

SUSTAINABILITY IN PAPUA NEW GUINEA

2020 FACT SHEET



IN PAPUA NEW GUINEA WE PRIORITISE THE AREAS WHERE WE CAN MAKE THE GREATEST DIFFERENCE. WE ARE FOCUSED ON THE SAFETY, ENGAGEMENT AND DEVELOPMENT OF OUR PEOPLE, THE RESPONSIBLE USE OF ENERGY AND WATER, AND SUSTAINABLE PROCUREMENT.

Committed Partners

We look to establish relationships premised on mutual respect and ethical conduct with partners throughout our value chain. We ask our suppliers in Papua New Guinea to follow Coca-Cola Amatil's *Responsible Sourcing Guidelines* as well as The Coca-Cola Company's *Supplier Guiding Principles*.

In addition, over the last decade, we have made an investment in Fairtrade community cooperatives of over \$1.95 million through the purchase of Fairtrade coffee for our Grinders Coffee brand. Many of the Fairtrade farmers benefiting from this partnership are based in Papua New Guinea.

Engaged People

At Coca-Cola Amatil, protecting the health and safety of our people and those we work with will always be our overriding priority. There were four injuries in Papua New Guinea in 2019 (compared to two in the prior year). We have seen an overall significant reduction of 92 per cent compared to the 2012 baseline.

Safety performance

	2012	2013	2014	2015	2016	2017	2018	2019
Fatalities	0	0	0	2	0	0	0	0
Injuries	51	79	6	9	5	6	2	4
Total recordable injury frequency rate (TRIFR) ¹	22.5	41.0	2.9	7.2	3.8	4.2	1.3	2.6

¹ Per 1 million man-hours worked.

In 2019, Papua New Guinea recorded a significant increase in its engagement score of 15 percentage points to achieve an overall score of 66 per cent. While more work needs to be done, the improved level of engagement resulted from the increased strategic focus on people development and capacity building within the Papua New Guinea business. For instance, we recently launched several development programs for our people, as well as the broader community. This included the CareerTrackers internship program for younger people in Papua New Guinea and the launch of our Supply Chain Academy.

In recognition of the need to further develop the skilled labour market in Papua New Guinea, Amatil launched the Supply Chain Academy in 2019. The Academy will upskill our employees with technical and theoretical skills they need to thrive in the workplace, and also improve work safety standards. In its first year of operation, the program saw 26 employees graduate with Associate and Apprentice base-level certificates.

ACHIEVED A

92%

REDUCTION

in injuries in 2019 compared to 2012

INVESTED OVER

K897,000

in community programs in 2019

26

EMPLOYEES

graduated from our first Supply Chain Academy

43.5%

IMPROVEMENT

in water efficiency since 2014

We have also introduced new policies and activities to support our people. This includes a full review of our People and Culture policies in Papua New Guinea, with a particular focus on policies that support diversity, equal employment opportunities, and ensure that Amatil remains an employer of choice. Following the policy review, Amatil PNG was able to introduce family friendly policies including Paid Maternity and Paternity Leave. 2019 also saw the implementation of a Health Week and Finance Week to support our people's understanding of these important topics.



FAIRTRADE COFFEE IN PAPUA NEW GUINEA

Highlands Organic Agriculture Cooperative (HOAC) is the oldest Fairtrade certified organisation in the Pacific. Operating since 2005, and with the support of partners such as Grinders Coffee, HOAC has reinvested back into developing both its business and community projects which have benefitted over 15,100 people.



K897,701

Community investment
PGK in 2019 (A\$380,963)

* Includes cash, in-kind donations, volunteering time and management costs.

Delighted Consumers

We are committed to offering choice and information to consumers, including by measuring the amount of sugar per 100ml of our non-alcoholic beverages portfolio in Papua New Guinea and developing a road-map for reformulations and new product launches to reduce this over time.

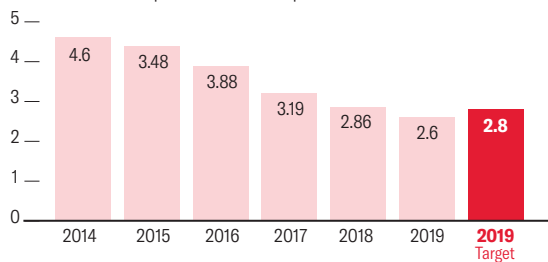
Community investment and impact in Papua New Guinea is another key focus. In 2019, the combined value of our cash, in-kind and volunteering hours support was over K897,000 (A\$380,000)².

Better Environment

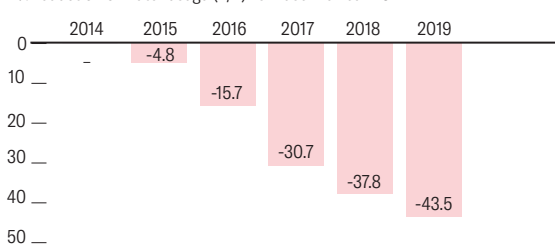
Sustainable water and energy management is a high priority for Amatil in Papua New Guinea. We conduct vulnerability assessments of the water sources for all our bottling plants. These plans are reviewed annually and updated every five years in light of changes that may have occurred in our business, the climate, community and agricultural use. Together with The Coca-Cola Company, we also implement water replenishment programs in Papua New Guinea that support community access to water. We have also achieved an impressive 43.5 per cent reduction in our water usage ratio compared to a 2014 baseline.

Water use ratio

Litres of water used per litre of finished product



% reduction of water usage (L/L) vs. Baseline Year 2014



2019 Emissions

Tonnes CO₂-equivalent

Scope 1	Scope 2
6,098	1,412

² This excludes Fairtrade coffee contributions.



SKILLS FOR THE FUTURE, EXPERIENCE FOR LIFE, IN PAPUA NEW GUINEA

A cornerstone of our business transformation in Papua New Guinea is investment in the capability of our people.

Programs such as the CareerTrackers Indigenous Internship Program and the Supply Chain Academy are providing the experience and technical development needed to connect people to industry, and ultimately provide job opportunities for current and future generations.

CareerTrackers is a non-profit organisation which aims to create pathways and support systems for young adults. Its 12-week program is designed to support students at university gain valuable work experience, develop presentation and communication skills and receive exposure to technical competencies through on-the-job experience. The program was launched in 2018 in Papua New Guinea and 37 interns have now completed it.

The Supply Chain Academy, launched in 2019, aims to upskill employees with technical skills to apply to their positions and enable them to apply sound thinking and right work behaviours with the machines they operate. To date, 26 employees have graduated from the program. With Papua New Guinea facing an increase in youth unemployment and a scarcity of skilled labour, these programs help develop a skilled workforce who will have a greater range of expertise to contribute not only to Amatil but the economic development of their country.

Sustainable water management

