

2019 Global Reporting Index

Material Issues – GRI Standards Mapping

Based on the material issues identified by our stakeholders, we've mapped these against the GRI Standard and identified the external boundaries associated with each. The reporting information in the Sustainability Stakeholder Report has been developed carefully to cover the GRI Standard topics on an issue-by-issue basis. Within these aspects, the CCEP boundary always covers all territories where CCEP has operations. This report has been prepared in accordance with the GRI Standards: Core option of the 2019 Global Reporting Initiative's (GRI) Standards.

	GRI Standards	External Boundary
Action on Drinks	Customer Health and Safety Marketing and Labelling Socioeconomic Compliance	Customers Consumers TCCC
Action on Packaging	Materials Environmental Compliance Marketing and Labelling	TCCC Suppliers Customers Consumers
Action on Society	Indirect Economic Impacts Economic Performance Local Communities Diversity and Equal Opportunity Occupational Health and Safety Employment Training and Education Anti-corruption Public Policy Socioeconomic Compliance	Local communities Employees Suppliers
Action on Water	Water Effluents and Waste Environmental Compliance	Communities
Action on Climate	Emissions Energy Effluent and Waste	TCCC Suppliers Customers Consumers
Action on Supply Chain	Materials Water Procurement Practices Supplier Environmental Assessment Supplier Social Assessment Human Rights Assessment	TCCC Suppliers

The tables below show where Coca-Cola European Partners' (CCEP) information and data corresponding to the Global Reporting Initiatives Standard guidelines can be found. The majority of information is located in CCEP's online [2019 Sustainability Stakeholder Report](#). For some indicators, information is also included from the CCEP [2019 Integrated Report](#).

References abbreviated as follows:

SSR 2019 Sustainability Stakeholder Report

IR 2019 Integrated Report

We will continue to support the 10 principles of the UN Global Compact.

Damian Gammell
Chief Executive Officer
Coca-Cola European Partners
May 2020



General standard disclosures

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 102: General Disclosures				
Organisational Profile				
GRI 102-1	Name of the organisation	Coca-Cola European Partners plc (CCEP)		
GRI 102-2	Activities, brands, products and services	IR – Our Portfolio p. 4-5 / What we do p. 8-9		
GRI 102-3	Location of headquarters	IR – Useful Addresses p. 219	Uxbridge, United Kingdom	
GRI 102-4	Location of operations	SSR – Our approach to reporting IR – Our Operations p. 6-7		
GRI 102-5	Ownership and legal form	IR – Business and Financial Review p. 26-33 / Notes to the Consolidated Financial Statement p. 131	CCEP is an independent, publicly traded company which is listed and traded on the New York Stock Exchange (NYSE) and the Amsterdam (AEX), London (LSE), and Spanish (MADX) stock exchanges under the ticker symbol "CCEP". CCEP is a separate entity from The Coca-Cola Company (TCCC), the world's largest soft drink company, which is listed and traded on the New York Stock Exchange under the ticker symbol "KO".	
GRI 102-6	Markets served	SSR – Our approach to reporting IR – Our Portfolio p. 4-5 / Our Operations p. 6-7 / What we do p. 8-9		
GRI 102-7	Scale of the organisation	SSR – Our approach to reporting IR – Performance Indicators p. 2-3 / Our Operations p. 6-7		
GRI 102-8	Information on employees and other workers	SSR - Corporate Data Tables SSR - Country Data Tables SSR - Methodology	At CCEP, work is not substantially performed by workers who are legally recognised as self-employed or who are employees of contractors. We do not have material seasonal variations in employment numbers. Data has been compiled as of December 31, 2019. See Methodology for more details.	Principle 6

Employee data by country

Belgium and Luxembourg		Number	%	Male Number	% Male	Female Number	% Female
Total employees		2,201		1,783	81.0%	418	19.0%
Full-time employees		2,019	91.7%	1,662	93.2%	357	85.4%
Part-time employees		182	8.3%	121	6.8%	61	14.6%
Permanent contract employees		2,003	91.0%	1,600	89.7%	403	96.4%
Temporary contract employees		198	9.0%	183	10.3%	15	5.6%
Bulgaria		Number	%	Male Number	% Male	Female Number	% Female
Total employees		917		320	34.9%	597	65.1%
Full-time employees		912	99.5%	319	99.7%	593	99.3%
Part-time employees		5	0.5%	1	0.3%	4	0.7%
Permanent contract employees		811	88.4%	283	88.4%	528	88.4%
Temporary contract employees		106	11.6%	37	11.6%	69	11.6%
France and Monaco		Number	%	Male Number	% Male	Female Number	% Female
Total employees		2,659		1,980	74.5%	679	25.5%
Full-time employees		2,496	93.9%	1,850	93.4%	646	95.1%
Part-time employees		163	6.1%	130	6.6%	33	4.9%
Permanent contract employees		2,478	93.2%	1,868	94.3%	610	89.8%
Temporary contract employees		123	4.6%	78	3.9%	45	6.6%
Germany		Number	%	Male Number	% Male	Female Number	% Female
Total employees		7,525		6,094	80.9%	1,431	19.1%
Full-time employees		7,069	93.9%	5,923	97.2%	1,146	80.1%
Part-time employees		456	6.1%	171	2.8%	285	19.9%
Permanent contract employees		6,851	91.0%	5,593	91.8%	1,258	87.9%
Temporary contract employees		340	4.5%	278	4.6%	62	4.3%

Disclosure number	Disclosure title	Cross-reference or answer						Additional information
	Great Britain	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	3,576		2,453	68.6%	1,123	31.4%	
	Full-time employees	3,280	91.7%	2,398	97.8%	882	78.5%	
	Part-time employees	296	8.3%	55	2.2%	241	21.5%	
	Permanent contract employees	3,360	94.0%	2,306	94.0%	1,054	93.9%	
	Temporary contract employees	165	4.6%	116	4.7%	49	4.4%	
	Iceland	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	163		122	74.8%	41	25.2%	
	Full-time employees	122	100%	122	100%	41	100%	
	Part-time employees	0	0%	0	0%	0	0%	
	Permanent contract employees	154	94.5%	117	95.9%	37	90.2%	
	Temporary contract employees	9	5.5%	5	4.1%	4	9.8%	
	The Netherlands	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	819		604	73.7%	215	26.3%	
	Full-time employees	716	87.4%	574	95.0%	142	66.0%	
	Part-time employees	103	12.6%	30	5.0%	73	34.0%	
	Permanent contract employees	686	83.8%	534	88.4%	152	70.7%	
	Temporary contract employees	103	12.6%	52	8.6%	51	23.7%	
	Norway	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	613		451	73.6%	162	26.4%	
	Full-time employees	586	95.5%	434	99.5%	152	97.4%	
	Part-time employees	6	1.0%	2	0.5%	4	2.6%	
	Permanent contract employees	581	98.1%	432	99.1%	149	95.5%	
	Temporary contract employees	12	1.9%	4	0.9%	8	4.5%	
	Portugal	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	391		260	66.5%	131	33.5%	
	Full-time employees	391	100%	260	100%	131	100%	
	Part-time employees	0	0%	0	0%	0	0%	
	Permanent contract employees	345	88.2%	231	88.8%	114	87.0%	
	Temporary contract employees	46	11.8%	29	11.2%	17	13.0%	
	Spain and Andorra	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	3,705		2,873	77.5%	832	22.5%	
	Full-time employees	3,645	98.4%	2,867	99.8%	778	93.5%	
	Part-time employees	60	1.6%	6	0.2%	54	6.5%	
	Permanent contract employees	3,164	85.4%	2,487	86.6%	677	81.4%	
	Temporary contract employees	540	14.6%	385	13.4%	155	18.6%	
	Sweden	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	787		558	70.9%	229	29.1%	
	Full-time employees	624	79.3%	505	99.8%	119	99.0%	
	Part-time employees	3	0.4%	1	0.2%	2	1.0%	
	Permanent contract employees	638	90.2%	461	91.1%	177	88.1%	
	Temporary contract employees	69	9.8%	45	8.9%	24	11.9%	
GRI 102-9	Supply chain	SSR – Action on Supply Chain						
GRI 102-10	Significant changes to the organisation and its supply chain	IR – p.157-158						
GRI 102-11	Precautionary Principle or approach	SSR – Our Approach to Environment						
GRI 102-12	External initiatives	SSR – Listening to our Stakeholders IR – Business Model p.18-19 SSR – Our Public Policy Engagement						
GRI 102-13	Membership of associations	SSR – Listening to our Stakeholders SSR – Action on Packaging SSR – Our Public Policy Engagement						

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
Strategy				
GRI 102-14	Statement from senior decision-maker	IR – Conversation with our Chairman and CEO p.11-13		
GRI 102-15	Key impacts, risks and opportunities	SSR – Listening to our Stakeholders SSR – Action on Drinks SSR – Action on Packaging SSR – Action on Society – Our People SSR – Action on Society – Community SSR – Action on Water SSR – Action on Climate SSR – Action on Supply Chain IR – Action on Sustainability p.34-43		
Ethics and Integrity				
GRI 102-16	Values, principles, standards and norms of behaviour	SPR – Operating with Integrity IR – Corporate Governance Report p.67		Principle 10
GRI 102-17	Mechanisms for advice and concerns about ethics	SPR – Operating with Integrity IR – Operating with Integrity p.25		
Governance				
GRI 102-18	Governance structure	IR – Corporate Governance p.69, 72-73		
GRI 102-19	Delegating authority	IR – Corporate Governance p.69, 72-73, 216		
GRI 102-20	Executive-level responsibility for economic, environmental and social topics	IR – Corporate Governance Framework p.69 https://www.cocacolaep.com/about-us/governance/committees/		
GRI 102-21	Consulting stakeholders on economic, environmental and social topics	SSR – Listening to our stakeholders IR – Business Model p.18-19		
GRI 102-22	Composition of the highest governance body and its committees	IR – Board of Directors p.59-64 https://www.cocacolaep.com/about-us/governance/board-of-directors/ https://www.cocacolaep.com/about-us/governance/committees/		
GRI 102-23	Chair of the highest governance body	IR – Director's Biographies p.60 https://www.cocacolaep.com/about-us/governance/board-of-directors/sol-daurella/		
GRI 102-24	Nominating and selecting the highest governance body	IR – Nomination Committee p.77-80 https://www.cocacolaep.com/about-us/governance/committees/		
GRI 102-25	Conflicts of interest	IR – Corporate Governance p.70		
GRI 102-26	Role of highest governance body in setting purpose, values and strategy	IR – Roles and Responsibilities of the Board p.69,72 https://www.cocacolaep.com/about-us/governance/committees/		
GRI 102-27	Collective knowledge of highest governance body	IR – Director training and development programme p.71		
GRI 102-28	Evaluating the highest governance body's performance	IR – Board evaluation p.73, 75, 79		
GRI 102-29	Identifying and managing economic, environmental and social impacts	IR – Corporate Governance p.69, 82 https://www.cocacolaep.com/about-us/governance/committees/		
GRI 102-30	Effectiveness of risk management processes	IR – Principal Risks p.44-49 https://www.cocacolaep.com/about-us/governance/committees/		
GRI 102-31	Review of economic, environmental and social topics	IR – A conversation with our Chairman and CEO p.10-13 / Business Model p.18-19 / Action on Sustainability p.34-43 https://www.cocacolaep.com/about-us/governance/committees/		
GRI 102-32	Highest governance body's role in sustainability reporting	IR – Corporate Governance p.69 https://www.cocacolaep.com/about-us/governance/committees/		
GRI 102-33	Communicating critical concerns	IR – Operating with Integrity p.24 / Stakeholder Engagement p.53-55 https://www.cocacolaep.com/about-us/governance/committees/		
GRI 102-34	Nature and total number of critical concerns	IR – Principal risks p.45-47 / Risk factors p.186-187		
GRI 102-35	Remuneration policies	IR – Overview of the Remuneration Policy p.89-96 https://www.cocacolaep.com/about-us/governance/committees/		
GRI 102-36	Process for determining remuneration	IR – Statement from the Remuneration Committee Chairman p.87-88 https://www.cocacolaep.com/about-us/governance/committees/		
GRI 102-37	Stakeholders' involvement in remuneration	IR – Statement from the Remuneration Committee Chairman p.87-88 https://www.cocacolaep.com/about-us/governance/committees/		
GRI 102-38	Annual total compensation ratio	SSR – Action on Society – Our People SSR – Corporate Data Tables IR – Annual Report on Remuneration p.88		
GRI 102-39	Percentage increase in annual total compensation ratio	SSR – Corporate Data Tables IR – Percentage change in CEO Remuneration p.101		

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
Stakeholder Engagement				
GRI 102-40	List of stakeholder groups	SSR – Listening to our Stakeholders IR – Business Model p. 18-19		
GRI 102-41	Collective bargaining agreements	SSR – Corporate Data Tables		Principle 3
GRI 102-42	Identifying and selecting stakeholders	SSR – Listening to our Stakeholders IR – Business Model p. 18-19		
GRI 102-43	Approach to stakeholder engagement	SSR – Listening to our Stakeholders IR – Business Model p. 18-19		
GRI 102-44	Key topics and concerns raised	SSR – Listening to our Stakeholders IR – Business Model p. 18-19 , Summary of key stakeholder engagement p. 53-55		
Reporting Practice				
GRI 102-45	Entities included in the consolidated financial statements	IR – Consolidated Income Statement p. 126		
GRI 102-46	Defining report content and topic boundaries	SSR – Our Approach to Reporting SSR – Listening to our Stakeholders		
GRI 102-47	List of the material topics	SSR – Listening to our Stakeholders SSR – GRI Index (GRI Standards Mapping)		
GRI 102-48	Restatements of information	SSR – Corporate Data Tables SSR – Country Data Tables SSR – Methodology		
GRI 102-49	Changes in reporting	SSR – Corporate Data Tables SSR – Country Data Tables SSR – Methodology		
GRI 102-50	Reporting period	SSR – Our approach to Reporting		
GRI 102-51	Date of most recent report	May 2020		
GRI 102-52	Reporting cycle	SSR – Our Approach to Reporting		
GRI 102-53	Contact point for questions regarding the report	https://www.ccep.com/contact		
GRI 102-54	Claims of reporting in accordance with the GRI Standards	SSR – Our Approach to Reporting	This report has been prepared in accordance with GRI Standards: Core option.	
GRI 102-55	GRI content index	SSR – GRI Index (GRI Standards Mapping)		
GRI 102-56	External assurance	SSR – Assurance Statement		

Topic-specific standards

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 200: Economic Standards				
Economic Performance				
GRI 103-1	Explanation of the material topic and its boundary	SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Our Approach to Reporting IR – Our Strategy p. 16-17 / Business Model p. 18-19		
GRI 103-3	Evaluation of the management approach	SSR – Our Approach to Reporting IR – Our Strategy p. 16-17 / Business Model p. 18-19		
GRI 201-1	Direct economic value generated and distributed	IR – Performance Indicators p. 2-3, 136	Within our Integrated Report we disclose key segment financial information split between Europe and Corporate segments, including net sales and operating income, as well as net sales contribution for the countries which make up the greatest proportion of our business. We also file individual company statutory accounts; these are publicly available for the countries which make up the greatest proportion of our business, via the relevant country repositories.	
GRI 201-2	Financial implications and other risks and opportunities due to climate change	SSR – Action on Climate IR – Action on Climate p. 41 / Measuring and Managing Risk p. 44-45, 47 / Risk Factor p. 190-191 Understanding our climate related risk	In 2019, together with TCCC, we completed a climate risk scenario assessment, in line with guidance from the Task Force on Climate-related Financial Disclosures (TCFD). The assessment identified the physical and transition risks we could face as a result of climate change. The findings are informing our strategic decisions and helping us prepare for the potential impacts of climate change. In 2020, we will carry out further work to assess how our business may be impacted in the longer term from climate related risks, with a particular focus on our manufacturing sites and the availability of key ingredients in our value chain.	Principle 7
GRI 201-3	Defined benefit plan obligations and other retirement plans	IR – Defined Benefit Plans p. 152-156	We do not currently disclose the percentage of salary contributed by employee or employer or level of participation in retirement plans.	
GRI 201-4	Financial assistance received from government		CCEP did not receive any significant financial assistance from government in 2019.	
Indirect Economic Impacts				
GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Sustainability SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Our Approach to Reporting IR – Our Strategy p. 16-17 / Business Model p. 18-19		
GRI 103-3	Evaluation of the management approach	IR – Our Strategy p. 16-17 / Business Model p. 18-19		
GRI 203-1	Infrastructure investments and services supported	IR – Action on Sustainability p. 34-43		
GRI 203-2	Significant indirect economic impacts	IR – Action on Sustainability p. 34-43		
Procurement Practices				
GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Supply Chain SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Supply Chain		
GRI 103-3	Evaluation of the management approach	SSR – Action on Supply Chain		
GRI 204-1	Proportion of spending on local suppliers	SSR – Action on Supply Chain	Approximately 86% of spend was within our local countries of operation in 2019.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
Anti-Corruption				
GRI 103-1	Explanation of the material topic and its boundary	SSR – Operating with Integrity SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Operating with Integrity SSR – Code of Conduct Gifts, Entertainment and Anti-bribery Policy IR – Operating with Integrity p. 24-25		
GRI 103-3	Evaluation of the management approach	SSR – Operating with Integrity IR – Operating with Integrity p. 24-25		
GRI 205-2	Communication and Training about anti-corruption policies and procedures	SSR – Operating with Integrity IR – Operating with Integrity p. 24-25		Principle 10
GRI 205-3	Confirmed Incidents of corruption and action taken	SSR – Operating with Integrity SSR – Code of Conduct SSR – Corporate Data Tables IR – Operating with Integrity p. 24-25		

Anti-Competitive Behavior

GRI 103-1	Explanation of the material topic and its boundary	SSR – Operating with Integrity SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Operating with Integrity SSR – Code of Conduct IR – Operating with Integrity p. 24-25		
GRI 103-3	Evaluation of the management approach	SSR – Operating with Integrity IR – Operating with Integrity p. 24-25		
GRI 206-1	Legal action for anti-competitive behavior, anti-trust, and monopoly practices	SSR – Operating with Integrity SSR – Code of Conduct Competition Policy IR – Operating with Integrity p. 24-25	No outstanding legal action in 2019	Principle 10

GRI 300: Environmental Standards

Materials

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Packaging SSR – GRI Index (GRI Standards Mapping) IR – This is Forward p. 34-35	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Packaging IR – This is Forward p. 34-35 / Action on Packaging p. 37		
GRI 103-3	Evaluation of the management approach	SSR – Action on Packaging IR – This is Forward p. 34-35 / Action on Packaging p. 37		
GRI 301-1	Materials used by weight or volume	SSR – Action on Packaging SSR – Corporate Data Tables	We are not currently able to disclose volume information for raw ingredients. We will continue to evolve our reporting approach on this indicator	
GRI 301-2	Recycled input materials used	SSR – Action on Packaging SSR – Corporate Data Tables		

Energy

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Climate SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Climate IR – This is Forward p. 34-35 / Action on Climate p. 41-42		
GRI 103-3	Evaluation of the management approach	SSR – Action on Climate IR – This is Forward p. 34-35 / Action on Climate p. 41-42		
GRI 302-1	Energy consumption within the organisation	SSR – Action on Climate SSR – Corporate Data Tables SSR – Methodology IR – Action on Climate p. 41-42	We did not sell any energy back to the grid in 2019.	Principles 7, 8
GRI 302-2	Energy consumption outside of the organisation	SSR – Action on Climate SSR – Corporate Data Tables SSR – Methodology IR – Action on Climate p. 41-42		Principles 7, 8
GRI 302-3	Energy intensity	SSR – Action on Climate SSR – Corporate Data Tables		Principle 8
GRI 302-4	Reduction of energy consumption	SSR – Action on Climate SSR – Corporate Data Tables IR – Action on Climate p. 41-42		Principle 8
GRI 302-5	Reductions in energy requirements of products and services	SSR – Action on Climate SSR – Corporate Data Tables IR – Action on Climate p. 41-42		

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
Water				
GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Water SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Water IR – This is Forward p. 34-35 / Action on Water p. 40		
GRI 103-3	Evaluation of the management approach	SSR – Action on Water IR – This is Forward p. 34-35 / Action on Water p. 40		
GRI 303-1	Interactions with water as a shared resource	SSR – Action on Water SSR - Corporate Data Tables IR – Action on Water p. 40		
GRI 303-2	Management of water discharge-related impacts	SSR – Action on Water SSR - Corporate Data Tables		
GRI 303-3	Water withdrawal	SSR – Action on Water SSR - Corporate Data Tables		Principles 7, 8
GRI 303-4	Water discharge	SSR – Action on Water SSR - Corporate Data Tables		
GRI 303-5	Water consumption	SSR – Action on Water SSR - Corporate Data Tables		

Emissions

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Climate SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Climate IR – This is Forward p. 34-35 / Action on Climate p. 41-42		
GRI 103-3	Evaluation of the management approach	SSR – Action on Climate IR – This is Forward p. 34-35 / Action on Climate p. 41-42		
GRI 305-1	Direct (Scope 1) GHG emissions	SSR – Action on Climate SSR - Corporate Data Tables SSR – Methodology IR – Action on Climate p. 41-42		Principles 7, 8
GRI 305-2	Energy indirect (Scope 2) GHG emissions	SSR – Action on Climate SSR - Corporate Data Tables SSR – Methodology IR – Action on Climate p. 41-42		Principles 7, 8
GRI 305-3	Other indirect (Scope 3) GHG emissions	SSR – Action on Climate SSR - Corporate Data Tables SSR – Methodology IR – Action on Climate p. 41-42		Principle 8
GRI 305-4	GHG emissions intensity	SSR – Action on Climate SSR - Corporate Data Tables SSR – Methodology IR – Action on Climate p. 41-42		Principles 8, 9
GRI 305-5	Reduction of GHG emissions	SSR – Action on Climate SSR - Corporate Data Tables SSR – Methodology IR – Action on Climate p. 41-42		Principles 8, 9
GRI 305-6	Emissions of ozone-depleting substances (ODS)	SSR – Action on Climate SSR - Corporate Data Tables SSR – Methodology	We do not have PFC or SF6 emissions.	
GRI 305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions	SSR – Action on Climate SSR - Corporate Data Tables SSR – Methodology	We do not have NOx, SOx and other significant air emissions. All air emissions are limited well within the permit limits.	

Effluents and Waste

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Packaging SSR – Action on water SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Packaging SSR – Action on water IR – Action on Packaging p. 37 / Action on Water p. 40		
GRI 103-3	Evaluation of the management approach	SSR – Action on Packaging SSR – Action on water IR – Action on Packaging p. 37 / Action on Water p. 40		
GRI 306-1	Water discharge by quality and destination	SSR – Action on Water SSR - Corporate Data Tables SSR – Methodology		Principle 8

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 306-2	Waste by type and disposal method	SSR – Action on Water SSR – Corporate Data Tables SSR – Methodology		
GRI 306-3	Significant spills		Zero incidents of significant spills. We define "significant" as having an environmental impact for which authorities give us a fine.	
GRI 306-4	Transport of hazardous waste	SSR – GRI Index (GRI Standards Mapping)	We do not transport waste deemed to be hazardous under the terms of the Basel Convention Annex I, II, III and VIII.	
GRI 306-5	Water bodies affected by water discharge and/or runoff	SSR – Action on Water SSR – Corporate Data Tables	We ensure that our wastewater is treated to a standard that does not affect aquatic life. While most of our manufacturing sites pre-treat wastewater on site and then send it to municipal wastewater treatment plants, 13 of our manufacturing sites carry out full wastewater treatment on site.	

Environmental Compliance

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Packaging SSR – Action on Water SSR – Action on Climate SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Packaging SSR – Action on Water SSR – Action on Climate IR – Action on Packaging p. 37 / Action on Water p. 40 / Action on Climate p. 41-42		
GRI 103-3	Evaluation of the management approach	SSR – Action on Packaging SSR – Action on Water SSR – Action on Climate IR – Action on Packaging p. 37 / Action on Water p. 40 / Action on Climate p. 41-42		
GRI 307-1	Non-compliance with environmental laws and regulations	SSR – Action on Packaging SSR – Action on Water SSR – Action on Climate	Zero fines or non-monetary sanctions in 2019.	

Supplier Environmental Assessment

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Supply Chain SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Supply Chain IR – Action on Supply Chain p. 43		
GRI 103-3	Evaluation of the management approach	IR – Action on Supply Chain p. 43		
GRI 308-1	New suppliers that were screened using environmental criteria	SSR – Action on Supply Chain	Our Supplier Guiding Principles (SGPs) require that suppliers comply with all applicable local and national environmental laws. For example, this includes ensuring that updated permissions, environmental licenses and monitoring reports such as for air emissions and wastewater discharge are available; and that records are available to confirm that generated wastes are disposed of in accordance with local regulations and managed while on site to prevent environmental contamination or worker risk.	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	SSR – Action on Supply Chain		

GRI 400: Social Standards

Employment

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Society – Our People SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Society – Our People IR – This is Forward p. 34-35 / Action on Society p. 38		
GRI 103-3	Evaluation of the management approach	SSR – Action on Society – Our People IR – This is Forward p. 34-35 / Action on Society p. 38		

Disclosure number	Disclosure title	Cross-reference or answer		Additional information		UNGC Cross-reference							
GRI 401-1	New employee hires and employee turnover	SSR – Country Data Tables		Employee New hires:		Principle 6							
	New employee hires												
		Number	%	Male Number	%	Female Number	%	<20y-29y Number	%	30y-50y Number	%	>50y Number	%
	Total CCEP	1,306	5.6	750	4.3	556	9.5	530	15.0	711	5.3	65	1.0
	By country:												
	Belgium and Luxembourg	94	4.3	46	2.1	48	2.2	55	2.5	37	1.7	2	0.1
	Bulgaria	237	25.8	77	24.1	160	26.8	97	28.6	135	23.8	5	50.0
	France	233	8.7	156	7.9	77	11.3	119	24.7	109	7.1	5	0.8
	Germany	222	2.9	141	2.3	81	5.7	95	7.8	115	3.2	12	0.4
	Great Britain	278	7.7	179	7.3	99	8.8	86	15.8	165	7.8	27	2.9
	Iceland	40	24.5	33	27.0	7	17.1	20	45.5	20	23.3	0	0
	The Netherlands	26	3.1	22	3.6	4	1.9	8	5.0	13	3.0	5	2.3
	Norway	63	10.6	35	8	28	17.9	26	40.0	33	8.3	4	3.1
	Portugal	13	3.3	5	1.9	8	6.1	4	13.3	8	2.9	1	1.1
	Spain and Andorra	58	1.6	27	0.9	31	3.7	10	4.3	46	1.8	2	0.2
	Sweden	42	5.9	29	5.7	13	6.5	10	7.9	30	6.9	2	1.4
	Voluntary Turnover												
		Number	%	Male Number	%	Female Number	%	<20y-29y Number	%	30y-50y Number	%	>50y Number	%
	Total CCEP	1,142	4.9	716	4.1	426	7.3	310	8.8	191	1.4	641	10.0
	By country:												
	Belgium and Luxembourg	75	3.4	47	2.1	28	1.3	20	0.9	15	0.7	40	1.8
Bulgaria	88	9.6	40	12.5	48	8.0	27	8.0	0	0	61	610.0	
France	104	3.9	61	3.1	43	6.3	32	6.6	17	1.1	55	8.6	
Germany	214	2.8	154	2.5	60	4.2	62	5.1	45	1.2	107	4.0	
Great Britain	273	7.6	167	6.8	106	9.4	80	14.7	66	3.1	127	13.8	
Iceland	12	7.4	8	6.6	4	9.8	1	2.3	2	2.3	9	27.3	
The Netherlands	59	7.2	29	4.8	30	14.0	8	5.0	8	1.8	43	19.5	
Norway	53	8.6	34	7.8	19	12.2	20	30.8	4	1.0	29	22.8	
Portugal	20	5.1	13	5.0	7	5.3	0	0	11	4.0	9	10.2	
Spain and Andorra	170	4.6	113	3.9	57	6.9	32	13.8	17	0.7	121	13.1	
Sweden	74	9.4	50	9.9	24	11.9	28	22.2	6	1.4	40	27.8	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SSR – Action on Society – Our People IR – Our People p.20-23		Employee benefits vary in offer depending upon country and level in the organisation. Significant locations of operation include all of our operations, sales, distribution and main office locations.									
GRI 401-3	Parental leave	SSR – Action on Society – Our People		We offer parental leave across the countries where we operate; this varies in length and benefit depending upon the country. We are currently unable to provide a consistent split of data in this area. We will continue to evolve our reporting to expand our disclosure on this indicator in the future.									

Occupational Health and Safety

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Society – Our People SSR – GRI Index (GRI Standards Mapping)		Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Society – Our People IR – Our People p.20-23			
GRI 103-3	Evaluation of the management approach	SSR – Action on Society – Our People IR – Our People p.20-23			
GRI 403-1	Occupational health and safety management system	SSR – Action on Society – Our People IR – Our People p.20-23			
GRI 403-2	Hazard identification, risk assessment, and incident investigation	SSR – Action on Society – Our People			
GRI 403-3	Occupational health services	SSR – Action on Society – Our People IR – Our People p.20-23			
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	SSR – Action on Society – Our People IR – Our People p.20-23			

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 403-5	Worker training on occupational health and safety	SSR – Action on Society – Our People IR – Our People p.20-23		
GRI 403-6	Promotion of worker health	SSR – Action on Society – Our People IR – Our People p.20-23		
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	SSR – Action on Society – Our People IR – Our People p.20-23		
GRI 403-8	Workers covered by an occupational health and safety management system	SSR – Action on Society – Our People IR – Our People p.20-23		
GRI 403-9	Work- related injuries	SSR – Action on Society – Our People SSR - Corporate Data Tables		

Training and Education

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Society – Our People SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.																																																								
GRI 103-2	The management approach and its components	SSR – Action on Society – Our People IR – Our People p.20-23																																																									
GRI 103-3	Evaluation of the management approach	SSR – Action on Society – Our People IR – Our People p.20-23																																																									
GRI 404-1	Average hours of training per year per employee	SSR – Action on Society – Our People SSR - Corporate Data Tables	In 2019 the average hours per FTE of training and development (hours) were 14.4. The average amount spent per FTE on training and development was €715.																																																								
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	SSR – Action on Society – Our People SSR - Corporate Data Tables	<p>Performance Review Employees in Executive and Leadership bands that received an appraisal form.</p> <table border="1"> <thead> <tr> <th></th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Total CCEP</td> <td>100</td> </tr> <tr> <td colspan="2">By country:</td> </tr> <tr> <td>Belgium and Luxembourg</td> <td>100</td> </tr> <tr> <td>Bulgaria</td> <td>n/a</td> </tr> <tr> <td>France</td> <td>100</td> </tr> <tr> <td>Germany</td> <td>100</td> </tr> <tr> <td>Great Britain</td> <td>100</td> </tr> <tr> <td>Iceland</td> <td>n/a</td> </tr> <tr> <td>The Netherlands</td> <td>n/a</td> </tr> <tr> <td>Norway</td> <td>n/a</td> </tr> <tr> <td>Portugal</td> <td>n/a</td> </tr> <tr> <td>Spain and Andorra</td> <td>100</td> </tr> <tr> <td>Sweden</td> <td>n/a</td> </tr> </tbody> </table> <p>Senior managers and above that receive a regular performance and career development review.</p> <table border="1"> <thead> <tr> <th></th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Total CCEP</td> <td>99</td> </tr> <tr> <td colspan="2">By country:</td> </tr> <tr> <td>Belgium and Luxembourg</td> <td>100</td> </tr> <tr> <td>Bulgaria</td> <td>100</td> </tr> <tr> <td>France</td> <td>100</td> </tr> <tr> <td>Germany</td> <td>n/a</td> </tr> <tr> <td>Great Britain</td> <td>98</td> </tr> <tr> <td>Iceland</td> <td>93</td> </tr> <tr> <td>The Netherlands</td> <td>99</td> </tr> <tr> <td>Norway</td> <td>99</td> </tr> <tr> <td>Portugal</td> <td>n/a</td> </tr> <tr> <td>Spain and Andorra</td> <td>n/a</td> </tr> <tr> <td>Sweden</td> <td>95</td> </tr> </tbody> </table>		%	Total CCEP	100	By country:		Belgium and Luxembourg	100	Bulgaria	n/a	France	100	Germany	100	Great Britain	100	Iceland	n/a	The Netherlands	n/a	Norway	n/a	Portugal	n/a	Spain and Andorra	100	Sweden	n/a		%	Total CCEP	99	By country:		Belgium and Luxembourg	100	Bulgaria	100	France	100	Germany	n/a	Great Britain	98	Iceland	93	The Netherlands	99	Norway	99	Portugal	n/a	Spain and Andorra	n/a	Sweden	95
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Diversity and Equal Opportunity

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Society – Our People SSR – GRI Index (GRI Standards Mapping) IR – Culture at CCEP p.12 / Our People p.20, 22-23	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Society – Our People IR – Culture at CCEP p.12 / Our People p.20, 22-23		
GRI 103-3	Evaluation of the management approach	SSR – Action on Society – Our People IR – Culture at CCEP p.12 / Our People p.20, 22-23 / This is Forward p.34-35 / Action on Society p.38 /		
GRI 405-1	Diversity of governance bodies and employees	SSR – Action on Society – Our People SSR – Corporate Data Tables SSR – Country Data Tables IR – This is Forward p.34-35 / Board of Directors p.59 / Diversity of the Board p.79	CCEP does not capture minority group information on all employees across all of our territories, in accordance with local law. We will work to continue to evolve our reporting on this indicator in the future, where possible.	Principle 6

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference																																										
GRI 405-2	Ratio of basic salary and remuneration of women to men	SSR - Corporate Data Tables SSR - Country Data Tables	<p>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. Male/female pay ratio</p> <table border="1"> <thead> <tr> <th></th> <th>Management</th> <th>Non-Management</th> </tr> </thead> <tbody> <tr> <td>By country:</td> <td></td> <td></td> </tr> <tr> <td>Belgium</td> <td>114%</td> <td>81%</td> </tr> <tr> <td>Bulgaria</td> <td>114%</td> <td>108%</td> </tr> <tr> <td>France</td> <td>103%</td> <td>90%</td> </tr> <tr> <td>Germany</td> <td>107%</td> <td>84%</td> </tr> <tr> <td>Great Britain</td> <td>105%</td> <td>113%</td> </tr> <tr> <td>Iceland</td> <td>80%</td> <td>67%</td> </tr> <tr> <td>Luxembourg</td> <td>110%</td> <td>86%</td> </tr> <tr> <td>The Netherlands</td> <td>108%</td> <td>92%</td> </tr> <tr> <td>Norway</td> <td>109%</td> <td>96%</td> </tr> <tr> <td>Portugal</td> <td>92%</td> <td>105%</td> </tr> <tr> <td>Spain and Andorra</td> <td>104%</td> <td>99%</td> </tr> <tr> <td>Sweden</td> <td>103%</td> <td>94%</td> </tr> </tbody> </table>		Management	Non-Management	By country:			Belgium	114%	81%	Bulgaria	114%	108%	France	103%	90%	Germany	107%	84%	Great Britain	105%	113%	Iceland	80%	67%	Luxembourg	110%	86%	The Netherlands	108%	92%	Norway	109%	96%	Portugal	92%	105%	Spain and Andorra	104%	99%	Sweden	103%	94%	
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Human Rights Assessment

GRI 103-1	Explanation of the material topic and its boundary	SSR - Operating with Integrity SSR - Action on Supply Chain SSR - GRI Index (GRI Standards Mapping) IR - Action on Supply Chain p. 43	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.
GRI 103-2	The management approach and its components	SSR - Operating with Integrity SSR - Action on Supply Chain IR - Action on Supply Chain p. 43	
GRI 103-3	Evaluation of the management approach	SSR - Operating with Integrity SSR - Action on Supply Chain IR - Action on Supply Chain p. 43	
GRI 412-2	Employee training on human rights policies or procedures	SSR - Operating with Integrity SSR - Action on Supply Chain IR - Action on Supply Chain p. 43	Coca-Cola European Partners was created in May 2016 as a result of a merger between Coca-Cola Enterprises (CCE), Coca-Cola Iberian Partners (CCIP) and Coca-Cola Erfrischungsgetränke AG (CCEAG). CCEP's new Human Rights Policy was released in 2018, and training programmes were rolled out throughout the year. All procurement managers who interact with suppliers are given training on the Supplier Guiding Principles (SGPs) and Sustainable Agriculture Guiding Principles (SAGPs), as well as on Human Rights, as part of their induction.

Local Communities

GRI 103-1	Explanation of the material topic and its boundary	SSR - Action on Society - Community SSR - GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.
GRI 103-2	The management approach and its components	SSR - Action on Society - Community IR - This is Forward p. 34-35 / Action on Society p. 39	
GRI 103-3	Evaluation of the management approach	SSR - Action on Society - Community IR - This is Forward p. 34-35 / Action on Society p. 39	
GRI 413-1	Operations with local community engagement, impact assessments and development programmes	SSR - Action on Society - Community SSR - Corporate Data Tables IR - Action on Society p.39	We have community partnership programmes across 100% of our operations. We are also developing a new metrics toolkit to enhance our understanding of the impact of our community investments. We piloted the toolkit in France, GB, Germany and Spain in 2019 and expect to roll this out across all our territories in 2020.

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
Supplier Social Assessment				
GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Supply Chain SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Supply Chain		
GRI 103-3	Evaluation of the management approach	SSR – Action on Supply Chain		
GRI 414-1	New suppliers that were screened using social criteria	SSR – Action on Supply Chain		
Public Policy				
GRI 103-1	Explanation of the material topic and its boundary	SSR – Listening to our Stakeholders SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Listening to our Stakeholders IR – What we do p. 8-9 / Sustainability p.34-43		
GRI 103-3	Evaluation of the management approach	SPR – Listening to our Stakeholders IR – What we do p. 8-9 / Sustainability p.34-43		
GRI 415-1	Political contributions	SSR – Listening to our Stakeholders SSR – Our Public Policy Engagement IR – Political donations p.109	We do not make political contributions in our countries of operation. The majority of our engagement with policy makers on policy issues affecting our business happen through trade associations, with whom we spend approximately 2 million EUR each year across our territories each year.	
Customer Health and Safety				
GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Drinks SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Drinks IR – What we do p. 8-9 / Succeeding in a Changing Landscape p.14-15 / Our People p.20-23 / This is Forward p.34-35 / Principal Risk p.45 / Risk Factors p.188		
GRI 103-3	Evaluation of the management approach	SSR – Action on Drinks IR – What we do p. 8-9 / Succeeding in a Changing Landscape p.14-15 / Our People p.20-23 / This is Forward p.34-35 / Principal Risk p.45 / Risk factors p.188		
GRI 416-1	Assessment of the health and safety impacts of products and service categories	SSR – Action on Drinks IR – Principal Risk p.45 / Risk Factors p.186-187	All products are assessed for health and safety impacts.	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	SSR – Action on Drinks	Zero issues of non-compliance in 2019.	
Marketing and Labelling				
GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Drinks SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on Drinks IR – This is Forward p.34-35 / Action on Drinks p.36		
GRI 103-3	Evaluation of the management approach	SSR – Action on Drinks IR – This is Forward p.34-35 / Action on Drinks p.36		
GRI 417-1	Requirements for product and service information and labelling	SSR – Action on Drinks	100% of our products are assessed for compliance against our commitment to ensure clear nutritional labelling on front of pack across all of our products.	
GRI 417-2	Incidents of non-compliance concerning product and service information and labelling	SSR – Action on Drinks	Zero issues of non-compliance in 2019.	
GRI 417-3	Incidents of non-compliance concerning marketing communications	SSR – Action on Drinks	Zero issues of non-compliance in 2019.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
Socioeconomic Compliance				
GRI 103-1	Explanation of the material topic and its boundary	SSR – Operating with Integrity SSR – Action on Drinks SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Operating with Integrity SSR – Action on Drinks IR – Corporate Governance Report p.67-76		
GRI 103-3	Evaluation of the management approach	SSR – Operating with Integrity SSR – Action on drinks IR – Corporate Governance Report p.67-76		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	SSR – Operating with Integrity	Zero issues of non-compliance in 2019.	