

This is Forward.



This is Forward is our sustainability action plan. It sits at the heart of our long-term business strategy and sets out the actions we are taking on six key social and environmental topics, where we know we can make a significant difference and what our stakeholders want us to prioritise:

- Climate action
- Sustainable packaging
- Water stewardship
- Promoting the wellbeing of our people and those working across our value chain
- Offering consumers more choice, with less sugar
- Contributing to our local communities

We want to deliver sustainable growth, create value for all our stakeholders and build a better future for our business, our communities and the planet. From our suppliers and investors, to the communities where we operate and the people who make and sell our products, our stakeholders have high expectations of us to address many of today's societal and environmental challenges. Their views and priorities play an integral role in the development of our sustainability action plan.

This is Forward is closely aligned with The Coca-Cola Company's global sustainability ambitions. It is a unified action plan that covers all the markets where we operate, and includes ambitious, time-bound commitments that align with the targets which underpin the United Nations Sustainable Development Goals.

Our sustainability action plan

Supporting Principles:

This is Forward is underpinned by a set of supporting principles that reflect our commitment to:

- Responsible advertising and marketing – promoting our products responsibly through our responsible sales and marketing principles.
- Transparency and disclosure – reporting our progress on an annual basis and disclosing information about our greenhouse gas (GHG) emissions and the climate risks we face.
- Supporting our communities through employee volunteering – enabling our employees to spend up to two working days per year volunteering for local charities and community causes.
- Supporting innovation and new technologies, through our investment engine CCEP Ventures - helping to fund and foster transformative solutions to the biggest sustainability challenges we face.
- Powerful partnerships with brand owners to inspire and engage.

We have made strong progress since This is Forward was first launched in 2017. However, the social and environmental challenges we face – including climate change and the plastic waste crisis – are greater than ever. We still have a long way to go to meet our long-term targets and cannot stand still. We must continue to use our business and our brands to build a better shared future for people and the planet.

Our Headline Commitments



Pillar	Commitment	Target
Climate	Net Zero	Net Zero GHG emissions (Scope 1, 2 and 3) by 2040 ^(A)
	GHG emissions reduction	Reduce absolute GHG emissions (Scope 1, 2 and 3) by 30% by 2030 ^{(A)(B)}
	Renewable electricity	Use 100% renewable electricity across all markets by 2030
	Supplier engagement – GHG emissions	100% of carbon strategic suppliers ^(C) to set science based targets by 2023 (Europe) and 2025 (APS*)
	Supplier engagement – Renewable electricity	100% of carbon strategic suppliers to use 100% renewable electricity by 2025 (Europe) and 2030 (APS*)
Packaging	Design	100% of our primary packaging to be recyclable by 2025
	Recycled plastic	50% recycled plastic in our PET bottles by 2023 (Europe) and 2025 (APS*)
	Virgin plastic	Stop using oil-based virgin plastic in our bottles by 2030
	Collection	Collect and recycle a bottle or a can for each one we sell by 2030
Water	Water efficiency	10% water use ratio reduction ^(D) by 2030 ^(B)
	Replenish	Replenish 100% of the water we use in our beverages
	Regenerative water use	100% regenerative water use in leadership locations ^(E) by 2030
Supply Chain	Sustainable sourcing	100% of main agricultural ingredients and raw materials sourced sustainably
	Human rights	100% of suppliers to be covered by our Supplier Guiding Principles – including sustainability, ethics and human rights
Drinks	Sugar reduction	Reduce sugar by 2025: by 10% in Europe ^(F) by 20% in New Zealand ^(G) by 25% in Australia ^(G) by 35% in Indonesia ^(G)
	Low or no calorie	Over 50% of sales to come from low or no calorie drinks by 2030 (Europe by 2025) ^(H)
Society	Gender diversity management	45% of management positions to be held by women by 2030
	Gender diversity	A third of our workforce to be women by 2030
	Disabilities	10% of our workforce represented by people with disabilities by 2030 ^(I)
	Supporting skills development	Support the skills development of 500,000 people facing barriers in the labour market by 2030

Note: For details on our approach to reporting and methodology please see our '2023 Sustainability reporting methodology' document on cocacolaep.com/sustainability/download-centre

(A) Our GHG emissions reduction and Net Zero targets have been validated by the SBTi as being in line with climate science.

(B) Versus 2019.

(C) Carbon strategic suppliers account for ~80% of our Scope 3 GHG emissions (~200 suppliers in total).

(D) Water use ratio: litres of water per litre of finished product produced.

(E) NARTD production facilities which rely on vulnerable water sources or have high water dependency. We have nine leadership locations in Europe and four in APS*.

(F) Reduction in average sugar per litre in soft drinks portfolio versus 2019. Sparkling soft drinks, non-carbonated soft drinks and flavoured water only. Does not include plain water or juice.

(G) Reduction in average sugar per litre in NARTD portfolio versus 2015. Including dairy. Does not include coffee, alcohol, beer or Freestyle.

(H) Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages ≤20kcal/100ml. Zero calorie beverages <4kcal/100ml.

(I) Calculated based on the total number of employees responding to our 2023 voluntary inclusion survey and the number of employees self-declaring as having a disability.

APS:
Australia, the Pacific
and Southeast Asia

* Does not yet include the Philippines