The Coca-Cola Amatil 2020 Sustainability Report outlines performance and progress against the sustainability focus areas that we consider to be the most important to our business and stakeholders. The scope of this report is as follows:

**TIMEFRAME**
The 2020 Sustainability Report covers calendar year 1 January 2020 to 31 December 2020, the same as Coca-Cola Amatil’s financial year. This is the sixth annual Sustainability Report published by Coca-Cola Amatil since 2015 when public sustainability reporting was reintroduced and enhanced to include all Businesses reporting against prioritised sustainability focus areas. For the 2019 reporting period a combined Annual Financial and Sustainability Report was published, but for the 2020 year we have reverted to producing a separate sustainability report to highlight progress and future plans.

**BASELINES**
This report focuses on performance compared to the prior year as well as against our 2020 goals. In some focus areas we are working from baselines of 2010 or 2015 to show longer-term performance trends and to enable meaningful performance comparisons.

2020 was an extraordinary year in terms of COVID-19’s global, regional and local impacts to operations, external stakeholders and our own people. However, despite the challenges, our commitment to achieving the 2020 Sustainability Goals did not waver. Our report on performance notes those areas which were positively or negatively impacted by COVID-19 operational or budget-related changes. We have also recently released new sustainability ambitions covering the period 2020-2040, which were finalised in 2020, and these are detailed in this publication.

**CURRENCY**
This Sustainability Report is presented in Australian Dollars unless otherwise stated. An average annual currency conversion rate is used.

**BASILINES**
This report focuses on performance compared to the prior year as well as against our 2020 goals. In some focus areas we are working from baselines of 2010 or 2015 to show longer-term performance trends and to enable meaningful performance comparisons.

Going forward, we aim to align baselines across our reporting as we improve the availability of comparable data for the same reporting period in each of our focus areas and markets.
Coca-Cola Amatil is committed to making a distinct and positive contribution to the communities and markets in which we operate.

This means that with each decision we seek to deliver the best outcomes and build value for society as well as our shareholders. Coca-Cola Amatil’s sustainability strategy is aligned with, and embedded in, our broader business strategy and the Coca-Cola Amatil Long-Term Value Proposition, focusing on five value drivers: Thriving Customers, Engaged People, Committed Partners, Delighted Consumers and Better Environment.

SUSTAINABILITY AMBITIONS & GOVERNANCE

FOCUSBNG ON WHAT IS IMPORTANT

Our sustainability ambitions have been developed with consideration of the expectations of all key stakeholders – our people, our partners, our communities, our customers and our investors - focusing on those areas that are the most material and where we can make the most difference. We regularly review our sustainability priorities, by conducting a materiality assessment with internal and external stakeholders.

In 2018 Coca-Cola Amatil released a set of strategies and public goals to achieve by the end of 2020. A full progress report on performance against our 2020 Sustainability Goals is provided in this report.

OUR 2020–2040 SUSTAINABILITY AMBITIONS

In 2020, we further refined and expanded our sustainability strategy and now have a suite of 10 ambitions and supporting strategies to be achieved between 2020 and 2040. Our 10 core sustainability ambitions are linked to the drivers of the Amatil Long-Term Value Proposition.

1. Sustain and improve our current net zero water operations by being water stewards
2. Reduce our total non-alcoholic beverages portfolio sugar grams per 100ml by 35 per cent in Indonesia, and 20 per cent in Australia and New Zealand, by 2025 (vs 2015), and have wellbeing initiatives in all markets
3. Closing the loop on packaging by partnering on pack-to-pack recycling and re-use solutions in all countries by 2030
4. Achieve net zero carbon emissions (Scope 1 & 2) by 2040, including 100 per cent renewable electricity in Australia and New Zealand by 2025, and build and support climate resilient operations and communities
5. Deliver positive impacts for our communities by leveraging our local presence, community investment and procurement scale
6. Achieve a zero-harm workplace
7. Achieve diversity in our people that reflects our communities
8. Build stronger brand partnerships with aligned sustainability ambitions and strategies
9. Embed our responsible sourcing commitment in our supplier partnerships
10. Partner with our customers on shared sustainability vision ensuring we are a trusted and valued part of their supply chain

The first four of the sustainability ambitions have been identified as priorities based on stakeholder expectations and where we know we can make the greatest difference. We aim to achieve each ambition between 2020 and 2040, setting interim targets and improving our performance over time.

GOVERNANCE AND MANAGEMENT OF SUSTAINABILITY

From the Board to the Group Leadership Team, Group functions to the Businesses, at Coca-Cola Amatil we are committed to continual improvement and acting responsibly to support a better future for all our stakeholders. We apply the Precautionary Principle1 to assessing environmental risks and opportunities.

The Coca-Cola Amatil Board is committed to achieving the highest standards of corporate governance and business conduct, and sees this commitment as fundamental to the sustainable performance of our business and to enhancing shareholder value. The Risk and Sustainability Committee of the Board reviews the effectiveness of Coca-Cola Amatil’s controls and strategies to manage our non-financial and operational risks and compliance matters:

— Reviewing and monitoring compliance with our legal and regulatory responsibilities, internal policies and industry standards on operational matters
— Approving policies and standards that reflect our reputation
— Reviewing and monitoring social issues that could impact our reputation
— Reviewing Coca-Cola Amatil’s non-financial and operational risks and controls.

Management decisions in relation to sustainability are made by the Group Managing Director, Group Leadership Team and individual members of management who have direct authority. Across the Group functions and within each Business, our health and safety, supply chain, environment, people and culture, procurement, and public affairs, communications and sustainability teams are responsible for the day-to-day implementation, management, monitoring and reporting of specific initiatives. At Coca-Cola Amatil we aim to build sustainability into how everyone goes about their work, and the decisions they make.

We also remain committed to an enhanced approach to sustainability reporting with more data and analysis on the sustainability performance of all our Businesses referencing the Global Reporting Initiative framework, the Task Force on Climate Related Financial Disclosures guidance, and Business for Societal Impact (formerly the London Benchmarking Group) community investment guidelines. Coca-Cola Amatil’s annual sustainability reports are available on our website www.ameatil.com.

In 2020 & 2021, EY has been engaged to undertake limited assurance, as defined by the Australian Audit Standards on selected performance disclosures covering nine of our 2020 Sustainability Goals.

Our 2020-2040 Sustainability Ambitions are linked to the drivers of the Coca-Cola Amatil Value Proposition. The first four Ambitions have been identified as priorities based on stakeholder expectations and where we know Coca-Cola Amatil can make the greatest difference.

1. Net zero water
Sustain our net zero water operations by being water stewards
- We only source from sustainable water sources, also considering community needs
- Together with The Coca-Cola Company and The Coca-Cola Foundation we are now returning to nature and communities more than the amount of water that we use in our drinks

2. Consumer wellbeing
Focused on portfolio sugar reduction and responsible consumption
- Reduce our total non-alcoholic beverages portfolio sugar grams per 100ml by 36 per cent in Indonesia, and 20 per cent in Australia and New Zealand, by 2025 (vs 2015), and have wellbeing initiatives in all markets
- Lead across our communities on responsible consumption particularly in vulnerable communities

3. Closing the loop on packaging
Partnering on pack-to-pack recycling and re-use solutions in all countries
- Design for 100 per cent recyclability by 2030 and support well-designed infrastructure and initiatives for collection
- 50 per cent average recycled or renewable content across all packaging by 2030
- Develop the feasibility of using a weighted average of 75 per cent recycled or renewable plastic in our bottles by 2030

4. Net zero carbon
Achieve net zero direct carbon emissions (Scope 1 & 2) by 2040
- 100 per cent renewable electricity in Australia and New Zealand by 2025
- Other emissions reduction supporting The Coca-Cola Company’s Science-Based Target of 25 per cent reduction by 2030 (vs 2015)
- Support climate resilient operations and communities

5. Community investment
Deliver positive impacts for our communities by leveraging our local presence, community investment and procurement scale

6. Zero-harm workplace
The safety, wellbeing and resilience of our people is our top priority

7. Diversity in our people
Achieve diversity in our people that reflects our communities

8. Stronger partnerships
Build stronger brand partnerships with aligned sustainability ambitions and strategies

9. Responsible sourcing
Embed our responsible sourcing commitment in our supplier partnerships

10. Thriving customers
Partner with our customers on shared sustainability vision
ENGAGING WITH OUR STAKEHOLDERS

STAKEHOLDER ENGAGEMENT AND CREATING VALUE

We create value by seeking positive impacts for our people, customers, partners, consumers, the environment and our community.

The first step in creating value for our stakeholders is to understand what’s important to them and then respond accordingly.

At Coca-Cola Amatil, stakeholder engagement is a two-way activity that involves constant dialogue; it involves listening and responding, and is a major input to our business strategy.

Stakeholder engagement does not happen in isolation. When we think about our stakeholders, we think about the society we live in, and how what we do as an organisation impacts those around us. The diagram on the right outlines who our stakeholders are, how we engage with them, what they care about; and importantly, how we respond.

POLITICAL CONTRIBUTIONS

In 2020 we made no political donations in our countries of operation. In New South Wales, the Election Funding, Expenditure and Disclosures Act 1981 (NSW) prohibits political contributions and the Board has extended this to a policy of no political contributions across Australia. Rather, our focus is on community partnerships and participation in public policy development.

OUR MEMBERSHIPS

AUSTRALIA


FIJI

Fiji Commerce and Employers Federation, Fiji Hotel & Tourism Association, Fiji Chamber of Commerce

INDONESIA

ASRIM (Association of Beverages Industry), GAPMMI (Association of Food and Beverages Producers), APINDO (Association of Employers), KADIN (Indonesian Chamber of Commerce and Industry), Indonesia Business Council for Sustainable Development, the Indonesia-Australia Business Council, Packaging and Recycling Association for Indonesia Sustainable Environment (PRAISE), National Plastic Action Partnership, and the Indonesia Plastic Waste Management Collaboration (IDN WM)

NEW ZEALAND

Food & Grocery Council, New Zealand Beverage Council, the New Zealand Packaging Forum, The New Zealand Initiative, the New Zealand Business and Parliament Trust, and New Zealand Taxpayers’ Union

PAPUA NEW GUINEA

Manufacturer’s Council of PNG, Port MorBay Chamber of Commerce & Industry, Business Council of PNG, and Australia Papua New Guinea Business Council

SAMOA

Samoa Chamber of Commerce; SAME (Samoa Association of Manufacturers and Exporters)
OUR PERFORMANCE
2020


2020 PERFORMANCE

- Screened over 90 per cent of supplier spend using responsible sourcing criteria
- Continued our Human Rights Policy training program with 91.5 per cent of employees completing the training as at 3 February 2021

- 102 injuries in 2020
- This is a 23 per cent decrease in injuries from the year before and a 76 per cent reduction from 2012

- 38 per cent of Board positions, 36 per cent of Senior Executive positions, and 21.7 per cent of Management positions held by women

- Achieved our water efficiency target for non-alcoholic beverages, with 1.84 L/L
- Non-alcoholic water use ratio, better than our target of 1.95 L/L

- 486% Estimate of the amount of water replenished in 2020 compared to the amount of water contained in our non-alcoholic products
- 58% average weight of recycled PET in our Australian portfolio surpassing our 2020 Goal of 50%
NET ZERO WATER

WATER IS A PRECIOUS RESOURCE AND WE ARE COMMITTED TO MANAGING WATER RESPONSIBLY AND SUSTAINABLY, NOT JUST FOR OUR OWN USE BUT FOR THE ONGOING USE OF THE COMMUNITIES IN WHICH WE OPERATE.

OUR 2020 AMBITION

We aim to sustain our net zero operations, by being water stewards only sourcing from sustainable water sources, also considering community needs, and improving vulnerability assessments, management plans, measurement, reporting and transparency for communities. Together with The Coca-Cola Company and the Coca-Cola Foundation we are returning to nature and communities more than the amount of water that we use in our drinks – hence net zero. Replenishment projects focus on our operational areas and communities.

OUR COMMITMENT AND APPROACH

As a regional beverages powerhouse, we recognise our responsibility to conduct operations sustainably. This includes how we use water. Water is an important and precious resource in our operations and product mix.

Our commitment to minimising our environmental impacts is confirmed in both our Water Policy and Human Rights Policy. ISO 14001 Environmental Management certification at site level ensures the appropriate environmental management and stewardship of resources in daily operations.

Environmental performance, and water management, is monitored via regular internal and external audits, including audits conducted by The Coca-Cola Company, to ensure we meet stringent quality, safety and environmental requirements.

We also follow our own, and partner, guidelines such as The Coca-Cola Company’s Supplier Guiding Principles and Coca-Cola Amatil’s Responsible Sourcing Guidelines. Sustainable water management is included as part of many supplier sustainability assessments, which cover most of Coca-Cola Amatil’s key suppliers.

Each year we complete all mandatory reporting required by government authorities and utility providers, including reporting on wastewater quality. In addition we voluntarily disclose water information publicly via the CDP Climate Change and CDP Water Security questionnaires.

Finally, we are committed – in partnership with The Coca-Cola Company – to re-establish the equivalent of 100 per cent of the water we use in finished products via community water access and water quality improvement programs. Replenishment projects focus on our operational areas and communities, including supply chain/agricultural priority areas, improving water security for all where needed most.

WATER USE

1.84 L/L

Non-alcoholic water use ratio, better than our target of 1.95 L/L

WATER REPLACEMENT

486%

estimate of the amount of water replenished compared to the amount of water in our non-alcoholic products

WATER STEWARDSHIP IN INDONESIA

Coca-Cola Amatil oversees several community access programs in Indonesia, and in 2020 commenced a program of treating wastewater at our Cibitung Plant using reverse osmosis technology. This water will be used for utility purposes within the plant reducing overall water use by around 15 per cent.

WHAT IS A SOURCE VULNERABILITY ASSESSMENT?

Under Amatil’s water policy, each potential water source is subject to a local Source Water Vulnerability Assessment (SWVA) which is carried out by an independent hydrogeologist. The SVA assesses:

— the sustainability of the water source, including quality and quantity of water available for consumption; and
— any concerns or potential impact of the water extraction on other users such as communities, farmers, other industrial activities and irrigation.

Only sources which meet Coca-Cola Amatil’s local standards and The Coca-Cola Company’s global standards are acceptable for use. These rigorous assessments are conducted across all of Amatil’s non-alcoholic beverage operations in all countries of operation and are reviewed every five years. Work is currently underway to extend these assessments to our brewing and distillery facilities.

Each water source has a Source Water Protection Plan (SWPP) put in place to monitor ongoing water usage, which is reviewed annually. The purpose of this plan is to help preserve the sustainability of the local water source, and to identify relevant local stakeholders, such as municipal governments, to work collaboratively with, including to remediate any vulnerabilities uncovered in the SVA.

In addition, our SWPPs have in place water use metering to ensure we monitor our rates of extraction and any changes to water flows. The SVA and SWPP are continually monitored and updated during the time the source is in use. Where water sources are located in areas affected by drought, for example, we would cease or reduce extraction if our regular independent review processes recommended it.

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Our 2030 ambition
We are looking for pack-to-pack recycling solutions in all countries where we operate by 2030, designing for pack-to-pack recyclability and supporting well-designed infrastructure and initiatives for collection. We are also targeting 50 per cent average recycled or renewable content across all packaging by 2030, and developing the feasibility of using an average of 75 per cent recycled or renewable plastic in our bottles by 2030.

Our commitment and approach
Coca-Cola Amatil has an ambitious strategy to close the loop on our packaging. Our strategy aligns with The Coca-Cola Company’s vision of a World Without Waste, which aims to help collect and recycle a bottle or can for every one that we sell by 2030.


Leading the way on recycled content
In 2017, we set a goal to develop the business case for a weighted average of 50 per cent recycled plastic in polyethylene terephthalate (PET) containers made by Coca-Cola Amatil for the Australian portfolio, including carbonated soft-drinks. The transition of all single-serve bottles to 100 per cent rPET (the term used for recycled PET) in Australia was completed in December 2019. By the end of 2020, seven out of 10 plastic bottles in Australia were made from 100 per cent recycled material, with an average recycled content, by weight, increasing to 58.2 per cent from 25 per cent in 2018, exceeding our 2020 target.

In New Zealand we transitioned all single-serve bottles and all water bottles to 100 per cent rPET over the same timeframe and are also progressing on this in Fiji and Samoa. From 2021 we are also introducing frozen drink cups and lids made entirely from recycled plastic, replacing problematic polypropylene for these drinks.

To further close the loop on our plastic packaging, in 2019 we partnered with Dynapack Indonesia to pilot a recycled PET collection scheme and develop a recycling plant. The 20,000 square metre recycling facility, located in West Java and due to be operational in 2022, represents an investment of over AU$90.5 million, and will have capacity to produce 25,000 tonnes of rPET per year. We are exploring similar opportunities in Australia.

Closing the loop on packaging
We continue to work with governments and stakeholders across all our countries of operation on packaging waste collection schemes. In Australia, we play a pivotal role in container deposit and refund schemes. We are a joint venture partner in Exchange for Change, the New South Wales Scheme Coordinator, and a founding partner in Container Exchange, a not-for-profit organisation that manages the Queensland scheme. We are also a founding partner in Western Australia Return Recycle Renew, the not-for-profit organisation created to set up and run Containers for Change in Western Australia which launched in 2020. In addition, we have been operating the South Australian container deposit scheme for over 40 years through our wholly owned subsidiary, Statewide Recycling.

In Fiji, we’ve operated one of the main plastic bottle and can recycling schemes in the country, Mission Pacific, for 21 years. In 2019, we launched the region’s first Sprite in a clear plastic bottle to improve its recyclability, while in Samoa, we’ve partnered with members of the Samoan Recycling and Waste Management Association which has received a grant from The Coca-Cola Foundation to establish a series of public-place recycling bins for plastic PET bottles and aluminium cans.

In New Zealand, Coca-Cola Amatil welcomed the Government’s announcement that it was developing a beverage Container Return Scheme. In 2020, Coca-Cola Amatil launched the region’s first Sprite in a clear plastic bottle, made from 100% recycled plastic.

Australia and New Zealand were the first countries in the world to convert all Coca-Cola bottles 600ml and under to 100% recycled plastic. This innovation took nine years of extensive research, innovation and design, and enables recycled plastic to become the norm.

While 100 per cent recycled plastic has previously been used to bottle soft drinks, this had never been successfully achieved at scale in carbonated drinks.

Amatil Futureworks team and Packaging Services Division were able to overcome the challenge of using 100 per cent recycled PET to package carbonated beverages, creating smart bottle designs that factor in the unique qualities of recycled plastic. This increase in the use of recycled plastic reduces the amount of new plastic resin used by Amatil by an estimated 10,000 tonnes/year in Australia and 2,800 tonnes/year in New Zealand in 2020.

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FIRST 100 PER CENT RECYCLED PLASTIC BOTTLE FOR CARBONATED BEVERAGES

“Since we launched our first recycled plastic bottle last year, we have been encouraged by the response from our customers,” said Peter West, Managing Director of Coca-Cola Amatil Australia.

“Australia and New Zealand were the first countries in the world to convert all Coca-Cola bottles 600ml and under to 100% recycled plastic. This innovation took nine years of extensive research, innovation and design, and enables recycled plastic to become the norm. While 100 per cent recycled plastic has previously been used to bottle soft drinks, this had never been successfully achieved at scale in carbonated drinks.

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“We’ve heard the community message loud and clear – that unnecessary packaging is unacceptable, and we need to do our part. That’s why Coca-Cola Amatil, together with the Coca-Cola Company, are implementing improved collection and recycling infrastructure in that community.”

Total recycled content percentage trend

<table>
<thead>
<tr>
<th>Material by weight</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>PET resin</td>
<td>7%</td>
<td>9%</td>
<td>9%</td>
<td>25%</td>
</tr>
<tr>
<td>PET</td>
<td>36%</td>
<td>38%</td>
<td>38%</td>
<td>38%</td>
</tr>
<tr>
<td>All materials</td>
<td>29%</td>
<td>33%</td>
<td>36%</td>
<td>38%</td>
</tr>
</tbody>
</table>

Total Coca-Cola Amatil Group packaging used and recycled content 2020

<table>
<thead>
<tr>
<th>Total tonnes of packaging materials (primary and secondary) used and % of recycled content</th>
</tr>
</thead>
<tbody>
<tr>
<td>Material by weight</td>
</tr>
<tr>
<td>--------------------</td>
</tr>
<tr>
<td>Paper/Board</td>
</tr>
<tr>
<td>Glass</td>
</tr>
<tr>
<td>Aluminium</td>
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<tr>
<td>HDPE</td>
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<td>Other Plastics</td>
</tr>
<tr>
<td>Other Metals</td>
</tr>
<tr>
<td>Composites</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>
Caring for our Environment

We aim to leave a positive legacy and caring for nature and rehabilitating the environment is a focus for our community investment and employee volunteering.

Our Commitment and Approach

Many of our biodiversity and rehabilitation programs have a long heritage, with some running for decades, such as Fiji’s Mission Pacific and the Ball Beach Clean Up.

All are inspired by the sense of environmental stewardship that comes from working collaboratively to preserve a healthy planet, including with our communities, NGO partners, universities, schools, environment experts and our people. In 2020 some of our community investment and volunteering programs were impacted by COVID-19 and restrictions on movement and face-to-face interactions in communities. Yet despite this, our commitment to caring for nature continued and we were able to build on programs and adjust these throughout 2020.

Growing forests and mangroves

Seven years ago, Coca-Cola Amatil Indonesia initiated a tree planting and environmental education program called Coca-Cola Forests, which aims to create a healthier, safer, and more sustainable place to live while strengthening the economy of the local communities where we operate. This program is now focused in three areas in Indonesia – Lampung, Sumedang and Semarang – and contributes to positive environmental and community outcomes. Over 14,000 trees grow in these forests and more than 300,000 saplings have been grown in the forest nurseries and donated to communities since 2014. In 2020 we continued our tree-planting and community engagement initiatives associated with the Coca-Cola Forests with a focus on safe-working practices for employees and communities.

In Fiji, our teams from Paradise Beverages and Coca-Cola Amatil Fiji worked together with the University of the South Pacific in 2019 to support a volunteer day to rehabilitate local mangroves. The hard-working volunteers were able to plant more than 50,000 plants.

2020 saw the further growth of these mangroves, also tended by volunteers, to ensure continued protection of the shoreline from storms, erosion prevention, and filtering of pollution and trapping of sediments originating from land, to provide improved fish breeding areas.

Protecting water sources, catchments and replanting projects

We manage our water sources responsibly and with care, ensuring that the needs of both local communities and the natural environment are met sustainably. In Indonesia, we have several reforestation initiatives targeting water catchment areas. These forests are an optimal land cover for catchments. They reduce the effects of floods, prevent soil erosion, regulate the water table and assure a high quality water supply.

Together with The Coca-Cola Company, and The Coca-Cola Foundation, we have also implemented water replenishment programs in Australia and Indonesia, and in 2020, we replenished an estimated 14,283 ML, which is the equivalent of 4818 per cent of the water used in our finished products across the Group.

Our Ambition

We aim to have biodiversity and rehabilitation programs in all countries where we operate, ensuring we leave a positive legacy. Our programs include growing forests, donating saplings, protecting and replenishing water sources, supporting litter reduction and collection programs, and habitat regeneration.

Adapting Beach Clean Ups in Bali to COVID-19

Although we have been operating the Bali Beach Clean Up (BBCU), a daily beach cleaning program, for over 13 years, in 2020 we had to significantly change our operating procedures to ensure our Clean Up crews were being protected as much as possible from COVID-19.

We adjusted working hours and rotated crews in shifts to provide safe social distancing. For all equipment being used, the trucks transporting the waste we practiced routine cleaning and disinfection of frequently touched surfaces, such as steering wheels, door handles, levers, and control panels.

We also provided personal protective equipment. Over 1,000 face masks and 425 litres of hand sanitiser were issued to our Clean Up Crews.

In 2020 we have partnered with local organisation "BEOO" (Business & Export Development Organisation) to promote upcycling to our Bali Beach Clean Up (BBCU) crew. As an example we worked with local craftsmen to create eco-printed beach bags. All of our BBCU crews have received the upcycling training, and some have generated direct income from selling their creations.

Supporting recycling and litter reduction

For over 13 years in Indonesia we have, with partners, organised ongoing daily beach clean-ups across five beaches under the Bali Beach Clean Up program. This program has seen over 42,000 tonnes of waste collected across Kuta, Seminyak, Jimbaran, Legian, and Kedingangan, and provides regular employment and skills training to a team of waste collectors. We have also supported the establishment of waste management education centres and programs in Bali and other locations across Indonesia.

In Fiji, we have operated for 21 years, one of the main plastic bottle and can recycling schemes in the country, Mission Pacific, and in 2019, we launched the region’s first Sprite in a clear plastic bottle to improve its recyclability. In Samo, we’ve partnered with members of the Samoan Recycling and Waste Management Association which has received a grant from The Coca-Cola Foundation to install public recycling bins for plastic PET bottles and aluminium cans.

Habitat regeneration and wildlife protection

In Fiji, in addition to supporting the Mamanuca Environment Society, our people participate in regular volunteering days, often with their families, for beach clean-ups and mangrove planting.

In Lampung, Indonesia, Sahabat Gajah (Elephants’ Friends) was established with our support to preserve regional forests and, in particular, to protect the icon of Lampung, the Sumatran elephant, whose population in the wild has fallen dramatically in recent years.

Adapting Beach Clean Ups in Bali to COVID-19

Although we have been operating the Bali Beach Clean Up (BBCU), a daily beach cleaning program, for over 13 years, in 2020 we had to significantly change our operating procedures to ensure our Clean Up crews were being protected as much as possible from COVID-19.

We adjusted working hours and rotated crews in shifts to provide safe social distancing. For all equipment being used, the trucks transporting the waste we practiced routine cleaning and disinfection of frequently touched surfaces, such as steering wheels, door handles, levers, and control panels.

We also provided personal protective equipment. Over 1,000 face masks and 425 litres of hand sanitiser were issued to our Clean Up Crews.

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NET ZERO CARBON
WE ARE COMMITTED TO ENSURING WE ARE PLAYING OUR ROLE IN LIMITING GLOBAL TEMPERATURE INCREASES TO NO MORE THAN 1.5 DEGREES CELSIUS.

OUR 2040 AMBITION
We aim to achieve net zero direct carbon emissions (Scope 1 & 2) by 2040 and are targeting 100 per cent renewable electricity in Australia and New Zealand by 2025. We are pursuing other emissions reduction (Scope 3) supporting The Coca-Cola Company’s Science-Based Target of 26 per cent reduction by 2030 (vs 2015), and working to support climate resilient operations and communities. In 2021 we will be joining RE100, the global corporate renewable electricity initiative, and setting targets for our operations in Indonesia, Papua New Guinea, Fiji and Samoa to use 100 per cent renewable electricity by 2030.

OUR COMMITMENT AND APPROACH
Our net zero carbon emissions ambition is an important step for our company and we are developing decarbonisation roadmaps to provide a view on how this ambition will be achieved. As part of these roadmaps we are setting internal energy intensity and renewable energy targets.

All our carbon reduction, energy efficiency and climate resilience programs are guided by regulatory requirements and relevant company policies, including our Group-wide Environment Policy, Water Policy, and Human Rights Policy – all of which confirm our commitment to minimising our environmental impacts and associated carbon footprint.

Each year we complete all mandatory external reporting related to our climate change impacts such as that required under Australia’s National Greenhouse and Energy Reporting Scheme, and voluntarily complete CDP Climate Change and CDP Water Security questionnaires. Coca-Cola Amatil recognises the importance of disclosing climate related risks and opportunities in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and will continue to improve its assessment, management and disclosure approach in line with these recommendations.

55.7% ENERGY USED
in our operations is from renewable or low-carbon sources

NET ZERO CARBON (CONTINUED)
Renewable energy projects
We had a 2020 public goal to source at least 60 per cent of our manufacturing energy needs from low- and no-carbon sources, including natural gas, LPG, wood, direct renewables from on-site sources and indirect renewables supplied through grid connected power purchase agreements. As at the end of 2020, 56.7 per cent of the energy used in our operations is now renewable or from low-carbon sources. Currently, renewable energy usage in our manufacturing operations across all countries combined is less than 10 per cent.

We continue to invest in renewable energy projects around our region. Following the launch of our 11 megawatt rooftop solar panel installation in West Cikarang, one of the largest in the country, we have initiated three on-site solar projects in Australia – at Eastern Creek, Richlands and Kewdale – with a combined generation capacity of 3.5 megawatts, in addition to Indonesia’s largest rooftop solar project at West Cikarang, with a generation capacity of 7.1 megawatts.

Regarding emission reduction from these projects, the West Cikarang project will offset 8.9 thousand tonnes of carbon emissions per annum. In Australia, we are using the Large-scale Generation Certificates (LGCs) created from the solar projects to help meet the mandatory minimum renewable power percentage required under the national Renewable Energy Target (RET), and currently trading any excess certificates. In other countries, these projects are providing direct renewable energy to our sites and reducing our emissions accordingly.

Energy efficiency
We continue to invest in energy efficiency programs in all our countries of operation. These include rolling out additional sub-metering and energy efficient lighting, and considering energy efficient equipment in our bottling and packaging manufacturing plants. Over time, we are upgrading the fridges used within our customers’ premises to more energy efficient models, as well as replacing the refrigerants used in those fridges to mitigate against further global warming.

In Australia, we have entered into a long-term power purchase agreement with the Murra Warra Wind Farm in Victoria, which became operational in 2019. Although our electricity is not directly sourced from this project, the agreement facilitates our contribution to the overall development of renewables in Australia. In addition, the Murra Warra Wind Farm provides us with access to LGCs – a proportion of which we are currently trading on renewable certificate markets.

We are exploring further opportunities for on-site projects in Australia, Indonesia and Papua New Guinea in 2021 and evaluating renewable power purchase options to support meeting our net zero ambition across all countries in which we operate and achieve 100 per cent renewable electricity in Australia and New Zealand by 2025, and by 2030 in Indonesia, Papua New Guinea, Fiji and Samoa.

2040 – 2040 SUSTAINABILITY AMBITIONS
NET ZERO CARBON
Commitment by 2040

2020 Total energy use by fuel/energy source (manufacturing)
Including renewable and lower carbon energy split

<table>
<thead>
<tr>
<th>Fuel/energy source</th>
<th>2010 GJ</th>
<th>2020 % of total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Natural Gas</td>
<td>827,196</td>
<td>47.9%</td>
</tr>
<tr>
<td>Sustainable Wood</td>
<td>24,366</td>
<td>1.4%</td>
</tr>
<tr>
<td>LPG</td>
<td>49,439</td>
<td>2.9%</td>
</tr>
<tr>
<td>Renewable Grid Electricity</td>
<td>31,632</td>
<td>1.9%</td>
</tr>
<tr>
<td>On-site Solar</td>
<td>3,717</td>
<td>0.2%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>916,922</td>
<td>55.7%</td>
</tr>
<tr>
<td>Non-Renewable Grid Electricity</td>
<td>629,515</td>
<td>37.3%</td>
</tr>
<tr>
<td>Diesel &amp; Petrol</td>
<td>139,763</td>
<td>8.3%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>764,441</td>
<td>44.3%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>1,681,364</td>
<td>100%</td>
</tr>
</tbody>
</table>

1 Energy usage ratios for previous years have been restated for Indonesia using estimates.

INDONESIA’S LARGEST ROOFTOP SOLAR SYSTEM NOW LAUNCHED

In 2020 Coca-Cola Amatil Indonesia opened Phase 1 of a solar photo-voltaic installation on the roof of our largest factory in West Cikarang, West Java.

We believe that when all stages are completed this solar installation will be the largest in a manufacturing facility in ASEAN, number 2 in the Asia Pacific region, and number 4 in the world.

Covering an area of 71,000m², this solar project will generate 7.13MWp of solar power during peak capacity during the day (9,600 MWh/year). This allows a reduction of 11% of the total electricity demand from the grid and will also help cut the carbon emissions by 8.9 thousand tonnes per annum.

We plan to expand our solar panel roof project to several manufacturing facilities throughout Indonesia, in Medan, Semarang and Surabaya, with an expected energy production capacity of 6,092 MWh in the first year.

2010 vs 2019

Energy intensity – alcoholic beverages

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>MJ/L</td>
<td>4.38</td>
<td>3.88</td>
</tr>
</tbody>
</table>

Energy intensity – non-alcoholic beverages

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>MJ/L</td>
<td>5.80</td>
<td>5.09</td>
</tr>
</tbody>
</table>

Equirecogns a proportion of which we are currently trading renewable certificate markets.
Managing climate change risk and resilience

In 2019, we completed a third-party independent assessment of climate change-related risks and opportunities for Amatil. The assessment covered all our geographies and our full value chain, and extended to both 2030 and 2050. The assessment confirmed Coca-Cola Amatil could be impacted by changes in weather patterns such as increased temperatures, altered rainfall patterns, and more frequent or intense extreme weather events. These may cause major business disruption, increased energy costs, and key input scarcity in relation to water, sugar and other agricultural ingredients. Most of these risks already have management plans in place. Over time we are improving our understanding of climate risk and monitor our disclosure of this risk against the recommendations of the TCFD.

We are also working to improve our understanding of our emissions profile, and that of our major suppliers, and refining plans to address the physical and transition risks identified. We have set targets for the use of renewable and low-carbon energy, which includes natural gas, as well as targets for reducing the emissions intensity associated with the ‘drink in your hand’.

In 2019, The Coca-Cola Company also made a worldwide commitment, aligned with the Science Based Targets initiative, to reduce its absolute carbon footprint by 25 per cent by 2030 (compared to 2015). Coca-Cola Amatil’s emissions fall within the scope of this global goal.

Reducing the ‘drink in your hand’ carbon footprint

Although our net zero carbon by 2040 ambition is new, we have had carbon reduction targets in place for several years. We had a 2020 goal to reduce the carbon intensity of the ‘drink in your hand’ by 25 per cent (compared to 2010), requiring that we focus not only on reducing emissions associated with our own operations, but on the emissions produced across our value chain – in the packaging, and ingredients we use, manufacturing and logistics, and refrigeration used by our customers.

We fell short of achieving this goal in 2019 with 18% reduction across all countries of operation.1

This reduction has been driven by a combination of improved energy efficiency and the increased use of lower emission energy in our manufacturing, increasing the recycled content of our packaging, and moving to more energy efficient ‘coolers’ that also use refrigerants with a lower global warming impact.

The ‘drink in your hand’ metric is being used by The Coca-Cola Company as the scope for the Science Based Target of 25 per cent reduction in absolute emissions by 2030 compared to 2015.

1 Annual results from The Coca-Cola Company’s global ‘drink in your hand’ carbon footprint tool are not available until June of the following year. Reported figures therefore represent 2019 performance.
CONSUMER WELLBEING (CONTINUED)

Consumer Wellbeing

By the end of 2020, we had made good progress towards our sugar reduction goals for our non-alcoholic beverage portfolio. In Indonesia we have reformulated 12 products since 2015, and reduced our sugar grams per 100ml by 17.2 per cent compared to 2015 baseline. In Australia, we have reformulated 29 products since 2015, and reduced our sugar grams per 100ml by 11.2 per cent compared to 2015. In New Zealand we have reformulated 11 products since 2015, reducing sugar grams per 100ml by 9.3 per cent.

The reduction in sugar grams per 100ml across Indonesia, Australia and New Zealand was also driven by changing consumer preferences reflected in changes to the mix of products sold. In both Australia and New Zealand, 90 per cent of Coca-Cola product marketing in 2020 featured reduced or no-sugar Coca-Cola.

In Australia, New Zealand and Indonesia we are continuing to make small pack sizes available in all distribution channels. Small packs are now offered in 31 per cent of grocery stores and 95 per cent of petrol and convenience stores in Australia. In New Zealand, 100 per cent of grocery stores and petrol and convenience stores offer small packs. In Indonesia our ‘affordable small packaging’ offer consumers a 250ml size bottle for several flavours. We are also making good progress in our other countries of operation. Initiatives include measuring portfolio-wide sugar content, implementing reformulation road maps, and planning further new low- or no-kilojoule product launches.

OUR 2025 AMBITION

We aim to reduce our total non-alcoholic beverages portfolio sugar grams per 100ml by 35 per cent in every country we operate in by 2025 (vs 2015) and have wellbeing initiatives underway in all markets1. We will continue to lead across our markets on responsible consumption, for alcohol and non-alcohol, particularly in vulnerable communities.

OUR COMMITMENT AND APPROACH

We are open and responsive to changing consumer tastes and preferences and aligned with global health guidelines, including World Health Organisation guidelines on the recommended daily intake of added sugar. Our wellbeing initiatives, which include quality standards, are guided by regulatory requirements and relevant company policies. These include the Coca-Cola Amatil Group Human Rights Policy and Alcohol Advertising and Marketing Standards, which confirm our commitment to the wellbeing of our consumers. We also adhere to The Coca-Cola Company’s Responsible Marketing Policy, Global School Beverage Guidelines and local industry voluntary commitments such as the Alcohol Beverages Advertising Code and DrinkWise Australia’s voluntary labelling guidelines, the Responsible Children’s Marketing Initiative in Australia, and New Zealand’s Healthy Kids Pledge and the Children and Young People’s Advertising Code. Quality performance is monitored via regular internal and external audits, as well as audits conducted by The Coca-Cola Company, to ensure we meet stringent quality, safety and environmental requirements.

We continue to market responsibly and do not direct media marketing activity from any source to children under the age of 12 in Indonesia, Papua New Guinea, Fiji and Samoa. In New Zealand the Children and Young People’s Advertising Code requires that advertising for our products must not target children (below the age of 14) or be placed in any medium where children are likely to be a significant proportion of the expected average audience. In Australia no advertising is directed to children and young people under the age of 15.

1 Sugar measurement is portfolio-wide weighted volume average sugar content measured in grams per 100ml since 2015.
COMMUNITY IMPACT

THROUGH OUR COMMUNITY INVESTMENT PROGRAMS AND ACTIVITIES, WE SEEK TO MAKE A LASTING CONTRIBUTION TO THE COMMUNITIES IN WHICH WE OPERATE, AND IN 2020, AN EXTRAORDINARY YEAR WITH COVID-19, THIS FOCUS CONTINUED.

OUR AMBITION
We aim to deliver positive impacts for our communities by leveraging our local presence, community investment and procurement scale. We will continue to measure our community investment, and improve measurement of the outputs and impacts of that investment.

OUR COMMITMENT AND APPROACH
All community programs are guided by our desire to make a distinct and positive contribution to our communities, and relevant company policies including the Coca-Cola Amatil Group Human Rights Policy, Environment Policy, and Responsible Sourcing Guidelines.

In 2020 we had a goal to allocate the equivalent of 1 per cent of Earnings Before Interest and Taxes (EBIT) to community investment programs across the Amatil Group. In 2019 we came very close to achieving this with the amount invested in community programs being the equivalent of 0.81 per cent of EBIT. However in 2020, the impacts of COVID-19 saw many community events canceled and a decline in overall community investment – reaching A$3.28 million by the end of the year which is only 0.60 per cent of EBIT. This community investment covered 98 activities and we also secured A$662,000 in additional funds through charitable partners and from our own people.

In 2017, Coca-Cola Amatil joined Business for Societal Impact (formerly known as London Benchmarking Group) to verify and benchmark our community investment across the Group.

Investing in our communities
We are fortunate to operate in six countries across diverse and engaged communities, and privileged to work across a range of community activities. These include philanthropic grants through The Coca-Cola Australia Foundation and dedicated funds contributed from sponsorship and marketing activities to support grassroots sports and community development initiatives, including in indigenous communities. In addition, we remain at the ready to provide water, food and other aid to people impacted by natural disasters and pandemics, and to support community resilience beyond the immediate aftermath.

COMMUNITY PROGRAMS

<table>
<thead>
<tr>
<th>COMMUNITY PROGRAMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>A$3.28m</td>
</tr>
<tr>
<td>In community investment, 0.60% of 2020 EBIT</td>
</tr>
</tbody>
</table>

ADDITIONAL

<table>
<thead>
<tr>
<th>ADDITIONAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>A$662K</td>
</tr>
<tr>
<td>raised from charitable partners</td>
</tr>
</tbody>
</table>

MANUFACTURING HAND-SANITISER

25,000L

Being produced in Fiji for local communities

CARE PACKS

1,250

Packs delivered to our people and their families in Papua New Guinea

PRODUCT DONATIONS

Across all markets to frontline workers and food charities

Putting the health, safety and wellbeing of our people, customers and community first during Covid-19

Helping communities and customers in 2020

2020 was a year like no other. Not only did it mark the start of the COVID-19 pandemic which saw changes to all aspects of life, also in Coca-Cola Amatil’s markets we experienced ravaging bushfires in Australia and devastating floods in Indonesia and Papua New Guinea.

Being there when natural disasters strike

— During the December 2019 and January 2020 period Australia was affected by some of the worst bushfires on record. Together with The Coca-Cola Company, we provided immediate support of water and other beverages to those fighting and affected by the fires, funds to aid the recovery effort for affected communities, and financial assistance for our customers impacted by the fire zones. This included a $1m donation from The Coca-Cola Foundation to support The Salvation Army Australia’s relief efforts.

— Share a Coke with the Firies cans were created exclusively for fire fighters and other volunteers as an expression of thanks and were distributed to volunteer organisations in fire-affected communities at no cost. We were supported by our can supplier Orora in this initiative.

— The Greater Jakarta Region and several other locations in Indonesia were hit by severe floods at the start of 2020. The impact caused by the floods affected not only our people and our communities, but also their homes and our facilities, including the flooding of our Cibitung Plant.

— In April, Papua New Guinea was hit with a devastating flood that left many in the community without vital everyday-living essentials. Our people donated funds and critical resources to the Gulf Flood Appeal, supporting local communities get back on their feet.

Community Investment AS$*

<table>
<thead>
<tr>
<th>Year</th>
<th>Community Investment</th>
<th>Leverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>1.8</td>
<td>0.05</td>
</tr>
<tr>
<td>2017</td>
<td>1.6</td>
<td>0.05</td>
</tr>
<tr>
<td>2019</td>
<td>1.2</td>
<td>0.05</td>
</tr>
<tr>
<td>2020</td>
<td>0.60%</td>
<td>0.05</td>
</tr>
</tbody>
</table>

* Includes cash contributions, product donations, management costs and volunteering support.

SAFETY SCREENS Provided to our customers in Indonesia & New Zealand

MENTAL HEALTH SUPPORT Free customer access to Coca-Cola Amatil’s Employee Assistance Program (EAP)

In Fiji, Indonesia, and Australia we demonstrated our adaptability and community focus and kept our people and factories busy by manufacturing thousands of litres of hand sanitiser to protect vulnerable communities and front-line workers.

— In Indonesia, together with The Coca-Cola Company, we supported communities impacted by COVID-19, including a IDR10 Billion donation to the Indonesian Red Cross from The Coca-Cola Company, and donations of 1 million beverages for front-line workers managing, serving, and caring for those affected by COVID-19.

— In Indonesia and New Zealand our front-line teams continued to service customer needs by developing and delivering safety screens for point-of-sale social distancing at no cost to the customer.

— In Papua New Guinea, we delivered 1,250 care packs to our people and their families in remote communities.

— In Australia, our Employee Assistance Program was extended to all customers to support them as they navigated through the pandemic.
Sponsorships and philanthropy in support of grassroots Indigenous programs
For several years now, our sponsorships of the National Rugby League and the Australian Football League have included a commitment to set aside ten per cent of sponsorship funds to support community programs targeting young Indigenous Australians. In addition, the Coca-Cola Australia Foundation, through its Employee-Connected Grants, also supports several Indigenous philanthropic and cultural organisations nominated by Amatil or Coca-Cola South Pacific employees. Together these initiatives have seen over $250,000 donated to Indigenous programs in 2020.

Social procurement as a force for change
We believe in driving positive social, environmental and economic improvements in our supply chain, and work closely with our suppliers to achieve better sustainability outcomes, including by securing development and employment outcomes for Indigenous Australians. As a member of Supply Nation, we continue to look for ways to increase the use of goods and services in our operations provided by Indigenous suppliers. In 2020 we procured goods and services worth $222,000 from Indigenous suppliers.

OUR COMMITMENT AND APPROACH
We are committed to the wellbeing of our consumers in remote Indigenous communities and helping our customers grow their businesses sustainably in these locations.

At the same time, we are focused on reducing average sugar consumption for Aboriginal and Torres Strait Islander people and communities over time.

We continue to make investments in philanthropic and community development programs aimed at supporting Indigenous Australians via the Coca-Cola Australia Foundation, and allocate ten per cent of our national sponsorship programs to grassroots community programs for young Indigenous Australians. We’re also a member of Supply Nation – the largest national directory of verified Aboriginal and Torres Strait Islander businesses.

Wellbeing in remote communities
We continue to implement our wellbeing initiatives in remote Indigenous communities in respectful collaboration with our retail partners and their communities. Since 2015, this work has delivered a 23 per cent decrease in average weighted sugar per 100ml sold through our 134 partner stores.

This reduction in sugar was achieved through the reformulation of flavoured soft drinks to decrease the sugar content per 100ml, the successful launch of ‘No Sugar’ versions of our most popular soft drinks Coca-Cola, Fanta and Sprite, the overall consumer shift to water, and promotions and point-of-sale displays to incentivise the take-up of water, as well as low or no-sugar options.

Partnering for sustainable packaging and waste reduction
We also work with our customers in remote Indigenous communities to establish recycling programs. For example, the Angham Land Progress Aboriginal Corporation (ALPA) has a recycling program in several of their remote stores where bottles and cans are collected and freighted back to Darwin to be recycled at Envirobank. We continue to explore opportunities to partner with remote communities to maximise the return of containers through state-based container deposit and return schemes.

INSPIRING INDIGENOUS YOUTH
We support grassroots programs for Indigenous youth empowerment, using sport to inspire students’ education and employment journeys. We also support other youth programs through the Coca-Cola Australia Foundation.

EARTHWATCH AND COCA-COLA AUSTRALIA FOUNDATION JOIN FORCES
The Coca-Cola Australia Foundation (CCCAF) and Earthwatch Australia have announced a $600,000 partnership to deliver a marine pollution and wetland management program in the Lower Gulf of Carpentaria, together with Carpentaria Land Council Aboriginal Corporation (CLCAC) and recycling experts Plastic Collective. Twenty CLCAC Indigenous Land and Environment Rangers and 30 community volunteers will be trained to help deliver the ‘Wetlands not Wastelands’ program over the next three years.

Driven by science and delivered by the local community, this program will trial a sustainable, community-based solution to managing and recycling marine pollution in remote regions. Once this model is proven, it could potentially be replicated in many other regional and remote locations in Australia and around the world.

Two Plastic Collective Shredders, or plastic recycling machines, will be introduced into the communities of Burketown and Normanton. The Rangers will be trained in how to use the shredders as well as how to turn plastic waste into valuable commercial products, creating a social enterprise that further supports the local community.

1 This does not include the Coca-Cola Australia Foundation donation to Earthwatch.
**Verification Statement from Business for Societal Impact (formerly LBG) – 2021**

Business for Societal Impact (formerly LBG) helps businesses improve the measurement, management and reporting of their corporate community investment programs. It covers the full range of contributions (cash, time and in-kind donations) made to community causes.

As managers of Business for Societal Impact, we can confirm that we have worked with Coca Cola Amatil to verify its understanding and application of the model with regards to the wide range of community investment programs supported.

Our aim has been to ensure that the evaluation principles have been correctly and consistently applied and we are satisfied that this has been achieved. It is important to note that our work has not extended to an independent audit of the data.

We can confirm that Coca Cola Amatil has invested the following amounts in the community in this 2021 Business for Societal Impact reporting year as defined by the methodology.

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$2,256,502</td>
</tr>
<tr>
<td>Time</td>
<td>$17,350</td>
</tr>
<tr>
<td>In-kind</td>
<td>$683,596</td>
</tr>
<tr>
<td>Management</td>
<td>$324,300</td>
</tr>
<tr>
<td>Costs</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$3,281,748</strong></td>
</tr>
</tbody>
</table>

In addition to verified figures, Coca Cola Amatil also reported the following outputs in their submission:

- **Leverage** $662,861
- **Revenue foregone** $0

**Leverage** refers to additional third-party contributions facilitated by the company. **Revenue foregone** for community benefit on fees, products and services provided free or discounted.

Please refer to Business for Societal Impact for detailed definitions as required.

Verified by Simon J Robinson
On behalf of Business for Societal Impact
April 2021 (Updated)
2020 fatalities & injuries (continued)

Our condolences go to the family and friends of the deceased. The loss of life is unacceptable and our response to these incidents has been immediate and comprehensive, with full investigations and corrective actions applied locally and across the organisation.

We continue to invest heavily in driver training programs across all countries, particularly in Indonesia, where our programs have been expanded to include training for the broader community, in addition to employees and contractors.

Given the risks associated with driver safety in Indonesia, we have developed country-specific face-to-face and e-learning driver safety programs, which run alongside regular vehicle inspections. In addition to delivering driver safety programs internally, we have expanded them to our Coca-Cola Official Distributors and broader community participants. This is part of our multi-faceted approach to safety in Indonesia, where we have invested more than IDR50 billion (A$8.1 million) over the last five years to make our workplaces safer.

Across Coca-Cola Amatil, 2020 saw a 23 per cent decrease in the total number of injuries to 102 from 132 in 2019. Since 2012 we have reduced total injuries by 76 per cent. Over time our ability to track and report injuries is also improving. In 2019, reviews were conducted to identify areas of injury clusters and improvement plans are in place to address this. In particular, our New Zealand business saw a significant increase in injuries in 2019, due mainly to improved reporting as well as manual handling incidents with in-store merchandisers. In 2020 we addressed the manual handling risks which saw a reduction in New Zealand TRIFR to 10.7.

SUPPORTING OUR PEOPLE THROUGH COVID-19

We responded to the global pandemic with resilience, care and an unwavering focus on safety. Throughout the devastation, change and uncertainty, our business continued to operate as an essential service provider, bottling the beverages that our consumers love and delivering them to customers across our markets, and all the time focusing on the safety of our employees and those we work with.

To protect our people we –
- Expanded hygiene and safety measures across all offices and facilities, implemented ‘work from home’ arrangements, and where appropriate, repatriated expatriate employees.
- Regularly communicated with them on updates on working from home and various initiatives including the launch of hygiene, social distancing awareness and wellbeing campaigns.
- We worked with our local partners in Papua New Guinea and Samoa to provide our people and their families with care packs of staple foods to support them during the pandemic.
- Encouraged them to use our Employee Assistance Program, Be Assured – a free, confidential counselling, coaching service also offering other services such as financial coaching.

Very sadly, Coca-Cola Amatil Indonesia reported four COVID-19 related fatalities amongst employees during 2020. There were no other COVID-related fatalities amongst Coca-Cola Amatil employees in other countries.

While strong COVID-19 protocols and processes are in place, the COVID-19 situation in Indonesia continues to be challenging. A partnership has been established with Fullerton Health Insurance with 129 clinics across Indonesia to provide COVID testing support while also managing the relationship with local hospitals on behalf of our team members.

All businesses remain focused on operational and COVID-19 risk management. Robust COVID-19 programs have been implemented and continued at all sites with each business utilising the Amatil Incident Management and Crisis Reporting protocols to coordinate efforts. Ongoing updates have been provided to the Group Leadership Team and Board with these continuing as we move through each stage of the pandemic. We continue to focus our people on taking personal accountability for –
- Good personal hygiene habits – Physical distancing – Staying away from work if they are or if they feel unwell

In addition, each business has focused plans in place for 2021 to support the health and wellbeing of their people.
DIVERSITY, INCLUSION & ENGAGEMENT

IT IS IMPORTANT TO US THAT WE PROVIDE A SAFE, OPEN, DIVERSE AND INCLUSIVE WORKPLACE WHERE OUR PEOPLE ARE ENERGISED BY WHAT WE CAN AND DO ACHIEVE TOGETHER – CREATING MILLIONS OF MOMENTS OF HAPPINESS AND POSSIBILITIES EVERY DAY.

OUR COMMITMENT AND APPROACH

At Coca-Cola Amatil, our success as an organisation depends on our people. As a result, we are committed to diversity, inclusion, the development of our team and fostering their ongoing engagement.

Our Diversity & Inclusion Strategy identifies priority areas for improvement and ensures our people feel engaged, valued, and well-supported in their pursuit of both business outcomes and their professional goals.

Diversity and inclusion

We recognise that a diverse and inclusive culture supports diversity of gender, ethnicity, age, disability, religious beliefs, sexual orientation, family and relationship status, socio-economic background, education, life and work experience, and ways of thinking.

We continue to make good progress on our gender diversity targets. Women now hold 38 per cent of Board and 21.7 per cent of management positions. However, the proportion of women in senior executive positions decreased from 43 per cent in 2019 to 36 per cent in 2020.

The Amatil X Academy in Indonesia

Amatil X is Coca-Cola Amatil’s corporate venturing platform. Established in 2018, Amatil X helps us identify, work with, and invest in start-ups and build entrepreneurial capability across Coca-Cola Amatil. The Amatil X Academy, established in 2019, plays a unique role in building entrepreneurial capability at Coca-Cola Amatil Indonesia, and in 2020 continued its focus, training 220 employees on the Lean Startup methodology.

Employees engagement continues to be a priority at Amatil and with COVID-19 impacting our people both professionally and personally this was even more critical through 2020. In 2020, we increased our engagement scores, stabilised and maintained our engagement levels, and continued to partner with our employees to find new ways to support each other.

 boo:

Engagement and development of our people

We continue to make good progress on our gender diversity targets. Women now hold 38 per cent of Board and 21.7 per cent of management positions. However, the proportion of women in senior executive positions decreased from 43 per cent in 2019 to 36 per cent in 2020.

We have introduced a new and consistent definition for 2018 using Workplace Gender Equality Agency (Australia) descriptors. This has provided our 2018 baseline of 21 per cent. A managerial position is one that has a direct report.

Engagement and development of our people (continued)

Our other businesses transitioned to our new engagement platform, Culture Amp, with Pacific delivering a very strong score of 84%, Indonesia maintaining their previous score of 81% and PNG seeing a ten point increase to 75%. In NZ and Fiji, the teams were both recognised as Employers of Choice by Kincentric (previously AON), with this being the fifth year in a row that our NZ business achieved this impressive outcome.

Employee development is supported across our business by programs that build leadership skills at all levels, as well as individual development and functional advancement. Our David Gonski Women Leaders program continues to build high performing, engaged female leaders and our talent succession processes ensure we have a strong pipeline of capable people to deliver our strategy for today and tomorrow. Other programs include the Amatil X Academy, Female Acceleration and Empowerment (FAE) for Supervisors and Achieving Your Best Self (AYBS) for Managers, Female Champions and Female Warriors in Indonesia, and the Leadership Speaker Series, Sisterhood Fiji and Change Agents in our Paradise Beverages business in Fiji.

Engagement with our communities

Coca-Cola Amatil continues to support employee volunteering and fundraising, professional pro-bono services and matched workplace giving. All Australian-based employees receive one day’s paid leave a year for volunteering, and in 2020, 28 people accessed this leave. Paid leave is also provided, at the discretion of managers, for volunteering with emergency services.

2020 Coca-Cola Amatil Group employee age %

Ten organisations across New Zealand and Australia achieved the Kincentric Best Employers accreditation with Coca-Cola Amatil New Zealand the only on the list for five years in a row. According to Kincentric’s latest study the 10 accredited Best Employers score 29 points higher in employee engagement than market average with Amatil NZ achieving an incredible staff engagement score of 83%.

Coca-Cola Amatil NZ Managing Director, Chris Litchfield, is proud of his company’s achievements and was honoured to receive this accreditation once again.

“We set our business a challenge back in 2015, to create a five-year plan to become one of the best bottlers in the world. To do that, we needed the best team in the world” says Litchfield. “Having our people so involved and empowered has helped us with our engagement scores, and as leaders, we are always focused on listening to our people right across our organisation. Their engagement is a critical component of our success. They know our customers, our brands and our business better than anyone.”

The Best Employer accreditation is not the only recognition Coca-Cola Amatil NZ has received in recent years. This company continued its Gender Tick accreditation received initially in 2018, maintained Rainbow Tick status for the past five years and won the prestigious Gold medal in HRD’s Employer of Choice Awards 2020.
HUMAN RIGHTS

AT COCA-COLA AMATIL WE MAKE A DISTINCT AND POSITIVE CONTRIBUTION TO THE WORLD WE LIVE IN AND RESPECT FOR HUMAN RIGHTS IS FUNDAMENTAL TO THIS.

OUR AMBITION

We aim to provide a workplace for our people that is safe, diverse, respectful and expect that our supply chain partners operate in the same way.

OUR COMMITMENT AND APPROACH

Coca-Cola Amatil is committed to identifying, preventing, and mitigating any adverse human rights impacts that may result from our business activities. This commitment is made clear in our Human Rights Policy and our Code of Conduct.

The Amatil Human Rights Policy is guided by international human rights principles. We expect our partners and suppliers to uphold the principles set out in the Human Rights Policy and encourage them to adopt similar policies within their businesses. Our policy commits Coca-Cola Amatil to support human rights in the communities in which we operate, including via our philanthropic work. This helps ensure we are engaging with local communities and considering their views as we conduct our business.

In 2019 we rolled out a comprehensive training program on our Human Rights Policy in all our countries of operation. This program was delivered online to employees with internet access and offline to all others, with a completion rate of 91.5%.

Human rights in our supply chain

Coca-Cola Amatil’s Responsible Sourcing Guidelines – together with The Coca-Cola Company’s Supplier Guiding Principles – provide our supply partners with the standards and procedures we expect them to adhere to, and ensures human rights remains a principal focus in our shared value chains. Where we identify any evidence of modern slavery we work with our supply partners to remediate the issue.

Workplace agreements

Across our six countries of operation Coca-Cola Amatil respects our employees’ right to form, join or not to join a labour union without fear of reprisal, intimidation, or harassment. Around 75% of our employees are currently covered by collective bargaining agreements.

Responsibility screening

Over 90% of supplier spend screened using responsible sourcing criteria including human rights considerations.

91.5% of employees trained on our Human Rights Policy.

1 Proportion of employees that had completed the training as of 1 February 2021.

2 Supplier spend data is for Australia, New Zealand and Indonesia only. The proportion of supplier screening is measured based on the value of spend with suppliers who have been subject to one of Amatil’s screening tools, compared to total supplier spend for the calendar year. Amatil applies different screening tools according to the level of spend, sector, and location of each supplier.

90% of supplier spend screened using responsible sourcing criteria.

91.5% employees trained on Human Rights Policy.

1 Supplier spend in Australia, New Zealand and Indonesia.
RESponsible SOURCING

We believe in driving positive social, environmental and economic improvements in our supply chain, and work closely with our suppliers to achieve better sustainability outcomes.

OUR AMBITION

We aim to embed our responsible sourcing commitment in our supplier partnerships, including ensuring that more than 95% of assessable supplier spend is compliant with Amatil’s responsible sourcing policies.

OUR COMMITMENT AND APPROACH

We have valued partnerships throughout our value chain, including with suppliers, and have a public commitment to ensure more than 95% of spend with suppliers is covered by responsible sourcing assessments.

We request our supplier partners to follow Coca-Cola Amatil’s Responsible Sourcing Guidelines as well as The Coca-Cola Company’s Supplier Guiding Principles. Environmental and social sustainability criteria is an important part of the supplier sustainability assessments that cover most of Coca-Cola Amatil’s key suppliers.

We are able to leverage our significant procurement expenditure to drive improved outcomes in human rights, environment, social inclusion and sustainable development.

Partnering with suppliers

In 2020, over 90% of suppliers, by share of spend; were assessed using responsible sourcing assessments that measure performance against the Coca-Cola Company’s Supplier Guiding Principles or Amatil’s Responsible Sourcing Guidelines. We apply a tiered approach, which includes partnering with independent third parties to assess suppliers in different risk procurement categories.

The Amatil Responsible Sourcing Guidelines cover four key areas of supplier performance - business ethics, human and workplace rights, the environment, and providing benefits to communities.

Amatil is committed to fully enforcing these principles and expects our suppliers to develop and implement appropriate internal business processes to ensure compliance.

Social procurement

Amatil is proud that in 2020 we were able to spend over $1.4 million with social enterprises that support employment opportunities for disadvantaged groups in Australia. We are a member of Supply Nation, the largest national directory of verified Aboriginal and Torres Strait Islander businesses, and in 2020 we procured goods and services worth over $222,000 from Indigenous suppliers.

Over the last decade, we have invested over $2.5 million in Fairtrade community co-operatives through the purchase of Fairtrade coffee for our Grinders Coffee brand.

Minimising environmental impacts in our supply chain

We actively work with suppliers to minimise their environmental footprint. In Australia, at the end of 2020, 100 per cent of the sugar we use was certified under either Bonsucro or Smartcane Best Management Practice, while in Indonesia, 96 per cent of the sugar we use was Bonsucro certified. We have moved 100 per cent of our paper and board to Forestry Stewardship Certified sources in Australia and New Zealand. Another priority has been to increase the use of recycled materials in our packaging, and we are working with suppliers to develop a supply chain that meets our environmental and quality standards.

Palm oil is not added directly to any of our beverages and Amatil does not directly buy the commodity. We require any supplier which provides ingredients that use palm oil derivatives to be members of the Roundtable on Sustainable Palm Oil, to support its vision, and to ensure by 2020 the raw materials they use do not contribute to deforestation.

Cumulative Fairtrade Investment: $2.5 million

<table>
<thead>
<tr>
<th>Year</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>$0</td>
<td>$127</td>
<td>$200</td>
<td>$206</td>
<td>$211</td>
<td>$229</td>
</tr>
</tbody>
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<td>$206</td>
<td>$211</td>
<td>$229</td>
</tr>
</tbody>
</table>
### Global Reporting Initiative Contents Index (Continued)

<table>
<thead>
<tr>
<th>Report &amp; Section</th>
<th>Page</th>
<th>Disclosure</th>
</tr>
</thead>
</table>
| **2020 Sustainability Report – Our Performance 2020** | 6 | 102-12 External initiatives  
102-15 Key impacts, risks, and opportunities  
102-20 Identifying and managing economic, environmental, and social impacts  
102-31 Review of economic, environmental and social topics  
102-41 List of material topics  
102-56 External assurance |
| **2020 Sustainability Report – Better Environment** | 9 | 102-12 External initiatives  
102-29 Identifying and managing economic, environmental, and social impacts  
102-40 List of stakeholder groups  
103-1 Explanation of the material topic and its Boundary  
103-2 The management approach and its components  
103-3 Evaluation of the management approach  
303-1 Materials used by weight or volume  
303-2 Recycled input materials used  
303-3 Water withdrawal by source  
303-5 Water withdrawal  
303-6 Reduction of GHG emissions  
304-1 New suppliers that were screened using environmental criteria |
| **2020 Sustainability Report – Delighted Consumers** | 19 | 102-12 External initiatives  
102-29 Identifying and managing economic, environmental, and social impacts  
102-40 List of stakeholder groups  
102-56 External assurance  
103-1 Explanation of the material topic and its Boundary  
103-2 The management approach and its components  
103-3 Evaluation of the management approach  
414-1 New suppliers that were screened using social criteria |
| **2020 Sustainability Report – Engaged People** | 27 | 102-8 Information on employees and other workers  
102-12 External initiatives  
102-29 Identifying and managing economic, environmental, and social impacts  
102-40 List of stakeholder groups  
102-41 Collective bargaining agreements  
103-1 Explanation of the material topic and its Boundary  
103-2 The management approach and its components  
103-3 Evaluation of the management approach  
403-1 Diversity of governance bodies and employees |
| **2020 Sustainability Report – Committed Partners** | 33 | 102-12 External initiatives  
303-1 Materials used by weight or volume  
414-1 New suppliers that were screened using social criteria |
| **2020 Sustainability Report – Global Reporting Initiative Contents Index (this table)** | 36 | 102-54 Claims of reporting in accordance with the GRI Standards |
## BETTER ENVIRONMENT

### Water

<table>
<thead>
<tr>
<th>Water usage ratio (L/L) – non-alcoholic beverages</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2020 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2.08</td>
<td>2.05</td>
<td>1.99</td>
<td>1.96</td>
<td>1.84</td>
<td>1.96</td>
<td>1.9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Water usage ratio (L/L) – alcoholic beverages</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2020 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1.24</td>
<td>1.56</td>
<td>1.38</td>
<td>1.18</td>
<td>1.69</td>
<td>1.69</td>
<td>2%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>168%</td>
<td>161%</td>
<td>100%</td>
<td>206%</td>
<td>486%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Energy

#### Low carbon and renewable energy share of total energy

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>48.5%</td>
<td>50.7%</td>
<td>53.0%</td>
<td>53.3%</td>
<td>56.7%</td>
<td>60%</td>
</tr>
</tbody>
</table>

#### 2020 Total energy use by fuel/energy source (manufacturing)

<table>
<thead>
<tr>
<th>Fuel/energy source</th>
<th>2020 GJ</th>
<th>% of total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Natural Gas</td>
<td>827,196</td>
<td>47.9%</td>
</tr>
<tr>
<td>Sustainable Wood</td>
<td>24,296</td>
<td>1.4%</td>
</tr>
<tr>
<td>LPG</td>
<td>49,439</td>
<td>2.9%</td>
</tr>
<tr>
<td>Renewable Grid</td>
<td>51,830</td>
<td>3.0%</td>
</tr>
<tr>
<td>On-site Solar</td>
<td>9,071</td>
<td>0.6%</td>
</tr>
<tr>
<td>Total</td>
<td>969,092</td>
<td>55.7%</td>
</tr>
</tbody>
</table>

#### Low carbon & renewable

<table>
<thead>
<tr>
<th>Fuel/energy source</th>
<th>2020 GJ</th>
<th>% of total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Renewable Grid Electricity</td>
<td>644,678</td>
<td>37.3%</td>
</tr>
<tr>
<td>Diesel &amp; Petrol</td>
<td>119,763</td>
<td>6.9%</td>
</tr>
<tr>
<td>Total</td>
<td>764,441</td>
<td>44.2%</td>
</tr>
</tbody>
</table>

| Total             | 1,738,384 | 100%     |

### Greenhouse gas emissions

#### ‘Drink in your hand’ emissions intensity reduction (Grams CO₂-e/L)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>16.2%</td>
<td>15.2%</td>
<td>16.2%</td>
<td>18.2%</td>
<td>25%</td>
<td></td>
</tr>
</tbody>
</table>

#### 2020 Emissions from manufacturing operations (Tonnes CO₂-e)

<table>
<thead>
<tr>
<th>Scope 1</th>
<th>Scope 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>17,736</td>
</tr>
<tr>
<td>New Zealand</td>
<td>2,858</td>
</tr>
<tr>
<td>Fiji</td>
<td>2,815</td>
</tr>
<tr>
<td>Samoa</td>
<td>248</td>
</tr>
<tr>
<td>Indonesia</td>
<td>26,12</td>
</tr>
<tr>
<td>Papua New Guinea</td>
<td>4,662</td>
</tr>
<tr>
<td>Total</td>
<td>54,215</td>
</tr>
</tbody>
</table>

### Packaging

#### Total recycled content percentage

<table>
<thead>
<tr>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>All materials</td>
<td>29%</td>
<td>33%</td>
<td>36%</td>
</tr>
<tr>
<td>PET resin</td>
<td>7%</td>
<td>9%</td>
<td>19%</td>
</tr>
</tbody>
</table>

#### 2020 Total Group packaging used and recycled content

<table>
<thead>
<tr>
<th>Material by weight</th>
<th>Tonnes</th>
<th>Recycled content</th>
<th>% Recycled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paper/Board</td>
<td>47,230</td>
<td>19,407</td>
<td>42%</td>
</tr>
<tr>
<td>Glass</td>
<td>24,965</td>
<td>9,438</td>
<td>38%</td>
</tr>
<tr>
<td>Aluminium</td>
<td>42,061</td>
<td>29,270</td>
<td>70%</td>
</tr>
<tr>
<td>PET Resin</td>
<td>68,408</td>
<td>16,399</td>
<td>25%</td>
</tr>
<tr>
<td>HDPE</td>
<td>7769</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Other Plastics</td>
<td>10,388</td>
<td>246</td>
<td>2%</td>
</tr>
<tr>
<td>Other Metals</td>
<td>398</td>
<td>81</td>
<td>20%</td>
</tr>
<tr>
<td>Composites</td>
<td>323</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Total</td>
<td>189,541</td>
<td>75,341</td>
<td>38%</td>
</tr>
</tbody>
</table>

## SUSTAINABILITY PERFORMANCE DATA (CONTINUED)

### DELIGHTED CONSUMERS

#### Portfolio sugar reduction*

<table>
<thead>
<tr>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2020 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>5.7%</td>
<td>8.8%</td>
<td>11.2%</td>
</tr>
<tr>
<td>New Zealand</td>
<td>3.2%</td>
<td>5.3%</td>
<td>9.3%</td>
</tr>
<tr>
<td>Indonesia</td>
<td>N/A</td>
<td>13.0%</td>
<td>17.2%</td>
</tr>
</tbody>
</table>

* Percentage reduction in total portfolio-wide weighted volume average sugar content measured in grams per 100ml since Moving Annual Trend (MAT) 31 December 2017.

#### Community investment as percentage of EBIT

<table>
<thead>
<tr>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2020 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.66%</td>
<td>0.9%</td>
<td>0.8%</td>
<td>0.60%</td>
<td>1%</td>
</tr>
</tbody>
</table>

#### Community investment by country of operation (A$)*

<table>
<thead>
<tr>
<th>Total contribution</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>3,542,102</td>
<td>3,387,834</td>
<td>2,322,853</td>
<td>1,694,486</td>
</tr>
<tr>
<td>Fiji</td>
<td>906,048</td>
<td>1,176,016</td>
<td>961,320</td>
<td>563,088</td>
</tr>
<tr>
<td>Indonesia</td>
<td>506,305</td>
<td>884,610</td>
<td>688,407</td>
<td>366,429</td>
</tr>
<tr>
<td>New Zealand</td>
<td>851,840</td>
<td>714,340</td>
<td>708,032</td>
<td>267,620</td>
</tr>
<tr>
<td>Papua N/G</td>
<td>N/A</td>
<td>380,063</td>
<td>50,463</td>
<td>N/A</td>
</tr>
<tr>
<td>Samoa</td>
<td>117,152</td>
<td>9,120</td>
<td>86,237</td>
<td>21,479</td>
</tr>
<tr>
<td>Total</td>
<td>5,832,536</td>
<td>6,171,920</td>
<td>5,180,512</td>
<td>3,261,748</td>
</tr>
</tbody>
</table>

* Community investment in Australia in 2017 and 2018 includes donations from SPC business which was completely divested in June 2019. SPC is excluded from 2019 and 2020 figures.

### ENGAGED PEOPLE

#### Health and safety

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</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>1</td>
<td>1</td>
<td>4</td>
<td>3</td>
<td>2</td>
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</table>

#### Injuries*

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<tbody>
<tr>
<td>113</td>
<td>103</td>
<td>105</td>
<td>132</td>
<td>102</td>
<td>0</td>
</tr>
</tbody>
</table>

#### Total recordable injuries frequency rate (TRIFR)*

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<tbody>
<tr>
<td>4.8</td>
<td>5.0</td>
<td>4.3</td>
<td>5.4</td>
<td>4.4</td>
<td>0</td>
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</table>

#### Human rights training completion

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<tbody>
<tr>
<td>84%</td>
<td>85%</td>
<td>91%</td>
<td>91.5%</td>
<td>100%</td>
<td>100%</td>
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#### Coca-Cola Amatil Group percentage gender split by level (Percentage of females)

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<tbody>
<tr>
<td>27%</td>
<td>38%</td>
<td>44%</td>
<td>38%</td>
<td>38%</td>
<td>50%</td>
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</tbody>
</table>

#### Senior executives*

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<tbody>
<tr>
<td>30%</td>
<td>31%</td>
<td>34%</td>
<td>43%</td>
<td>36%</td>
<td>50%</td>
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</tbody>
</table>

#### Management positions*

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<tbody>
<tr>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

* We define our senior executives as anyone reporting to the CEO or Group Leadership Team. Management positions are defined as anyone with a direct report. All figures exclude contractors and outsourced resources.

#### Overall workforce

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<tbody>
<tr>
<td>N/A</td>
<td>N/A</td>
<td>10.4</td>
<td>201</td>
<td>19.9</td>
<td>20%</td>
</tr>
</tbody>
</table>
Independent Limited Assurance Report to the Directors of Coca-Cola Amatil Limited

Building a better working world

Assurance conclusion

Ernst & Young (‘EY’, ‘we’) was engaged by Coca-Cola Amatil Limited (Amatil) to undertake limited assurance as defined by the Australian Auditing Standards, hereafter referred to as a ‘review’, over selected performance disclosures within the Coca-Cola Amatil Sustainability Report (the Report) for the year ended 31 December 2020. Based on our review, nothing has come to our attention that caused us to believe that the selected disclosures presented below, have not been prepared and presented fairly, in all material respects in accordance with the criteria detailed below.

What our review covered:

We reviewed Amatil’s selected performance disclosures, listed below, and as disclosed on Page 8 of the 2020 Sustainability Report, for the year ended 31 December 2020.

2020 Goal Selected Performance

Disclaimers

- Management is responsible for selecting the Criteria, and for maintaining internal controls, adequate records and making representations that these are reasonable in the circumstances.

- We conducted this review in accordance with the Australian Standard on Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (ASAE 3000) and the terms of reference for this engagement as agreed with Amatil on 11 November 2019.

Summary of review procedures performed

A review consists of making enquiries, primarily of persons responsible for preparing the selected performance disclosures and for maintaining internal controls, and applying analytical and other review procedures, including:

- conducting interviews with key personnel to understand Amatil’s process for collecting, collating and reporting the selected performance disclosures;
- checking the evidence of the process for preparing the selected performance disclosures;
- undertaking analytical procedures to check the reasonableness of amounts included in the selected performance disclosures using a basis other than that in the assurance report;
- examining the appropriateness of the presentation relating to the selected performance disclosures.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Limited Assurance

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. While we considered the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Use of our Assurance Statement

We disclaim any assumption of responsibility for any reliance on this assurance statement, or on the selected performance disclosures to which it relates, by any persons other than the management of Amatil, or for any purpose other than that for which it was prepared. Our review included web-based information that was readily available to us at the time of our review. We did not perform any other procedures on such information.

We provide no assurance over changes to the content of this web-based information after the date of this assurance statement.

Contact information

Sarah Cook
Chief Procurement & Sustainability Officer
Mary Ann van Bodegraven
Group Head of Sustainability
Sustainability@ccamatil.com
www.ccamatil.com
LinkedIn: Coca-Cola Amatil
Twitter: CocaColaAmatil

Further information

Further information on our sustainability approach and programs can be found at www.ccamatil.com/sustainability.

Copies of previous and current years’ Sustainability Reports, Workplace Gender Equality Agency Annual Compliance Reports, and CDP Climate Change and CDP Water Responses can be found at www.ccamatil.com.

EY's role and independence

Our responsibility was to express a limited assurance conclusion on Amatil’s selected performance disclosures included in the Report. We were also responsible for maintaining our independence and confirm that we have met the requirements of the APES 110 Code of Ethics for Professional Accountants including independence and have the required competencies and experience to conduct this assurance engagement.

Amatil’s responsibility

Amatil’s management was responsible for selecting the Criteria, and for maintaining internal controls, adequate records and making representations that these are reasonable in the circumstances.

Ernst & Young

M. Frick
26 April 2021
Melbourne, Australia

A member firm of Ernst & Young Global Limited

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