

ACTION ON SOCIETY (COMMUNITY) - FAQ

We'll be a force for good by championing inclusion and economic development in society — with our employees and our communities.

Q. - What are your main community investment focus areas?

A. - We are committed to championing grassroots community partnerships. We focus our investments on social initiatives that help young people from disadvantaged backgrounds find employment. We also support environmental community initiatives.

In 2018, we launched a volunteering policy that enables all CCEP employees to dedicate up to two paid working days a year to volunteer for a charity or cause of their choice.

Q. - What are you doing to help young people gain employability and confidence?

A. - We believe that everyone should be given the opportunity to fulfil their potential – whether it's by gaining meaningful employment, learning a new skill or starting a business.

Working with The Coca-Cola Company, we expanded our support for local community partnerships in 2018. We currently support a range of local programmes that aim to empower young people, including [WannaWork](#) in Belgium, [Passport to Employment](#) in France, the [German Foundation on Integration and Migration](#), [Reach Up](#) in Great Britain, [JINC](#) in the Netherlands, [GIRA Jóvenes](#) in Spain and [Mentor](#) in Sweden.

In 2018, we held a two-day workshop in Norway, providing barista training for vulnerable young people. The project was part of a broader collaboration between CCEP Norway and [Oslo Red Cross](#). In France, we took part in Tous en Stage, an internship initiative giving 3rd grade school pupils from disadvantaged backgrounds an introduction to a range of professions. The project was created by CCEP France with a number of other major French companies and was supported by the French Ministry of Education.

We also partner with schools and universities to provide employment opportunities. In 2018, we held a workshop for sustainability management MBA students from Leuphana University at our manufacturing site in Lüneburg, Germany. The 20 students who attended the workshop worked with site representatives to help develop sustainability management plans for the plant.

In Antwerp, Belgium, our [Coca-Cola Visitors Centre](#) offers an interactive experience that educates young people about our approach to sustainability, and provides an open door for young people to learn about manufacturing and the soft drinks industry. Around 18,000 people, mainly students, visit the centre every year.

Q. - What do you do to invest in and support local community partnerships?

A. - We support our community partnerships through financial investment and sponsorship. In 2018, we spent €5 million on supporting local community activities across our territories (0.41% of our profit before tax).

Our employees also play an important role in supporting our local community partnerships through volunteering. In 2018, our employees dedicated nearly 11,955 hours to volunteering to support the work of our national charity partners, local community groups and other good causes.

To encourage our employees to become even more involved in community projects, in November 2018 we launched a new volunteering policy that enables all CCEP employees to dedicate up to two paid working days a year to volunteer for a charity or cause of their choice.

ACTION ON SOCIETY (COMMUNITY) - FAQ - CONTINUED

Q. - What other kinds of local community programmes do you support?

A. - Aside from our youth employment programmes, we support a wide range of other grassroots community partnerships across all of our territories in Western Europe. These include programmes which bring communities together through physical activity, such as [Olympic Moves](#) in the Netherlands and [Special Olympics](#) across our territories.

We support local food banks in Great Britain and Germany, bringing drinks to people in need by donating products which are close to the best before date, and thereby also avoiding food waste. We plan to strengthen our investment in these partnerships in 2019.

We also support environmental programmes through investment and volunteering. These include our water replenishment projects in Belgium, Great Britain, France and Spain, and our land-based and marine litter clean-up programmes across our territories. See our our stories in [Action on Packaging](#) and [Action on Water](#) for more about these activities.