2023 Sustainability Group Data

April 2024

What is the purpose of this document?

We aim to provide detailed and transparent information about the progress we are making against the commitments and targets outlined in our sustainability action plan, This is Forward.

In this document we share our performance over the past 12 months against a wide variety of sustainability KPIs, including our greenhouse gas (GHG) emissions, our packaging footprint and the progress we are making to reduce sugar in our drinks.

Unless otherwise stated we report our data on Group level.

Who is this document for?

We aim to share our sustainability data in an accessible format, enabling anyone to gain deeper insight into the progress we are making on specific topics.

External assurance of our sustainability disclosures

CCEP appointed Ernst & Young LLP (EY) to provide limited assurance over selected sustainability metrics for the year ended 31 December 2023. The assurance engagement was planned and performed in accordance with the International Federation of Accountants' International Standard for Assurance Engagements Other than Audits or reviews of Historical Financial Information (ISAE 3000 (Revised)).

A table of all sustainability metrics subject to assurance is available within our Sustainability key performance data summary on pages 2-3.

For more details on our reporting bounderies and methodology see our 2023 Methodology document.

Methodology document.
cocacolaep.com/sustainability/download-centre/

Contents

Sustainability key performance data summary

Metric		Europe		API		Group		
		2019 Baseline(A)	**2023(B)**	2019 Baseline(A)	**2023(B)**	2019 Baseline(A)	2022(A)	**2023(B)**
Climate	**Target**							
Scope 1 GHG emissions (tonnes of CO_2e)		229,527	**193,305**	115,089	**90,440**	344,616	299,090	**283,745**
Scope 2 GHG emissions - market based approach (tonnes of CO_2e)		7,546	**9,542**	215,567	**142,254**	223,114	192,053	**151,795**
Scope 2 GHG emissions - location based approach (tonnes of CO_2e)		168,899	**117,289**	215,482	**174,954**	384,382	308,050	**292,243**
Scope 3 GHG emissions (tonnes of CO_2e)		3,763,414	**3,161,595**	1,990,763	**1,665,987**	5,754,177	5,095,008	**4,827,581**
Scope 1, 2 and 3 GHG emissions – Full value chain(C) (tonnes of CO_2e)		4,000,487	**3,364,441**	2,321,419	**1,898,680**	6,321,907	5,586,151	**5,263,122**
Scope 1, 2 and 3 GHG emissions – Full value chain(C) per litre (g CO_2e per litre)		280.3	**224.3**	613.2	**530.7**	350.1	298.9	**283.3**
Absolute reduction in total value chain(C) GHG emissions (Scope 1, 2 and 3) since 2019 (%)	-30% by 2030		**15.9**		**18.2**		11.6	**16.7**
Relative reduction in total value chain(C) GHG emissions (Scope 1, 2 and 3) per litre since 2019 (%)			**20.0**		**13.5**		14.6	**19.1**
GHG Scope 1 and 2(C) emissions per litre of product produced (g CO_2e per litre)			**15.5**		**74.9**		29.6	**26.8**
Manufacturing energy use ratio (MJ per litre of finished product produced)			**0.30**		**0.56**		0.35	**0.35**
Emissions from biologically sequestered carbon			**73,739**		**13,534**		71,151	**87,273**
Percentage of electricity purchased that comes from renewable sources (%)			**98.9**		**33.7**		74.2	**79.1**
Percentage of electricity consumed that comes from renewable sources (%)	100% by 2030		**97.8**		**35.8**		73.1	**78.0**
Tonnes of CO_2e offset through carbon credits (tonnes of CO_2e)							9,375	**41,090**
Percentage of carbon strategic suppliers having targets approved by SBTi (%)	100% by 2025(D)		**50**		**16**		17	**31**

Metric		Europe		API		Group
		2022(A)	**2023(B)**	2022(A)	**2023(B)**	2023(B)
Packaging	**Target**					
Percentage of all primary packaging that is recyclable (%, based on unit case)	100% by 2025	98.7	**99.0**		**99.6**	**99.1**
Percentage of PET used which is rPET (%, based on tonnes of material)	50% by 2025(E)	56.3	**59.2**	**26.9**	**41.5**	**54.6**
Primary packaging collected for recycling as a percentage of total primary packaging (%, based on individual units)	100% by 2030	76.9	**75.3**	**52.9**	**64.9**	**73.2**
Percentage of PET bottles that are 100% rPET (%, based on individual consumer units)		54.0	**50.9**	**25.8**	**39.2**	**47.6**

Sustainability key performance data summary continued

Metric	Target	Europe 2022[A]	Europe **2023[B]**	API 2022[A]	API **2023[B]**	Group 2023[B]
Water	**Target**					
Total water withdrawal (1,000 m^3)		**20,833**	**20,783**	**5,745**	**5,360**	**26,142**
Total water withdrawal from areas of baseline water stress (1,000 m^3)		**11,695**	**11,651**	**1,341**	**1,253**	**12,904**
Percentage of water withdrawn from areas of baseline water stress (%)		**56.4**	**56.3**	**24.7**	**24.7**	**50.1**
Total production volumes from areas of baseline water stress[F] (1,000 m^3)		**7,394**	**7,405**	**731**	**662**	**8,067**
Percentage of production volumes from areas of high or extremely high baseline water stress (%)		**55.8**	**56.5**	**22.2**	**21.5**	**49.8**
Total volume of water replenished (1,000 m^3)		**15,165**	**16,189**	**4,567**	**2,150**	**18,339**
Water replenished as percentage of total sales volumes (%)	100% by 2030	**101.6**	**107.9**	**120.8**	**60.1**	**98.7**
Manufacturing water use ratio (litres of water per litre of finished product produced)		**1.57**	**1.58**	**1.73**	**1.73**	**1.61**
Percentage reduction in manufacturing water use ratio since 2019 (%)	10% versus 2019	**2.1**	**1.3**	**15.5**	**15.7**	**4.9**
Supply chain						
Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (PSA) (%)	100%	100	**99.9**	90.3	**97.3**	**99.4**
Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)	100%	99.8	**99.8**	98.3	**99.7**	**99.8**
Percentage of total supplier spend covered by Supplier Guiding Principles (%)	100%	97.3	**98.3**	98.4	**96.3**	**97.9**
Drinks						
Europe: Reduction in average sugar per litre in soft drinks[G][H] portfolio since 2019 (%)	10% by 2025	5.0	**4.9**			
New Zealand: Reduction in average sugar per litre in NARTD[G][I] portfolio since 2015 (%)	20% by 2025			15.9	**15.9**	
Australia: Reduction in average sugar per litre in NARTD[G][I] portfolio since 2015 (%)	25% by 2025			16.8	**14.9**	
Indonesia: Reduction in average sugar per litre in NARTD[G][I] portfolio since 2015 (%)	35% by 2025			31.6	**36.2**	
Percentage of volume sold which is low or no calorie (%)	50% by 2030[J]	48.8	**48.4**		**47.8**	**48.3**

Sustainability key performance data summary continued

Metric	Target	Europe 2022[A]	Europe 2023[B]	API 2022[A]	API 2023[B]	Group 2023[B]
Society	**Target**					
Percentage of women in management positions (senior manager level and above)[K] (%)	45% by 2030		**39.8**		**34.9**	**38.4**
Percentage of women in total workforce (%)	33% by 2030		**26.5**		**22.0**	**25.1**
Percentage of people self-declaring as having a disability in total workforce[L] (%)	10% by 2030					**12.6**
Safety – Total incident rate (TIR) (number per 100 full time equivalent employees)		1.04	**0.93**	0.62	**0.69**	**0.84**
Safety – Lost time incident rate (LTIR) (number per 100 full time equivalent employees)			**0.72**		**0.41**	**0.60**
Total number of volunteering hours (number of hours)[M][N]		28,400	**31,500**	165	**1,000**	**32,500**
Total community investment contribution (millions of €)[N]		10.7	**13.4**	1.5	**1.5**	**14.8**
Number of people supported in skills development (number of people)[N]	500,000 by 2030					**16,400**

Note: For a full list of CCEP's headline sustainability commitments as part of our This is Forward sustainability action plan, please refer to "Our headline commitments" on page 15 of the 2023 Integrated Report.. For details on our approach to reporting and methodology see our 2023 Sustainability reporting methodology document on cocacolaep.com/sustainability/download-centre.

(A) Our 2019 baseline and 2022 data was subject to external independent limited assurance for the year ended 31 December 2022, and was included within our 2022 Integrated Report and Form 20-F. A copy of the assurance statement for these periods can be found on cocacolaep.com/assets/Sustainability/Documents/2022/2022-Assurance-statement.pdf. Our baseline figures for 2019 and prior years 2020-2022 have been restated to include more accurate information, in line with the WRI/WBCSD GHG Protocol, including updated emissions factors and more accurate data. These restated figures were outside the scope of the latest independent limited assurance review.
(B) This metric was subject to external independent limited assurance for the year ended 31 December 2023.
(C) Market based approach only.
(D) 100% of carbon strategic suppliers to set science based targets by 2023 (Europe) and 2025 (API). Carbon strategic suppliers account for ~80% of our Scope 3 GHG emissions (~200 suppliers in total).
(E) 50% recycled plastic (rPET) in our PET bottles by 2023 (Europe) and 2025 (API).
(F) 24 of our non-alcoholic ready to drink (NARTD) production facilities are located in areas of water stress (based on WRI water stress mapping).
(G) Volumes are based on RTD litre sales to CCEP customers and reflect changes for new product launches, cessation of products as they occur based on sales timings. Reformulations are captured on a half-yearly basis given high number of beverage formulas across Europe. Reformulations made in the first-half of the year are reflected in the current reporting period calculation. Second half reformulations are reflected in the next reporting period. Note the data source and methodology on when to apply recipe changes differ from the calculation of the GHG emissions of our ingredients.
(H) Sparkling soft drinks, non-carbonated soft drinks and flavoured water only. Does not include water or juice.
(I) NARTD, including dairy. Does not include coffee, alcohol, beer or Freestyle.
(J) Europe 50% by 2025. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages ≤20kcal/100ml. Zero calorie beverages <4kcal/100ml.
(K) Excludes Fiji and Samoa, as aligned role grades are not available for 2023 reporting. We aim to include these markets for 2024. For full year 2022 Papua New Guinea was also excluded and no restatement has taken place.
(L) Calculated based on the total number of employees responding to our voluntary 2023 inclusion survey (representing 38.4% of our workforce) and the number of employees self-declaring as having a disability.
(M) For API, this includes Australia and Indonesia only. The volunteering policy has been rolled out to all CCEP markets in 2023. Each business unit is responsible for the level of implementation, which might vary from market to market.
(N) We aim to be accurate in our reporting and continue to enhance the way we capture the total value of our community contribution. Figures quoted have been rounded to the nearest 100k. Prior year data for 2022 has been rounded from previously reported figures.

Forward on climate

GHG Emissions[A][B]

Total carbon footprint - 2023 (GRI 305-1 / GRI 305-2 / GRI 305-3 / GRI 305-6 / GRI 305-7)						
Scope	Carbon dioxide (CO_2) (tonnes CO_2e)	Nitrous oxide (N_2O) (tonnes CO_2e)	Methane (CH4) (tonnes CO_2e)	Hydrofluoro carbons (HFC) (tonnes CO_2e)	% of footprint	Total (tonnes CO_2e)
1. Direct emissions (e.g. fuel used in manufacturing, own vehicle fleet, as well as process and fugitive emissions)	278,631	1,033	318	3,763	**5.4**	**283,745**
2a. Indirect emissions – market based approach[C] (e.g. electricity)	150,588	371	836	0	**2.9**	**151,795**
2b. Indirect emissions – location based approach[C] (e.g. electricity)	289,573	893	1,777	0		**292,243**
3. Third party emissions, including those related to our ingredients, packaging, cold drink equipment, third party transportation and distribution, waste in our operations and business travel	4,832,094	21,654	6,306	3,438	**91.8**	**4,863,494**
Total GHG emissions Scope 1, 2 and 3 (Full value chain)[D]	**5,261,314**	**23,058**	**7,460**	**7,201**		5,299,034

Our operational carbon footprint[D][E] (GRI 305-1 / GRI 305-2 / GRI 305-3)					
Scope 1	2019 (tonnes CO_2e)	2020 (tonnes CO_2e)	2021 (tonnes CO_2e)	2022 (tonnes CO2e)	**2023 (tonnes CO_2e)**
Operations and commercial sites	256,603	225,036	237,117	228,677	**222,161**
CCEP fleet	88,013	73,979	70,222	70,413	**61,584**
Total Scope 1	**344,616**	**299,015**	**307,339**	**299,090**	**283,745**
Scope 2					
Operations and commercial sites	223,114	198,167	179,533	192,053	**151,795**
Total Scope 2	**223,114**	**198,167**	**179,533**	**192,053**	**151,795**
Scope 3					
Ingredients	1,313,299	1,172,816	1,205,205	1,308,469	**1,296,412**
Packaging	2,174,075	1,971,748	2,021,172	2,072,834	**1,945,714**
Operations and commercial sites	235,883	212,996	207,871	213,077	**206,354**
Distribution (including business travel)	423,241	334,178	342,608	382,129	**370,556**
Cold drink equipment	1,497,228	1,378,926	1,156,187	1,005,076	**901,859**
Other[F]	110,452	110,452	110,452	113,422	**106,686**
Total Scope 3	**5,754,178**	**5,181,116**	**5,043,495**	**5,095,007**	**4,827,581**
Total GHG emissions Scope 1, 2 and 3 (full value chain)	6,321,907	5,678,298	5,530,366	5,586,151	**5,263,122**

Forward on climate continued

Total value chain carbon footprint[E]	
Percentage	2023 %
Ingredients	**25**
Packaging	**37**
Operations and commercial sites	**11**
Distribution	**8**
Cold drink equipment	**17**
Other[F]	**2**

GHG emissions intensity ratio[D][E] (GRI 305-4)

Metric tonnes CO_2e by emission source	2019	2021	2022	2023
GHG Scope 1 and 2 emissions per litre of product produced (g CO_2e/litre)	35.7	31.7	29.6	**26.8**
GHG Scope 1 and 2 emissions per Euro of revenue (g CO_2e/Euro)	36.9	32.5	28.4	**23.8**
GHG Scope 1, 2 and 3 (full value chain)[D] emissions per litre of product sold (g CO_2e/litre)	350.1	323.3	298.9	**283.3**

GHG emission reductions (absolute and normalised)[D] (GRI 305-5)

Metric tonnes CO_2e by emission source	2023
Absolute reduction in total value chain[D] GHG emissions (Scope 1, 2, 3) since 2019 (% change)	**16.7**
Relative reduction in total value chain[D] GHG emissions (Scope 1, 2, 3) since 2019 (% change in tonnes g CO_2e/litre)	**19.1**

Forward on climate continued

Energy and renewable energy

Energy consumption within the organisation from non-renewable sources[E] (GRI 302-1)(SASB FB-NB-110a.1/FB-NB-130a.1)

Energy consumption by source	2019 MWh	2019 GJ	2023 MWh	2023 GJ
Light fuel oil/site diesel	72,409	260,674	**118,722**	**427,398**
Natural gas	734,953	2,645,832	**596,637**	**2,147,894**
Propane and liquefied natural gas	91,167	328,201	**54,020**	**194,470**
Other (site petrol and compressed natural gas)	48	171	**0**	**0**
Non-renewable fuel consumption (stationary)	898,577	3,234,878	769,379	2,769,763
Diesel (CCEP fleet)	293,193	1,055,494	**183,649**	**661,138**
Petrol (CCEP fleet)	64,117	230,820	**84,490**	**304,163**
Non-renewable fuel consumption (mobile)	357,310	1,286,314	268,139	965,301
Total non-renewable fuel consumption	1,255,887	4,521,192	1,037,518	3,735,064
Electricity combined heat and power	6,577	23,678	**11,757**	**42,324**
Purchased electricity from non-renewable sources	284,197	1,023,110	**192,382**	**692,575**
Non-renewable electricity consumption	290,774	1,046,788	204,139	734,899
Total energy consumption within the organisation from non-renewable sources	1,546,661	5,567,980	1,241,657	4,469,963

Energy consumption within the organisation from renewable sources[E] (GRI 302-1)(SASB FB-NB-110a.1/FB-NB-130a.1)

Energy consumption by source	2019 MWh	2019 GJ	2023 MWh	2023 GJ
Geothermal and ground source heat	7,571	27,256	**4,425**	**15,932**
Purchased heat and steam	26,478	95,322	**25,633**	**92,278**
Renewable heat and steam	34,049	122,578	30,058	108,210
Wood	6,172	22,221	**14,074**	**50,665**
Renewable fuel consumption (Stationary)	6,172	22,221	14,074	50,665
Biodiesel (CCEP fleet)	300	1,079	**1,344**	**4,840**
Renewable fuel consumption (Mobile)	300	1,079	1,344	4,840
Total renewable fuel consumption	6,472	23,300	15,418	55,505
Electricity solar	2,172	7,818	**18,098**	**65,154**
Electricity water turbine	0	0	**238**	**856**
Renewable self-generated electricity	2,172	7,818	18,336	66,010
Purchased renewable electricity	633,442	2,280,389	663,306	2,387,902
Electricity consumption from renewable sources	635,614	2,288,207	681,642	2,453,912
Total energy consumption within the organisation from renewable sources	676,135	2,434,085	727,119	2,617,627
Total energy consumption within the organisation (renewable and non-renewable sources)	2,222,796	8,002,065	1,968,775	7,087,590

Forward on climate continued

Energy and renewable energy

Summary of energy consumption within the organisation[E] (GRI 302-1)(SASB FB-NB-110a.1/FB-NB-130a.1)

Energy consumption by source	2019 MWh	2019 GJ	2023 MWh	2023 GJ
Non-renewable fuel consumption	1,255,887	4,521,192	**1,037,518**	**3,735,064**
Non-renewable electricity consumption	290,774	1,046,788	**204,139**	**734,899**
Total energy consumption within the organisation from non-renewable sources	1,546,661	5,567,980	**1,241,657**	**4,469,963**
Renewable heat and steam	34,049	122,578	**30,058**	**108,210**
Renewable fuel consumption	6,472	23,300	**15,418**	**55,505**
Renewable electricity consumption	635,614	2,288,207	**681,642**	**2,453,912**
Total energy consumption within the organisation from renewable sources	676,135	2,434,085	**727,118**	**2,617,627**
Total energy consumption within the organisation (renewable and non-renewable sources)	**2,222,796**	**8,002,065**	**1,968,775**	**7,087,590**
Total electricity consumption within the organisation (renewable and non-renewable sources)	**926,388**	**3,334,995**	**885,781**	**3,188,811**

Energy consumption outside the organisation (Scope 3)[E] (GRI 302-2)

Energy consumption by source	2019 MWh	2019 GJ	2023 MWh	2023 GJ
Diesel (third party road fleet)	1,122,387	4,040,593	**934,919**	**3,365,707**
HVO100 (third party road fleet)	6,256	22,521	**96,170**	**346,212**
Liquefied natural gas (third party road fleet)	0	0	**20,401**	**73,443**
Compressed natural gas (third party road fleet)	50	179	**16,839**	**60,620**
Energy (fuel) consumption from third party fleet[G]	1,128,693	4,063,293	**1,068,329**	**3,845,982**
Electricity use in cold drink equipment	2,916,125	10,498,050	**2,058,274**	**7,409,787**
Total energy consumption outside the organisation	**4,044,818**	**14,561,343**	**3,126,603**	**11,255,769**

Energy use ratio (GRI 302-3)

	2019	2023
Energy use in manufacturing (GJ)	6,063,885	**5,661,653**
Manufacturing energy consumed (MJ per litre of product produced)	0.38	**0.35**

Note: Any differences between totals and sums of components are due to rounding.
(A) Under the WRI/WBCSD GHG Protocol, we measure our emissions in three Scopes, except CO_2e from biologically sequestered carbon, which is reported separately.
(B) Please note we do not have PFCs or SF6 emissions.
(C) Includes on and off site solar, geothermal, biomass, and combined heat and power (CHP) generation.
(D) Calculated using the Scope 2 market based approach.
(E) In line with the WRI/WBCSD GHG Protocol, our baseline figures for 2019 and prior years 2020-2022 have been restated to include updated emissions factors and more accurate data. These restated emissions were outside the scope of the latest independent limited assurance review. The acquisition of Coca-Cola Amatil Limited (CCL) completed on 10 May 2021. The Group and API sustainability metrics are presented on a full year basis for 2019 baseline calculated on a pro forma basis to allow for better period over period comparability. Rounded to the nearest 1%. Calculated based upon the Scope 1, 2 and 3 emissions from each area. See our methodology document on cocacolaep.com/sustainability/download-centre.
(F) Other includes employee commuting, and IT and marketing spend.
(G) Relates to road fleet only, does not include rail transportation.

Forward on packaging

Materials

Materials used by weight (GRI 301-1)(SASB FB-NB-410a.1)

	Europe		API		Group	
	2023	2023	2023	2023	2023	2023
	Metric tonnes	Packaging footprint %	Metric tonnes	Packaging footprint %	Metric tonnes	Packaging footprint %
Primary packaging						
PET (Virgin, recycled PET (rPET))	204,692	32.7	69,276	36.4	273,968	33.5
Glass	138,626	22.1	23,277	12.2	161,903	19.8
Steel	15,466	2.5	67	0.0	15,533	1.9
Aluminium	151,259	24.1	36,414	19.1	187,673	23.0
Carton	911	0.2	40	0.0	951	0.1
Pouches / Multifilm	4,153	0.7	426	0.2	4,579	0.6
LDPE	103	0.0	0	0.0	103	0.0
HDPE	20,019	3.2	7,543	4.0	27,563	3.4
PP	4,770	0.8	2,032	1.1	6,802	0.8
Paper	1,710	0.3	22	0.0	1,732	0.2
Secondary packaging						
LDPE	20,970	3.4	4,276	2.2	25,246	3.1
HDPE	9,321	1.5	114	0.1	9,435	1.2
Cardboard	47,314	7.6	45,499	23.9	92,812	11.4
PP	61	0.0	0	0.0	61	0.0
Tertiary packaging						
LDPE	7,241	1.2	1,537	0.8	8,778	1.1
Total packaging weight	626,616		190,523		817,139	
Total non-recycled content packaging weight	320,555	51.2	97,159	51.0	417,715	51.1
Total recycled content packaging material weight	306,061	48.8	93,364	49.0	399,425	48.9

Recycled input materials used (GRI 301-2)

	Europe			API			Group
	2021	2022	**2023**	2021	2022	**2023**	**2023**
PET that is rPET (%)	52.9	56.3	**59.2**		26.9	**41.5**	**54.6**
Aluminium that is recycled aluminium (%)[A]	57.2	57.9	**60.9**	57.8	63.0	**70.4**	**62.8**
Glass that is recycled glass (%)[A]	48.6	47.2	**45.9**	37.2	41.4	**53.0**	**47.0**

Forward on packaging continued

Number of packages introduced into the marketplace[B]

	Europe		API		Group	
	2023	2023	2023	2023	2023	2023
	Number (millions)	%	Number (millions)	%	Number (millions)	%
PET	7,335	26.2	3,313	46.0	10,648	30.2
Refillable PET	960	3.4	0	0.0	960	2.7
Glass	517	1.8	93	1.3	610	1.7
Refillable glass	3,015	10.8	28	0.4	3,043	8.6
Aluminium can	12,477	44.5	2,855	39.6	15,332	43.5
Steel	418	1.5	0	0.0	418	1.2
Pouch	661	2.4	0	0.0	661	1.9
Carton	43	0.2	4	0.1	47	0.1
Other	33	0.1	138	1.9	171	0.5
Dispensed (including Freestyle and fountain)[C][D]	2,558	9.1	775	10.8	3,333	9.5
Total packaging units introduced	28,017	100	7,206	100	35,223	100
Total refillable bottles (PET and glass)	3,975	14.2	28	0.4	4,003	11.4
Percentage of PET packaging that is refillable PET		11.6		0.0		8.3
Percentage of glass packaging that is refillable glass		85.4		22.8		83.3

Collection

Reclaimed products (GRI 301-3)

	Europe	API	Group
	2023	2023	2023
Primary packaging collected for recycling as a percentage of total primary packaging (%, based on individual units)	75.3	64.9	73.2

	Europe	API	Group
	2023	2023	2023
Percentage of all primary packaging that is recyclable (%, based on unit case[E])(SASB FB-NB-410a.1)	99.0	99.6	99.1

	Europe			API			Group
	2021	2022	2023	2021	2022	2023	2023
Packaging use ratio[F]	44.8	44.7	41.8	58.5	56.8	54.7	44.3

Forward on packaging continued

Waste

Waste generated by composition of waste (GRI 306-3) and disposal type (GRI 306-4 - GRI 306-5)	2021		2022		2023	
	Metric tonnes	% of total waste	metric tonnes	% of total waste	**Metric tonnes**	**% of total waste**
Recycled	113,933	90.4	114,964	90.5	**117,036**	**90.2**
Composting	3,214	2.6	4,169	3.3	**5,426**	**4.2**
Incineration	156	0.1	372	0.3	**76**	**0.1**
Waste to energy recovery	4,990	4.0	4,804	3.8	**4,830**	**3.7**
Landfill	3,646	2.9	2,749	2.1	**2,388**	**1.8**
Total waste produced at CCEP manufacturing operations	**125,939**		**127,058**		**129,756**	
Total hazardous waste	**616**	**0.5**	**812**	**0.6**	**420**	**0.3**
Total non-hazardous waste	**125,324**	**99.5**	**126,246**	**99.4**	**129,336**	**99.7**

Note: Any differences between totals and sums of components are due to rounding.
(A) Based upon supplier-provided data.
(B) Our packaging footprint includes the breakdown of the number of packages we introduce into the marketplace. This is based on individual units of packaging sold.
(C) Based on 500ml servings.
(D) In 2023, dispensed solutions accounted for 9.0% of our volume (8.5% in Europe and 10.8% in API). This includes data revisions captured after the publication of our 2023 Integrated Report in March 2024.
(E) A unit case equals approximately 5.678 litres or 24 eight ounce servings, a typical volume measure used in our industry.
(F) Packaging use ratio: calculated based upon total packaging weight (including trippage for refillable packaging) divided by the total litres sold. This excludes litres for products with no specifications (e.g. coffee bags and sachets), representing 0.59% of total ready to drinks litres sales volume. Packaging includes all primary packaging (bottles and closures, cans, beverage cartons and pouches), secondary packaging (e.g. cardboard trays and LDPE wrap for cases), and tertiary packaging (LPDE pallet wrap).

Forward on water

Water stewardship

Total water withdrawal from all areas (GRI 303-3 / GRI 303-5)(SASB FB-NB-140a.1)

	2021		2022		2023	
By source	Volume (1,000m³)	%	**Volume (1,000m³)**	%	**Volume (1,000m³)**	%
Municipal	19,440	77.4	20,595	77.5	**20,535**	**78.6**
Borehole	5,226	20.8	5,526	20.8	**5,166**	**19.8**
Rainwater	449	1.8	457	1.7	**441**	**1.7**
Total water withdrawn	**25,114**		**26,578**		**26,142**	
Total production volume	**15,360**		**16,580**		**16,222**	

Total water withdrawal from areas of water stress (GRI 303-3 / GRI 303-5)(SASB FB-NB-140a.1)

	2021		2022		2023	
By source	Volume (1,000m³)	% of total production volume	Volume (1,000m³)	% of total production volume	**Volume (1,000m³)**	**% of total production volume**
Municipal	8,642	71.6	9,166	70.3	**9,288**	**72.0**
Borehole	3,421	28.4	3,868	29.7	**3,615**	**28.0**
Rainwater	1	0.0	1	0.0	**1**	**0.0**
Total water withdrawn in areas of water stress	**12,064**		**13,036**		**12,904**	
Total production volume in areas of water stress	**7,546**		**8,126**		**8,067**	

Water use ratio (GRI GRI 303-5)

	2021	**2022**	**2023**
Litres of water used/litre of finished product produced	1.64	**1.60**	**1.61**

Total wastewater discharge from all areas (GRI 303-4)

	2021	2022	**2023**
By source	Volume (1,000m³)	Volume (1,000m³)	**Volume (1,000m³)**
Discharged for off site treatment by municipal water treatment facility	5,716	6,181	**5,772**
Treated on site and discharged for off site treatment by municipal water treatment facility	2,048	2,089	**2,230**
Treated on site and discharged to surface water	1,286	1,293	**1,137**
Total wastewater discharged	**9,050**	**9,563**	**9,139**

Forward on water continued

Total wastewater discharge from areas of water stress (GRI 303-4)

By source	2021 Volume (1,000m^3)	2022 Volume (1,000m^3)	**2023 Volume (1,000m^3)**
Discharged for off site treatment by municipal water treatment facility	2,495	2,741	**2,620**
Treated on site and discharged for off site treatment by municipal water treatment facility	1,218	1,336	**1,260**
Treated on site and discharged to surface water	802	936	**894**
Total wastewater discharged from areas of water stress	**4,515**	**5,013**	**4,774**

Number of sites in areas of water stress

	Europe			API		
	2021	2022	**2023**	2021	2022	**2023**
Number of non-alcoholic ready to drink production facilities	22	21	**21**	3	3	**3**

Note: Any differences between totals and sums of components are due to rounding.

Forward on water continued

Water replenishment

Volume of water replenished	2021 Volume (1,000m^3)	2022 Volume (1,000m3)	**2023 Volume (1,000m^3)**
Belgium	263	414	**415**
France	8,106	6,374	**7,334**
Germany	37	39	**45**
Great Britain	3,207	3,364	**3,189**
Spain	3,869	4,716	**4,896**
Portugal		200	**200**
The Netherlands		57	**110**
Europe: total volume replenished	**15,483**	**15,165**	**16,189**
Europe: Water replenished as percentage of total sales volumes (%)	226.0	101.6	**107.9**
Australia	8,125	2,501	**0**
Indonesia	1,741	2,066	**2,150**
API: total volume replenished	**9,866**	**4,567**	**2,150**
API: Water replenished as percentage of total sales volumes (%)	320.0	120.8	**60.1**
Group: total volume replenished		19,732	**18,339**
Group: Water replenished as percentage of total sales volumes (%)		105.5	**98.7**

Forward on supply chain

Supplier compliance

	Europe		API		Group
	2022	**2023**	2022	**2023**	**2023**
Spend with suppliers covered by our Supplier Guiding Principles (%)	97.3	**98.3**	98.4	**96.3**	**97.9**
Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (PSA)(%)	100	**99.9**	90.3	**97.3**	**99.4**
Percentage of pulp and paper sourced through suppliers in compliance with our PSA and FSC or PEFC-certified (%)	99.8	**99.8**	98.3	**99.7**	**99.8**
Percentage of citrus fruit (orange and lemon) sourced through suppliers in compliance with our PSA	92.0	**100**	100	**100**	
Percentage of coffee sourced through suppliers in compliance with our PSA[(A)(B)]	98.0	**100**	64	**46**	
Percentage of tea sourced through suppliers in compliance with our PSA[(C)]	100.0	**100**			
Percentage of spend with suppliers based in our countries of operation (GRI 204-1)[(D)]	84.7	**83.4**	83.7	**85.4**	**83.8**

(A) Europe: Costa, Chaqwa brands
(B) API: Grinders brand
(C) Fuze Tea brand
(D) Our practice is to source locally, provided that goods and services are available to meet our requirements and quality standards in an economically viable way. Calculated as weighted average of total procurement spend from 'in-country' suppliers.
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Forward on drinks

Portfolio	Europe		API		Group
	2022	**2023**	2022	**2023**	**2023**
Europe: Reduction in average sugar per litre in soft drinks[A] portfolio since 2019 (%)	5.0	4.9			
Europe: Reduction in average sugar per litre in soft drinks[A] portfolio since 2015 (%)	17.4	**17.2**			
Europe: Reduction in average sugar per litre in soft drinks[A] portfolio since 2010 (%)	21.8	**21.6**			
New Zealand: Reduction in average sugar per litre in NARTD[B] portfolio since 2015 (%)			15.9	**15.9**	
Australia: Reduction in average sugar per litre in NARTD[B] portfolio since 2015 (%)			16.8	**14.9**	
Indonesia: Reduction in average sugar per litre in NARTD[B] portfolio since 2015 (%)			31.6	**36.2**	
Percentage of our volume sold which is low or no sugar (%)[C]	48.8	**48.4**		**47.8**	**48.3**
Number of organic products in our portfolio (number)	21	**6**			
Percentage of our volume sold that is organic (%)	0.1	**0.1**			
Percentage of our total sales including Fairtrade certified or Rainforest Alliance certified ingredients (%)		**2.2**			
Percentage of total sparkling soft drinks volume sold in packs which are 250ml or less (%)[D]	4.5	**4.6**			
Percentage of production facilities certified to the food safety standard FSSC 22000					**100**

(A) Sparkling soft drinks, non-carbonated soft drinks and flavoured water only. Does not include water or juice.
(B) Non-alcoholic ready to drink (NARTD), including dairy. Does not include coffee, alcohol, beer or Freestyle.
(C) Total CCEP sales. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages ≤20kcal/100ml. Zero calorie beverages <4kcal/100ml. For API this includes Australia, Indonesia and New Zealand only.
(D) Based upon CCEP sparkling soft drinks sales volume, at an SKU level.

Forward on society - Our communities

Community investment (GRI 203-02)

Type of investment	2022 Contribution €	2022 % of total	2023 Contribution €	2023 % of total
Cash contribution	7,675,794	63	**7,670,836**	**52**
In kind contribution	2,543,967	21	**5,007,918**	**34**
Total volunteer time	988,034	8	**1,212,269**	**8**
Total management costs (cash and time)	1,041,891	8	**932,285**	**6**
Total contribution	**12,249,686**		**14,823,307**	
% of comparable profit before tax	0.61		**0.66**	

Total volunteer hours[(A)] (GRI 203-02)

2022	2023
28,600	**32,500**

Number of people supported in skills development[(A)]

2023
16,400

(A) We aim to be accurate in our reporting and continue to enhance the way we capture the total value of our community contribution. Figures quoted have been rounded to the nearest 100k.

Forward on society - Our people

Employees by region, by gender and by employment contract type (GRI 2.7)												
			Gender				Age Group					
	Total		Male		Female		<20-29		30-50		>50	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Group												
Total employees[(A)(B)]	32,315		24,208	74.9	8,104	25.1	5,025	15.6	18,226	56.4	9,063	28.0
Permanent	30,017		22,612	75.3	7,402	24.7						
Temporary	2,298		1,596	69.5	702	30.5						
Full-time	30,809		23,564	76.5	7,242	23.5						
Part-time	1,506		644	42.8	862	57.2						
Europe												
Total employees	22,170		16,299	73.5	5,871	26.5	3,036	13.7	11,883	53.6	7,251	32.7
Permanent	20,282		15,007	74.0	5,275	26.0						
Temporary	1,888		1,292	68.4	596	31.6						
Full-time	20,975		15,793	75.3	5,182	24.7						
Part-time	1,195		506	42.3	689	57.7						
API												
Total employees[(A)(B)]	10,145		7,909	78.0	2,233	22.0	1,989	19.6	6,343	62.5	1,812	17.9
Permanent[(A)]	9,735		7,605	78.1	2,127	21.8						
Temporary	410		304	74.1	106	25.9						
Full-time[(A)]	9,834		7,771	79.0	2,060	20.9						
Part-time	311		138	44.4	173	55.6						
Parental leave[(C)] (GRI 401-3)												
Employees taking parental leave	1,092		490		602							
Employees returning to work after parental leave	1,049	96.1	473	96.5	576	95.7						
Employees that returned to work after parental leave that were still employed 12 months after their return to work	996		456		540							
Retention rate of employees that took parental leave		91.2		93.1		89.7						

Forward on society - Our people continued

	Total		Gender				Age Group					
			Male		Female		<20-29		30-50		>50	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Employees covered by collective bargaining agreements (GRI 2-30)												
Group		80.4										
Europe		88.1										
API		63.0										
New employee hires (GRI 401-1)												
Group	2,178	6.7	1,359	5.6	819	10.1	916	18.2	1,112	6.1	152	1.7
Europe	1,245	5.6	751	4.6	494	8.4	476	15.7	686	5.8	83	1.1
API	933	9.2	608	7.7	325	14.6	440	22.1	426	6.7	69	3.8
Employee turnover (GRI 401-1)												
Group	3,116	9.6	2,261	9.3	855	10.6	950	18.9	1,631	8.9	535	5.9
Europe	1,326	6.0	875	5.4	451	7.7	331	10.9	669	5.6	326	4.5
API	1,790	17.6	1,386	17.5	404	18.1	619	31.1	962	15.2	209	11.5
Voluntary employee turnover (GRI 401-1)												
Group	2,080	6.4	1,402	11.0	678	8.4	701	14.0	1,058	5.8	321	3.5
Europe	855	3.9	531	5.8	324	5.5	244	8.0	444	3.7	167	2.3
API	1,225	12.1	871	3.3	354	15.9	457	23.0	614	9.7	154	8.5
Average hours of training per year per employee[D] (GRI 404-1)												
Group												
Senior manager and above	12		12		11							
Non-management	9		9		9							
Europe												
Senior manager and above	20		20		20							
Non-management	14		14		15							
API[E]												
Senior manager and above	3		4		3							
Non-management	4		4		3							

Forward on society - Our people continued

Average amount spent on trainings per employee (GRI 404-1)	Total
	Number
Group	745
Europe	910
API[(E)]	384

Percentage of employees receiving regular performance and career development reviews (GRI 404-3)	Total
	%
Group	
Leadership Team	35.7
Senior manager and above	86.8
Non-management	57.3
Europe	
Leadership Team	38.5
Senior manager and above	98.0
Non-management	59.2
API[(F)]	
Leadership Team	—
Senior manager and above	58.9
Non-management	53.4

Forward on society - Our people continued

Diversity of governance bodies and employees (GRI 405-1)

	Gender				Age Group					
	Male		Female		<20-29		30-50		>50	
	Number	%	Number	%	Number	%	Number	%	Number	%
Group(A)(B)										
Board	11	64.7	6	35.3	0	—	2	11.8	15	88.2
Leadership Team	11	78.6	3	21.4	0	—	2	14.3	12	85.7
Senior Manager and Above	2,256	61.6	1,406	38.4	81	2.2	2,489	68.0	1,092	29.8
Non-Management	21,952	76.6	6,698	23.4	4,944	17.3	15,735	54.9	7,971	27.8

Ratio of basic salary and remuneration of women to men(G) (GRI 405-2)

	2023
Group	Male : Female
Executive level	1.14 : 1
Management level (Excl. Executive level)	1.03 : 1
Non-management	1.05 : 1
Europe	
Executive level	1.12 : 1
Management level (Excl. Executive level)	1.05 : 1
Non-management	1.09 : 1
API	
Executive level	1.19 : 1
Management level (Excl. Executive level)	0.99 : 1
Non-management(H)	N/A

(A) CCEP full time, part time and temporary corporate employees. Full time equivalent employees as at 31 December 2023. Includes three employees who did not declare their gender.
(B) One person did not declare age.
(C) Includes all our countries in Europe. For API this excludes Fiji and Papua New Guinea. Complete data for API not available for 2023 reporting. We aim to report on this indicator for API in 2024.
(D) Leadership training hours are not fully captured with our learning measurement control system. Therefore this information is unavailable/incomplete.
(E) Only includes Indonesia.
(F) Excludes Papua New Guinea.
(G) 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. Management level includes ELT, Vice Presidents, Directors, Associate Directors and Senior Manager levels. Where disclosed, Executive level includes ELT and Vice Presidents.
(H) Not reported due to geographical mix within API resulting in a skewed ratio.

Forward on society - Our people continued

Employee work-related injuries (GRI 403-9)

	LTIR[A]			TIR[B]			Fatalities		
	2021	2022	**2023**	2021	2022	**2023**	2021	2022	**2023**
Group		0.61	**0.60**	0.97	0.87	**0.84**	4	2	**0**
Europe	0.80	0.75	**0.72**	1.10	1.03	**0.93**	1	0	**0**
API		0.40	**0.41**	0.75	0.62	**0.69**	3	2	**0**

Contractor work-related injuries (GRI 403-9)

	LTI	Fatalities
Group	30	1
Europe	18	0
API[C]	12	1

Percentage of production facilities certified to the safety standard OHSAS 18001/ISO45001

Group	91
Europe	100
API	75

(A) Lost-time incident rate (LTIR) is the number of lost-time incidents per 100 full-time equivalent employees. A lost time incident is a reported work related injury or illness that results in one or more lost days. It is defined as an incident connected with work which makes an individual unfit to return to carry out a range of their normal duties for the next scheduled day or shift. The scope relates to all CCEP manufacturing and distribution/warehouse facilities.
(B) Total incident rate (TIR) is the number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment.
(C) This excludes contractors in Papua New Guinea.

For details on our approach to reporting and methodology please see our 2023 Sustainability reporting methodology document on cocacolaep.com/sustainability/download-centre.

Forward on society - Our people continued

Code of Conduct violations by type (GRI 205)	Group	
	Number	%[A]
Anti-money laundering/financing of terrorism	0	0.0
Ask a question	1	0.3
Avoiding conflicts of interest	5	1.5
Creating an inclusive and respectful workplace	95	28.4
Dealing fairly with customers, business partners and suppliers	2	0.6
Delivering high quality products	2	0.6
Engaging in appropriate share dealing	0	0.0
Environmental sustainability	0	0.0
Getting involved in political activities	0	0.0
Integrity of our financial records	3	0.9
Integrity with our business records[B]	87	26.0
Other concerns – financial	1	0.3
Other concerns – non-financial	0	0.0
Practising fair competition	0	0.0
Preventing bribery and corruption	1	0.3
Protecting human rights	0	0.0
Protecting information	0	0.0
Responsible communications	4	1.2
Respecting global and local laws and customs	2	0.6
Using company assets responsibly – financial	0	0.0
Using company assets responsibly – non-financial	96	28.7
Working in a safe and healthy environment	36	10.7
Grand Total	335	100
Number of employees resigned or dismissed	171	
Number of disciplined employees still employed[C]	186	

(A) % versus overall reports.
(B) Business records include records such as payroll, timecards, travel and expense reports, job applications, quality reports, field sales measures, customer agreements, and inventory and sales reports.
(C) Some cases involve more than one employee.