

Respect for Human Rights

We consider human and workplace rights to be inviolable and fundamental to our sustainability as a business. We have a duty to respect and protect the human rights of everyone working throughout our operations and within our supply chain, and to ensure that they are treated with dignity and respect. Our principles regarding human rights are set out in our CoC and further detail is provided in our [Human Rights Policy](#), which is based on accepted international standards such as the [United Nations Guiding Principles on Business and Human Rights](#).

We have a zero-tolerance approach to modern slavery of any kind within our operations and supply chain. Together with The Coca-Cola Company, we expressly prohibit any form of human trafficking within our system or by any company that directly supplies or provides services to our business. We prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking within our company and by any company that directly supplies or provides services to our business. For more information, read our [Modern Slavery Statement](#).

CCEP reviews risks annually through its risk assessment process. During 2017, we expanded this process to also include the risk of modern slavery within our supply chain. In October 2018, we hosted an internal human rights workshop with cross-functional participation from senior managers across our business, including support and engagement from our Executive Leadership Team. We also benefitted from input and advice from key external stakeholders including [UN OHCHR](#), [Institute of Employers](#), [Know The Chain](#) and industry peers. Our aim was to understand what human rights means for our own operations and our supply chain.

As a result, we committed to conduct a Human Rights Risk Assessment for CCEP in 2019 based on the salient issues identified during the workshop. The risk assessment process in Q1 2019 included interviews with senior leaders across the business, followed by a risk assessment workshop to develop more detailed action plans on key issues. We identified what human rights means for CCEP, namely protecting people's inherent and indivisible rights and freedoms both in our own operations and in our value chain; fair and equal treatment of people (no discrimination) and treating people with dignity and doing no harm to others. Throughout this process, there has been clear acknowledgment that human rights issues can and do present themselves in our own day-to-day operations in Western Europe and not just in the extended global value chain. During 2019, we will also deliver human rights training for our procurement function.

