



## Human Rights Policy

May 2019

### Quick Facts

- Respect for human rights is fundamental to the sustainability of Coca-Cola European Partners (“CCEP” or the “Company”) and the communities in which we operate. We are committed to ensuring that everyone working throughout our operations and within our supply chain are treated with dignity and respect.
- The Human Rights Policy applies to CCEP, the entities that it owns, the entities in which it holds a majority interest, and the facilities that it manages. We are committed to upholding the principles in this Policy.
- Our [Supplier Guiding Principles](#) apply to our suppliers and are aligned with the expectations and commitments of this Policy.
- We recognize our impact on the communities in which we operate and are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business.
- We provide a safe and healthy workplace and comply with applicable health and safety laws, regulations and internal requirements.
- 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.
- Key principles set out in this Policy are also reflected in the Company’s Modern Slavery statement which has been published on the Company’s website in accordance with the Modern Slavery Act 2015. This statement sets out the steps taken by CCEP to prevent modern slavery and human trafficking in our business and supply chain.

### Overview

Respect for human rights is fundamental to the sustainability of CCEP and the communities in which we operate. In our Company, we are committed to ensuring that people are treated with dignity and respect.

CCEP’s Human Rights Policy (the “Policy”) is guided by international human rights principles encompassed in the [United Nations’ Guiding Principles on Business and Human Rights](#), the [International Labour Organization’s Declaration on Fundamental Principles and Rights at Work](#) and the [United Nations’ Global Compact](#).

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The Company is committed to upholding the principles in this Policy. Our [Supplier Guiding Principles](#) apply to our suppliers and are aligned with the expectations and commitments of this Policy.

### Respect for Human Rights

CCEP respects human rights. It is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before they occur, through human rights due diligence and risk mitigation processes.



### **Community & Stakeholder Engagement**

We recognize our impact on the communities in which we operate. We are committed to [engaging with stakeholders](#) in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed with local management. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

In November 2018, to mark the first anniversary of our This is Forward strategy, 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.

### **Valuing Diversity and Equal Opportunities**

We believe that encouraging diversity of ideas, thinking and experience leads to better ways of working and better business results. We're committed to building a diverse workforce and encouraging an inclusive culture. This covers all areas of diversity, including gender, generations, cultural diversity, disability and sexual orientation.

As part of our This is Forward sustainability action plan, we have a target of ensuring that at least 40% of our management positions (middle management and above) are held by women by 2025. In 2018, 35.6% of management positions were held by women.

CCEP is an equal opportunities employer. We make decisions about recruitment, promotion, training and other employment issues solely on the grounds of individual ability, achievement, expertise and conduct. We don't discriminate on the basis of gender, gender identity, race, colour, religion, ethnicity, cultural heritage, age, social background, mental or physical ability or disability, national origin, sexual orientation or any other reason not related to job performance or prohibited by applicable law.

### **Work Hours, Wages and Benefits**

We compensate employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

Benefits are available to all employees and vary according to the employee's country and level in the organisation. They can include medical or dental insurance, life insurance, eyecare vouchers, holiday time and leave packages to cover sickness, the birth of a child, bereavement or a long-term illness in the family. Depending on the country, level and grade, pension plans and stock purchase plans are also offered to employees.

### **Freedom of Association & Collective Bargaining**

We respect our employees' right to join, form or not to join a labour union without fear of retaliation, intimidation or harassment. Where employees are represented by a legally recognized union and subject to local legal requirements, we are committed to establishing a constructive dialogue with their freely chosen representatives, and to bargaining in good faith with such representatives.



### **Workplace health and safety**

We're committed to providing our employees with a safe and healthy work environment that safeguards their mental and physical wellbeing. To support this objective, we have a strong health and safety programme that aims to reduce our incident level to zero.

In cases where employees are injured or have other mental or physical health issues during employment with CCEP, we make any adjustments to their duties and working environment that are necessary to support their recovery and continued employment.

### **Forced Labour & Human Trafficking**

We have a zero tolerance approach to modern slavery of any kind within our operations and supply chain. This includes all forms of forced labour and any form of human trafficking, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.

### **Child Labour**

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

### **Modern Slavery Statement**

The Company's Modern Slavery statement has been published on the Company's website in accordance with the Modern Slavery Act 2015. This statement sets out the steps taken by CCEP to prevent modern slavery and human trafficking in our business and supply chain.

### **Code of Conduct**

Our Code of Conduct (CoC) ensures that we act with integrity and accountability in all of our business dealings and relationships, in compliance with all applicable laws, regulations and policies. We expect everyone working at CCEP to adhere to the CoC. We also expect all third parties who work on our behalf to act in an ethical manner consistent with our CoC. The new CoC for CCEP was launched in 2018. As at 31 December 2018, it had been formally adopted in all the territories in which we operate, as well as our shared service centre in Bulgaria. All employees are required to do CoC training, including as part of the induction process for new employees. Training on specific topics related to their roles is also provided where needed. All people managers receive a CoC guide that addresses their responsibilities. This includes a matrix to help with decision making and guidance on situations such as bullying and harassment.

### **Preventing bribery and corruption**

We aim to prevent all forms of bribery and corruption in our business dealings. Our CoC sets out our principles and standards to prevent bribery and corruption, including conf

### **Guidance & Reporting for Employees**

We are committed to creating workplaces in which open and honest communications among all employees are valued and respected. Our policy is to follow all applicable labour and employment laws wherever we operate.

If you believe that a conflict arises between the language of the Policy and the laws, customs and practices of the place where you work, if you have questions about this Policy or if you



would like to report a potential violation of this Policy, you should raise those questions and concerns through existing processes, which make every effort to maintain confidentiality.

In each of our territories, we have established ways for employees to report potential violations. These include channels for employees to contact a line manager or HR representative, or to share information through our dedicated, independent and confidential [Speak Up service](#). CCEP is committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.