0.3
Other concerns – non-financial	0	0.0
Practising fair competition	0	0.0
Preventing bribery and corruption	1	0.3
Protecting human rights	0	0.0
Protecting information	0	0.0
Responsible communications	4	1.2
Respecting global and local laws and customs	2	0.6
Using company assets responsibly – financial	0	0.0
Using company assets responsibly – non-financial	96	28.7
Working in a safe and healthy environment	36	10.7
<b>Grand Total</b>	<b>335</b>	<b>100</b>
<b>Number of employees resigned or dismissed</b>	<b>171</b>	
<b>Number of disciplined employees still employed<sup>(C)</sup></b>	<b>186</b>	

(A) % versus overall reports.

(B) Business records include records such as payroll, timecards, travel and expense reports, job applications, quality reports, field sales measures, customer agreements, and inventory and sales reports.

(C) Some cases involve more than one employee.