Material Issues – GRI Standards Mapping

Based on the material issues identified by our stakeholders, we’ve mapped these against the Global Reporting Initiative’s (GRI) Standard and identified the external boundaries associated with each. The reporting information in the Sustainability Stakeholder Report (SSR) 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\(^1\) where CCEP has operations. This report has been prepared in accordance with the GRI Standards: Core option of the 2020 GRI Standards. In addition, in conjunction with our 2020 Sustainability Stakeholder Report, it complements and serves as part of our 2020 Communication on Progress (COP) to the United Nations Global Compact (UNGC).

<table>
<thead>
<tr>
<th>GRI Standards</th>
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<td><strong>Action on Drinks</strong></td>
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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 2020 Sustainability Stakeholder Report. For some indicators, information is also included from the CCEP 2020 Integrated Report.

References abbreviated as follows:
SSR  2020 Sustainability Stakeholder Report
IR   2020 Integrated Report

\(^1\) Andorra, Belgium, continental France, Germany, Great Britain, Iceland, Luxembourg, Monaco, the Netherlands, Norway, Portugal, Spain and Sweden.

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

**Damian Gammell**
Chief Executive Officer
Coca-Cola European Partners
May 2021
## GRI 102: General Disclosures

### Organisational Profile

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<th>Disclosure number</th>
<th>Disclosure title</th>
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<th>Additional information</th>
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<td>IR – Our portfolio p. 4-5 / What we do and how we do it p. 8-9</td>
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<td>Uxbridge, United Kingdom</td>
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<td>GRI 102-5</td>
<td>Ownership and legal form</td>
<td>IR – Business and financial review p. 54-61 / Notes to the consolidated financial statement p. 133</td>
<td>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”.</td>
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<td>GRI 102-8</td>
<td>Information on employees and other workers</td>
<td>SSR – Corporate data tables / Country data tables / Methodology</td>
<td>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, 2020. See Methodology for more details.</td>
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### Employee data by country

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GRI 102-9 Supply chain  
SSR – Action on supply chain

GRI 102-10 Significant changes to the organisation and its supply chain  
IR – p. 158-159

GRI 102-11 Precautionary Principle or approach  
SSR – Our approach to Environment

GRI 102-12 External initiatives  
SSR – Listening to our stakeholders  
IR – Our stakeholders p. 10-13  
SSR – Our approach to Public Policy
<table>
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<th>Disclosure title</th>
<th>Cross-reference or answer</th>
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| GRI 102-13        | Membership of associations | SSR - Listening to our stakeholders  
SSR - Action on packaging  
SSR - Our approach to Public Policy | |

**Strategy**

| GRI 102-14 | Statement from senior decision-maker | IR - Conversation with our Chairman and CEO p. 14-17 |
| 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. 22-37 |

**Ethics and Integrity**

| GRI 102-16 | Values, principles, standards and norms of behaviour | SSR - Operating with integrity  
IR - Corporate governance report p. 72-81 |
| GRI 102-17 | Mechanisms for advice and concerns about ethics | SSR - Operating with integrity  
IR - Operating with integrity p. 42-43 |

**Governance**

| GRI 102-18 | Governance structure | IR - Corporate governance p. 74, 77-78 |
| GRI 102-19 | Delegating authority | IR - Corporate governance p. 74, 77-78 |
| GRI 102-20 | Executive-level responsibility for economic, environmental and social topics | IR - Corporate governance framework p. 74  
www.cocacolaep.com/about-us/governance/committees |
| GRI 102-21 | Consulting stakeholders on economic, environmental and social topics | SSR - Listening to our stakeholders  
IR - Our stakeholders p. 10-13 |
| GRI 102-22 | Composition of the highest governance body and its committees | IR - Board of Directors p. 65-70  
www.cocacolaep.com/about-us/governance/board-of-directors  
www.cocacolaep.com/about-us/governance/committees |
| GRI 102-23 | Chair of the highest governance body | IR - Director's biographies p. 66-70  
| GRI 102-24 | Nominating and selecting the highest governance body | IR - Nomination Committee p. 83-85  
www.cocacolaep.com/about-us/governance/committees |
| GRI 102-25 | Conflicts of interest | IR - Corporate governance p. 75 |
| GRI 102-26 | Role of highest governance body in setting purpose, values and strategy | IR - Roles and responsibilities of the Board p. 74  
www.cocacolaep.com/about-us/governance/committees |
| GRI 102-27 | Collective knowledge of highest governance body | IR - Director training and development programme p. 76 |
| GRI 102-28 | Evaluating the highest governance body’s performance | IR - Board evaluation p. 78, 80, 84 |
| GRI 102-29 | Identifying and managing economic, environmental and social impacts | IR - Corporate governance p. 74, 87  
www.cocacolaep.com/about-us/governance/committees |
| GRI 102-30 | Effectiveness of risk management processes | IR - Principal risks p. 44-51  
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. 14-17  
Our stakeholders p. 10-13 / Action on sustainability p. 22-37  
www.cocacolaep.com/about-us/governance/committees |
| GRI 102-32 | Highest governance body’s role in sustainability reporting | IR - Corporate governance p. 74  
www.cocacolaep.com/about-us/governance/committees |
| GRI 102-33 | Communicating critical concerns | IR - Operating with integrity p. 43 / Stakeholder engagement p. 13  
www.cocacolaep.com/about-us/governance/committees |
| GRI 102-34 | Nature and total number of critical concerns | IR - Principal risks p. 43 / Risk factors p. 188-196 |
| GRI 102-35 | Remuneration policies | IR - Overview of the remuneration policy p. 95  
www.cocacolaep.com/about-us/governance/committees |
| GRI 102-36 | Process for determining remuneration | IR - Statement from the Remuneration Committee chairman p. 92-94  
www.cocacolaep.com/about-us/governance/committees |
| GRI 102-37 | Stakeholders’ involvement in remuneration | IR - Statement from the Remuneration Committee chairman p. 92-94  
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. 103 |
| GRI 102-39 | Percentage increase in annual total compensation ratio | SSR - Corporate data tables  
IR - Percentage change in CEO remuneration p. 102 |
## Stakeholder Engagement

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<td>GRI 102-40</td>
<td>List of stakeholder groups</td>
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<td>GRI 102-41</td>
<td>Collective bargaining agreements</td>
<td>SSR – Corporate data tables</td>
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<tr>
<td>GRI 102-42</td>
<td>Identifying and selecting stakeholders</td>
<td>SSR – Listening to our stakeholders</td>
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<td>GRI 102-43</td>
<td>Approach to stakeholder engagement</td>
<td>SSR – Listening to our stakeholders</td>
<td>Principle 3</td>
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<tr>
<td>GRI 102-44</td>
<td>Key topics and concerns raised</td>
<td>SSR – Listening to our stakeholders</td>
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## Reporting Practice

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<tr>
<td>GRI 102-45</td>
<td>Entities included in the consolidated financial statements</td>
<td>IR – Consolidated Income Statement p. 128</td>
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<td>GRI 102-46</td>
<td>Defining report content and topic boundaries</td>
<td>SSR – Our approach to reporting</td>
<td>SSR – Listening to our stakeholders</td>
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<td>GRI 102-47</td>
<td>List of the material topics</td>
<td>SSR – Listening to our stakeholders</td>
<td>SSR – GRI Index (GRI Standards Mapping)</td>
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<td>GRI 102-48</td>
<td>Restatements of information</td>
<td>SSR – Corporate data tables</td>
<td>SSR – Country data tables</td>
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<td>GRI 102-49</td>
<td>Changes in reporting</td>
<td>SSR – Corporate data tables</td>
<td>SSR – Country data tables</td>
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<td>GRI 102-50</td>
<td>Reporting period</td>
<td>SSR – Our approach to reporting</td>
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<tr>
<td>GRI 102-51</td>
<td>Date of most recent report</td>
<td>May 2021</td>
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<tr>
<td>GRI 102-52</td>
<td>Reporting cycle</td>
<td>SSR – Our approach to reporting</td>
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<tr>
<td>GRI 102-53</td>
<td>Contact point for questions regarding the report</td>
<td><a href="http://www.ccep.com/contact">www.ccep.com/contact</a></td>
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<tr>
<td>GRI 102-54</td>
<td>Claims of reporting in accordance with the GRI Standards</td>
<td>SSR – Our approach to reporting</td>
<td>This report has been prepared in accordance with GRI Standards: Core option.</td>
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<tr>
<td>GRI 102-55</td>
<td>GRI content index</td>
<td>SSR – GRI Index (GRI Standards Mapping)</td>
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<td>GRI 102-56</td>
<td>External assurance</td>
<td>SSR – Assurance Statement</td>
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## Topic-specific standards

### GRI 200: Economic Standards

**Economic Performance**

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<td>Explanation of the material topic and its boundary</td>
<td>SSR – GRI Index (GRI Standards Mapping)</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
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<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SSR – Our approach to reporting IR – Our strategy p. 20-21 / Our stakeholders p. 10-13</td>
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<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Our approach to reporting IR – Our strategy p. 20-21 / Our stakeholders p. 10-13</td>
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<tr>
<td>GRI 201-1</td>
<td>Direct economic value generated and distributed</td>
<td>IR – Performance indicators p. 2-3, 56</td>
<td>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.</td>
</tr>
<tr>
<td>GRI 201-2</td>
<td>Financial implications and other risks and opportunities due to climate change</td>
<td>SSR – Action on climate IR – Action on climate p. 24-26 / Measuring and managing risk p. 44 / Risk factor p. 188-197 Understanding our climate related risk</td>
<td>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. In 2020, we voluntarily published our first disclosure against the recommendations of TCFD and we will continue to do this on an annual basis. In 2021, we will carry out the work to assess how our business may be impacted in the longer term from climate related risks, with a particular focus on our production facilities and the availability of key ingredients in our value chain. This work was planned for 2020 but the timetable was delayed due to COVID-19. <strong>Principle 7</strong></td>
</tr>
<tr>
<td>GRI 201-3</td>
<td>Defined benefit plan obligations and other retirement plans</td>
<td>IR – Defined benefit plans p. 153-157</td>
<td>We do not currently disclose the percentage of salary contributed by employee or employer or level of participation in retirement plans.</td>
</tr>
<tr>
<td>GRI 201-4</td>
<td>Financial assistance received from government</td>
<td>CCEP did not receive any significant financial assistance from government in 2020.</td>
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### Indirect Economic Impacts

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<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>IR – Our strategy p. 20-21 / Our stakeholders p. 10-13</td>
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<tr>
<td>GRI 203-1</td>
<td>Infrastructure investments and services supported</td>
<td>IR – Action on sustainability p. 22-37</td>
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<tr>
<td>GRI 203-2</td>
<td>Significant indirect economic impacts</td>
<td>IR – Action on sustainability p. 22-37</td>
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### Procurement Practices

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<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SSR – Action on supply chain SSR – GRI Index (GRI Standards Mapping)</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
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<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SSR – Action on supply chain</td>
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</tr>
<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Action on supply chain</td>
<td></td>
</tr>
<tr>
<td>GRI 204-1</td>
<td>Proportion of spending on local suppliers</td>
<td>SSR – Action on supply chain</td>
<td>Approximately 87% of spend was within our local countries of operation in 2020.</td>
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### Anti-Corruption

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<th>Disclosure number</th>
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<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SSR – Operating with integrity&lt;br&gt;SSR – GRI Index (GRI Standards Mapping)</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
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<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SSR – Operating with integrity&lt;br&gt;SSR – Code of conduct&lt;br&gt;SSR – Entertainment and Anti-bribery Policy&lt;br&gt;IR – Operating with Integrity p. 42-43</td>
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<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Operating with integrity&lt;br&gt;IR – Operating with integrity p. 42-43</td>
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<tr>
<td>GRI 205-2</td>
<td>Communication and Training about anti-corruption policies and procedures</td>
<td>SSR – Operating with integrity&lt;br&gt;IR – Operating with integrity p. 42-43</td>
<td>Principle 10</td>
<td></td>
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<tr>
<td>GRI 205-3</td>
<td>Confirmed Incidents of corruption and action taken</td>
<td>SSR – Operating with integrity&lt;br&gt;SSR – Corporate data tables&lt;br&gt;IR – Operating with integrity p. 42-43</td>
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### Anti-Competitive Behavior

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<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SSR – Operating with integrity&lt;br&gt;SSR – GRI Index (GRI Standards Mapping)</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
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<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SSR – Operating with integrity&lt;br&gt;SSR – Code of conduct&lt;br&gt;IR – Operating with Integrity p. 42-43</td>
<td></td>
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<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Operating with integrity&lt;br&gt;IR – Operating with integrity p. 42-43</td>
<td></td>
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</tr>
<tr>
<td>GRI 206-1</td>
<td>Legal action for anti-competitive behavior, anti-trust, and monopoly practices</td>
<td>SSR – Operating with integrity&lt;br&gt;SSR – Code of conduct&lt;br&gt;Competition Policy&lt;br&gt;IR – Operating with integrity p. 42-43</td>
<td>No outstanding legal action in 2020.</td>
<td>Principle 10</td>
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### Tax

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<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SRR – Our approach to tax</td>
<td>Our 2020 approach to tax will published on our website in May 2021.</td>
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<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SRR – Our approach to tax</td>
<td>Our 2020 approach to tax will published on our website in May 2021.</td>
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<tr>
<td>GRI 207-1</td>
<td>Approach to tax</td>
<td>SRR – Our approach to tax&lt;br&gt;IR – Business and financial review p. 54-55, 58, 61</td>
<td>Our 2020 approach to tax will published on our website in May 2021.</td>
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<tr>
<td>GRI 207-3</td>
<td>Stakeholder engagement and management of concerns related to tax</td>
<td>SRR – Our approach to tax&lt;br&gt;IR – Principal risks p. 48, 48 / Audit committee report p. 120</td>
<td>Our 2020 approach to tax will published on our website in May 2021.</td>
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<tr>
<td>GRI 207-4</td>
<td>Country-by-country reporting</td>
<td>SRR – Our approach to tax</td>
<td>Our 2020 approach to tax will published on our website in May 2021.</td>
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### GRI 300: Environmental Standards

#### Materials

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<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SSR – Action on packaging&lt;br&gt;SSR – GRI Index (GRI Standards Mapping)</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
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<td>GRI 103-2</td>
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<td>SSR – Action on packaging&lt;br&gt;IR – This is Forward p. 22-23 / Action on packaging p. 30-31</td>
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<td>Evaluation of the management approach</td>
<td>SSR – Action on packaging&lt;br&gt;IR – This is Forward p. 22-23 / Action on packaging p. 30-31</td>
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<tr>
<td>GRI 301-1</td>
<td>Materials used by weight or volume</td>
<td>SSR – Action on packaging&lt;br&gt;SSR – Corporate data tables</td>
<td>We are not currently able to disclose volume information for raw ingredients. We will continue to evolve our reporting approach on this indicator.</td>
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<tr>
<td>GRI 301-2</td>
<td>Recycled input materials used</td>
<td>SSR – Action on packaging&lt;br&gt;SSR – Corporate data tables</td>
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#### Energy

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<td>GRI 103-2</td>
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<td>SSR – Action on climate&lt;br&gt;IR – This is Forward p. 22-23 / Action on climate p. 24-26</td>
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## Water and effluents

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<td>SSR – Action on water IR – This is Forward p. 22-23 / Action on water p. 34-35</td>
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<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Action on water IR – This is Forward p. 22-23 / Action on water p. 34-35</td>
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<td>GRI 303-1</td>
<td>Interactions with water as a shared resource</td>
<td>SSR – Action on water SSR – Corporate data tables IR – Action on water p. 34-35</td>
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<td>Principles 7, 8</td>
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<td>GRI 303-2</td>
<td>Management of water discharge-related impacts</td>
<td>SSR – Action on water SSR – Corporate data tables</td>
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<td>GRI 303-3</td>
<td>Water withdrawal</td>
<td>SSR – Action on water SSR – Corporate data tables</td>
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<td>GRI 303-4</td>
<td>Water discharge</td>
<td>SSR – Action on water SSR – Corporate data tables</td>
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<td>GRI 303-5</td>
<td>Water consumption</td>
<td>SSR – Action on water SSR – Corporate data tables</td>
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## Emissions

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<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Action on climate IR – This is Forward p. 22-23 / Action on climate p. 24-26</td>
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<tr>
<td>GRI 305-1</td>
<td>Direct (Scope 1) GHG emissions</td>
<td>SSR – Action on climate SSR – Corporate data tables SSR – Methodology IR – Action on climate p. 24-26</td>
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<td>Principles 7, 8</td>
</tr>
<tr>
<td>GRI 305-2</td>
<td>Energy indirect (Scope 2) GHG emissions</td>
<td>SSR – Action on climate SSR – Corporate data tables SSR – Methodology IR – Action on climate p. 24-26</td>
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<td>Principles 7, 8</td>
</tr>
<tr>
<td>GRI 305-3</td>
<td>Other indirect (Scope 3) GHG emissions</td>
<td>SSR – Action on climate SSR – Corporate data tables SSR – Methodology IR – Action on climate p. 24-26</td>
<td></td>
<td>Principle 8</td>
</tr>
<tr>
<td>GRI 305-4</td>
<td>GHG emissions intensity</td>
<td>SSR – Action on climate SSR – Corporate data tables SSR – Methodology IR – Action on climate p. 24-26</td>
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<td>Principles 8, 9</td>
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<tr>
<td>GRI 305-5</td>
<td>Reduction of GHG emissions</td>
<td>SSR – Action on climate SSR – Corporate data tables SSR – Methodology IR – Action on climate p. 24-26</td>
<td></td>
<td>Principles 8, 9</td>
</tr>
<tr>
<td>GRI 305-6</td>
<td>Emissions of ozone-depleting substances (ODS)</td>
<td>SSR – Action on climate SSR – Corporate data tables SSR – Methodology</td>
<td>We do not have PFC or SF6 emissions.</td>
<td></td>
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</tbody>
</table>

**GRI 302-3** Energy intensity

**GRI 302-4** Reduction of energy consumption

**GRI 302-5** Reductions in energy requirements of products and services

**GRI 303-1** Interactions with water as a shared resource

**GRI 303-2** Management of water discharge-related impacts

**GRI 303-3** Water withdrawal

**GRI 303-4** Water discharge

**GRI 303-5** Water consumption

**GRI 305-1** Direct (Scope 1) GHG emissions

**GRI 305-2** Energy indirect (Scope 2) GHG emissions

**GRI 305-3** Other indirect (Scope 3) GHG emissions

**GRI 305-4** GHG emissions intensity

**GRI 305-5** Reduction of GHG emissions

**GRI 305-6** Emissions of ozone-depleting substances (ODS)

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We did not sell any energy back to the grid in 2020. We do not have PFC or SF6 emissions.
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<tbody>
<tr>
<td>GRI 305-7</td>
<td>Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions</td>
<td>SSR – Action on climate</td>
<td>We do not have NOx, SOx and other significant air emissions. All air emissions are limited well within the permit limits.</td>
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**Environmental Compliance**

<table>
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<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SSR – Action on packaging</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
<td></td>
</tr>
<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SSR – Action on packaging</td>
<td></td>
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<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Action on packaging</td>
<td></td>
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</tr>
<tr>
<td>GRI 306-1</td>
<td>Waste generation and significant waste-related impacts</td>
<td>SSR – Action on packaging</td>
<td>We ensure 100% of our wastewater is safely returned to nature, applying the highest standards of treatment, in every case equal to the standard set by local regulations. 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. Through on-site flow meters at the point of discharge, 100% of our operational sites measure, monitor and report total volume of water discharged by destination, to nature after internal treatment or to external waste water treatment. All wastewater is treated physiochemically and or biologically on-site or off-site to achieve the required quality standard. All water discharged is measured against TCCC’s KORE standard requirements, which meet all local regulations.</td>
<td>Principle 8</td>
</tr>
<tr>
<td>GRI 306-2</td>
<td>Management of significant waste-related impacts</td>
<td>SSR – Action on water</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 306-3</td>
<td>Waste generated</td>
<td>SSR – Action on packaging</td>
<td>We have ambitious targets to make sure that at least 50% of the material we use for our PET bottles comes from rPET by 2023, with the aim to reach 100% recycled or renewable plastic by the end of the decade. To achieve our goal to collect 100% of our packaging and to ensure it is either recycled or refilled, we support policymakers in implementing well designed deposit return schemes and we work with authorised waste contractors in each country. We also encourage consumers to recycle our packaging.</td>
<td></td>
</tr>
<tr>
<td>GRI 306-4</td>
<td>Waste diverted from disposal</td>
<td>SSR – Action on packaging</td>
<td>In our corporate data tables, we publicly disclose the breakdown of our manufacturing waste by disposal type and by hazardous and non hazardous waste. The disposal type is not split by hazardous/non-hazardous waste.</td>
<td></td>
</tr>
<tr>
<td>GRI 306-5</td>
<td>Waste directed to disposal</td>
<td>SSR – Action on packaging</td>
<td>In our corporate data tables, we publicly disclose the breakdown of our manufacturing waste by disposal type and by hazardous and non hazardous waste. The disposal type is not split by hazardous/non-hazardous waste.</td>
<td></td>
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</tbody>
</table>
UNGC Cross-reference

GRI 103-3
**Evaluation of the management approach**

- **SSR** – Action on packaging
- **SSR** – Action on water
- **SSR** – Action on climate
- **IR** – Action on climate p. 24-26 / Action on packaging p. 30-31 / Action on water p. 34-35

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 2020

**Supplier Environmental Assessment**

<table>
<thead>
<tr>
<th>Disclosure number</th>
<th>Disclosure title</th>
<th>Cross-reference or answer</th>
<th>Additional Information</th>
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<tbody>
<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td><strong>SSR</strong> – Action on supply chain</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
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<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td><strong>SSR</strong> – Action on supply chain</td>
<td><strong>IR</strong> – This is Forward p. 22-23 / Action on society p. 27-29</td>
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<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td><strong>IR</strong> – Action on supply chain p. 36-37</td>
<td></td>
</tr>
<tr>
<td>GRI 308-1</td>
<td>New suppliers that were screened using environmental criteria</td>
<td><strong>SSR</strong> – Action on supply chain</td>
<td>Our Supplier Guiding Principles 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.</td>
</tr>
<tr>
<td>GRI 308-2</td>
<td>Negative environmental impacts in the supply chain and actions taken</td>
<td><strong>SSR</strong> – Action on supply chain</td>
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**GRI 400: Social Standards**

**Employment**

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<th>Disclosure title</th>
<th>Cross-reference or answer</th>
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<tbody>
<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td><strong>SSR</strong> – Action on society - Our people / <strong>SSR</strong> – GRI Index (GRI Standards Mapping)</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
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<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td><strong>SSR</strong> – Action on society - Our people</td>
<td><strong>IR</strong> – This is Forward p. 22-23 / Action on society p. 27-29</td>
</tr>
<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td><strong>SSR</strong> – Action on society - Our people</td>
<td><strong>IR</strong> – This is Forward p. 22-23 / Action on society p. 27-29</td>
</tr>
<tr>
<td>GRI 401-1</td>
<td>New employee hires and employee turnover</td>
<td><strong>SSR</strong> – Corporate data tables</td>
<td><strong>Principle 6</strong></td>
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**New employee hires**

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<thead>
<tr>
<th>Number</th>
<th>%</th>
<th>Male</th>
<th>Number</th>
<th>%</th>
<th>Female</th>
<th>Number</th>
<th>%</th>
<th>&lt;20y-29y</th>
<th>Number</th>
<th>%</th>
<th>30y-50y</th>
<th>Number</th>
<th>%</th>
<th>&gt;50y</th>
<th>Number</th>
<th>%</th>
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<tr>
<td>Total CCEP</td>
<td>592</td>
<td>2.7</td>
<td>384</td>
<td>2.3</td>
<td>208</td>
<td>3.8</td>
<td>204</td>
<td>71</td>
<td>2.8</td>
<td>357</td>
<td>2.8</td>
<td>31</td>
<td>0.5</td>
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By country:

- **Belgium and Luxembourg**
  - Number: 38, Male: 1.8, Female: 19, <20y-29y: 11, 30y-50y: 20, >50y: 1
- **Bulgaria**
  - Number: 45, Male: 5.3, Female: 16, <20y-29y: 29, 30y-50y: 17, >50y: 4.2
- **France**
  - Number: 104, Male: 4.0, Female: 73, <20y-29y: 31, 30y-50y: 49, >50y: 4.1
- **Germany**
  - Number: 63, Male: 0.9, Female: 48, <20y-29y: 15, 30y-50y: 11, >50y: 1.3
- **Great Britain**
  - Number: 193, Male: 5.8, Female: 130, <20y-29y: 5.7, 30y-50y: 63, >50y: 4.2
- **Iceland**
  - Number: 23, Male: 14.0, Female: 114, <20y-29y: 2, 30y-50y: 1.6, >50y: 4.7
- **The Netherlands**
  - Number: 12, Male: 1.6, Female: 7, <20y-29y: 1.3, 30y-50y: 2.3, >50y: 3.0
- **Norway**
  - Number: 10, Male: 1.8, Female: 6.5, <20y-29y: 4, 30y-50y: 2.9, >50y: 5.4
- **Portugal**
  - Number: 5, Male: 1.3, Female: 4, <20y-29y: 1, 30y-50y: 1.8, >50y: 7.7
- **Spain and Andorra**
  - Number: 71, Male: 2.0, Female: 43, <20y-29y: 1.5, 30y-50y: 28, >50y: 3.4
- **Sweden**
  - Number: 26, Male: 3.8, Female: 16, <20y-29y: 3.4, 30y-50y: 10, >50y: 5.0
### GRI 401-1

**New employee hires and employee turnover (continued)**

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<th>Disclosure number</th>
<th>Disclosure title</th>
<th>Cross-reference or answer</th>
<th>Additional information</th>
<th>UNGC Cross-reference</th>
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<td>GRI 401-1</td>
<td>Voluntary Turnover</td>
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<tr>
<td></td>
<td>Number</td>
<td>%</td>
<td>Male Number</td>
<td>%</td>
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<tr>
<td>Total CCEP</td>
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<td>By country:</td>
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<td>Belgium and Luxembourg</td>
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<td>2.2</td>
<td>34</td>
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<td>2.2</td>
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<td>Germany</td>
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<td>88</td>
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<td>Total employee turnover</td>
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<tr>
<td>Belgium and Luxembourg</td>
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<td>5.9</td>
<td>121</td>
<td>7.0</td>
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<tr>
<td>Bulgaria</td>
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<td>8.2</td>
<td>29</td>
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<td>France</td>
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<td>13.2</td>
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<td>Germany</td>
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<td>4.6</td>
<td>241</td>
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<td>Great Britain</td>
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<td>300</td>
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<td>The Netherlands</td>
<td>161</td>
<td>21.0</td>
<td>114</td>
<td>20.9</td>
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<td>146</td>
<td>21.5</td>
<td>104</td>
<td>21.8</td>
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</tbody>
</table>

### GRI 401-2

**Benefits provided to full-time employees that are not provided to temporary or part-time employees**

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**

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

<table>
<thead>
<tr>
<th>Disclosure number</th>
<th>Disclosure title</th>
<th>Cross-reference or answer</th>
<th>Additional information</th>
<th>UNGC Cross-reference</th>
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<tbody>
<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SSR – Action on society –Our people p. 38-41</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
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</tr>
<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SSR – Action on society –Our people p. 38-41</td>
<td></td>
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<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Action on society –Our people p. 38-41</td>
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<tr>
<td>GRI 403-1</td>
<td>Occupational health and safety management system</td>
<td>SSR – Action on society –Our people p. 38-41</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 403-2</td>
<td>Hazard identification, risk assessment, and incident investigation</td>
<td>SSR – Action on society –Our people</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 403-3</td>
<td>Occupational health services</td>
<td>SSR – Action on society –Our people p. 38-41</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 403-4</td>
<td>Worker participation, consultation, and communication on occupational health and safety</td>
<td>SSR – Action on society –Our people p. 38-41</td>
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</table>
### Disclosure number | Disclosure title | Cross-reference or answer | Additional information |
--- | --- | --- | --- |
GRI 403-5 | Worker training on occupational health and safety | SSR – Action on society - Our people |  |
GRI 403-6 | Promotion of worker health | SSR – Action on society - Our people |  |
GRI 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationship | SSR – Action on society - Our people |  |
GRI 403-8 | Workers covered by an occupational health and safety management system | SSR – Action on society - Our people |  |
GRI 403-9 | Work-related injuries | SSR – Action on society - Our people |  |

### Training and Education

#### GRI 103-1 | Explanation of the material topic and its boundary | SSR – Action on society - Our people | 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 |  |
#### GRI 103-3 | Evaluation of the management approach | SSR – Action on society - Our people |  |
#### GRI 404-1 | Average hours of training per year per employee | SSR – Action on society - Our people | In 2020 the average hours per FTE of training and development (hours) were 14.3. The average amount spent per FTE on training and development was €524. |
#### GRI 404-3 | Percentage of employees receiving regular performance and career development reviews | SSR – Action on society - Our people | Performance Review Directors and above |

<table>
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<th>Total CCEP</th>
<th>95</th>
</tr>
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<tbody>
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</table>

**Senior managers and above**

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<tbody>
<tr>
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**Employees below manager**

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**Total of CCEP employees by gender**

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<tr>
<td>The Netherlands</td>
<td>98</td>
<td>99</td>
<td>98</td>
<td>99</td>
</tr>
<tr>
<td>Norway</td>
<td>98</td>
<td>97</td>
<td>98</td>
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</tr>
<tr>
<td>Portugal</td>
<td>66</td>
<td>63</td>
<td>66</td>
<td>63</td>
</tr>
<tr>
<td>Spain</td>
<td>32</td>
<td>24</td>
<td>32</td>
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</tr>
<tr>
<td>Sweden</td>
<td>89</td>
<td>90</td>
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</tr>
</tbody>
</table>
### Diversity and Equal Opportunity

**GRI 103-1**  
**Disclosure title:** Explanation of the material topic and its boundary  
**Cross-reference or answer:** SSR – Action on society - Our people  
**Additional information:** Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.

**GRI 103-2**  
**Disclosure title:** The management approach and its components  
**Cross-reference or answer:** SSR – Action on society - Our people

**GRI 103-3**  
**Disclosure title:** Evaluation of the management approach  
**Cross-reference or answer:** SSR – Action on society - Our people

**GRI 405-1**  
**Disclosure title:** Diversity of governance bodies and employees  
**Cross-reference or answer:** SSR – Action on society - Our people  
**Additional information:** 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.

**GRI 405-2**  
**Disclosure title:** Ratio of basic salary and remuneration of women to men  
**Cross-reference or answer:** SSR – Corporate data tables

### Human Rights Assessment

**GRI 103-1**  
**Disclosure title:** Explanation of the material topic and its boundary  
**Cross-reference or answer:** SSR – Operating with integrity  
**Additional information:** Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.

**GRI 103-2**  
**Disclosure title:** The management approach and its components  
**Cross-reference or answer:** SSR – Operating with integrity

**GRI 103-3**  
**Disclosure title:** Evaluation of the management approach  
**Cross-reference or answer:** SSR – Operating with integrity

**GRI 412-2**  
**Disclosure title:** Employee training on human rights policies or procedures  
**Cross-reference or answer:** SSR – Operating with integrity

**GRI 412-2**  
Coca-Cola European Partners was created in May 2016 as a result of a merger between Coca-Cola Enterprises, Coca-Cola Iberian Partners and Coca-Cola Erfrischungsgetränke AG. 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 and the Principles for Sustainable Agriculture introduced in 2021, formerly known as our Sustainable Agriculture Guiding Principles, as well as on Human Rights, as part of their induction.

---

**Ratio of basic salary and remuneration of women to men**

<table>
<thead>
<tr>
<th>Management</th>
<th>Non-Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belgium</td>
<td>116%</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>111%</td>
</tr>
<tr>
<td>France</td>
<td>101%</td>
</tr>
<tr>
<td>Germany</td>
<td>104%</td>
</tr>
<tr>
<td>Great Britain</td>
<td>104%</td>
</tr>
<tr>
<td>Iceland</td>
<td>81%</td>
</tr>
<tr>
<td>Luxembourg</td>
<td>110%</td>
</tr>
<tr>
<td>The Netherlands</td>
<td>110%</td>
</tr>
<tr>
<td>Norway</td>
<td>108%</td>
</tr>
<tr>
<td>Portugal</td>
<td>88%</td>
</tr>
<tr>
<td>Spain and Andorra</td>
<td>105%</td>
</tr>
<tr>
<td>Sweden</td>
<td>99%</td>
</tr>
</tbody>
</table>
### Local Communities

<table>
<thead>
<tr>
<th>Disclosure number</th>
<th>Disclosure title</th>
<th>Cross-reference or answer</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SSR – Action on society - Community SSR – GRI Index (GRI Standards Mapping)</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
</tr>
<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SSR – Action on society - Community</td>
<td></td>
</tr>
<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Action on society - Community</td>
<td></td>
</tr>
<tr>
<td>GRI 413-1</td>
<td>Operations with local community engagement, impact assessments and development programmes</td>
<td>SSR – Action on society - Community SSR – Corporate data tables</td>
<td>We have community partnership programmes across 100% of our operations. We have developed and rolled out a toolkit to help our markets understand the impact of local community partnerships.</td>
</tr>
</tbody>
</table>

### Supplier Social Assessment

<table>
<thead>
<tr>
<th>Disclosure number</th>
<th>Disclosure title</th>
<th>Cross-reference or answer</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SSR – Action on supply chain SSR – GRI Index (GRI Standards Mapping)</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
</tr>
<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SSR – Action on supply chain</td>
<td></td>
</tr>
<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Action on supply chain</td>
<td></td>
</tr>
<tr>
<td>GRI 414-1</td>
<td>New suppliers that were screened using social criteria</td>
<td>SSR – Action on supply chain</td>
<td></td>
</tr>
</tbody>
</table>

### Public Policy

<table>
<thead>
<tr>
<th>Disclosure number</th>
<th>Disclosure title</th>
<th>Cross-reference or answer</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SSR – Listening to our stakeholders SSR – GRI Index (GRI Standards Mapping)</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
</tr>
<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SSR – Listening to our stakeholders</td>
<td></td>
</tr>
<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Listening to our Stakeholders</td>
<td></td>
</tr>
<tr>
<td>GRI 415-1</td>
<td>Political contributions</td>
<td>SSR – Listening to our Stakeholders SSR – Our approach to Public Policy</td>
<td>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 3 million EUR across our territories each year.</td>
</tr>
</tbody>
</table>

### Customer Health and Safety

<table>
<thead>
<tr>
<th>Disclosure number</th>
<th>Disclosure title</th>
<th>Cross-reference or answer</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SSR – Action on drinks SSR – GRI Index (GRI Standards Mapping)</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
</tr>
<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SSR – Action on drinks</td>
<td></td>
</tr>
<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Action on drinks</td>
<td></td>
</tr>
<tr>
<td>GRI 416-1</td>
<td>Assessment of the health and safety impacts of products and service categories</td>
<td>SSR – Action on drinks</td>
<td>All products are assessed for health and safety impacts.</td>
</tr>
<tr>
<td>GRI 416-2</td>
<td>Incidents of non-compliance concerning the health and safety impacts of products and services</td>
<td>SSR – Action on drinks</td>
<td>Zero issues of non-compliance in 2020.</td>
</tr>
<tr>
<td>Disclosure number</td>
<td>Disclosure title</td>
<td>Cross-reference or answer</td>
<td>Additional information</td>
</tr>
<tr>
<td>-------------------</td>
<td>------------------</td>
<td>---------------------------</td>
<td>------------------------</td>
</tr>
<tr>
<td><strong>Marketing and Labelling</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SSR – Action on drinks SSR – GRI Index (GRI Standards Mapping)</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
</tr>
<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SSR – Action on drinks IR – This is Forward p. 22-23 / Action on drinks p. 32-33</td>
<td></td>
</tr>
<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Action on drinks IR – This is Forward p. 22-23 / Action on drinks p. 32-33</td>
<td></td>
</tr>
<tr>
<td>GRI 417-1</td>
<td>Requirements for product and service information and labelling</td>
<td>SSR – Action on drinks</td>
<td>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.</td>
</tr>
<tr>
<td><strong>Socioeconomic Compliance</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103-1</td>
<td>Explanation of the material topic and its boundary</td>
<td>SSR – Operating with integrity SSR – GRI Index (GRI Standards Mapping)</td>
<td>Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.</td>
</tr>
<tr>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td>SSR – Operating with integrity SSR – Action on drinks IR – Corporate governance report p. 72-81</td>
<td></td>
</tr>
<tr>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td>SSR – Operating with integrity SSR – Action on drinks IR – Corporate governance report p. 72-81</td>
<td></td>
</tr>
<tr>
<td>GRI 419-1</td>
<td>Non-compliance with laws and regulations in the social and economic area</td>
<td>SSR – Operating with integrity</td>
<td>Zero issues of non-compliance in 2020.</td>
</tr>
</tbody>
</table>