

HUMAN RIGHTS POLICY

KEY POINTS

- Respect for human rights is fundamental to Coca-Cola Europacific Partners (CCEP) and the sustainability of the communities in which we operate. We are committed to ensuring that everyone working throughout our operations and within our supply chain are treated with dignity and respect. We are committed to ensuring our workplace, our supply chain and our community is safe, lawful, and diverse – respectful and responsible everywhere, every day.
- We recognize our impact on the communities in which we operate and are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business.
- We use due diligence and risk mitigation processes as a means to identify, prevent and mitigate human rights risks to people in our business and value chain. Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in, their fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.
- CCEP's Human Rights Policy is aligned with international human rights principles encompassed by the [Universal Declaration of Human Rights](#), the [United Nations' Guiding Principles on Business and Human Rights](#), the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#), the [United Nations' Global Compact](#), the United Nations Declaration on Rights of Indigenous People and the [CCEP's Code of Conduct](#).
- We commit to upholding the principles in this policy. Our [Supplier Guiding Principles](#) and [Principles for Sustainable Agriculture](#) apply to our suppliers and partners and are aligned with the expectations and commitments of this policy. We consider seriously human rights when deciding to engage or end business relationships.

The Human Rights Policy applies to CCEP, the entities that we own, the entities in which we hold a majority interest (Joint Ventures), and the facilities that we manage.

RESPECT FOR HUMAN RIGHTS

We respect human rights and use due diligence and risk mitigation processes as a means to identify, prevent and mitigate human rights risks to people in our business and value chain. Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in, their fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.

Our Board of Directors is committed to achieving the highest standards of corporate governance and business conduct. CCEP Board and Executive Leadership Team oversee implementation of and compliance with the Human Rights Policy.

COMMUNITY & STAKEHOLDER ENGAGEMENT

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

COMPETING OBLIGATIONS

Where we encounter a conflict between internationally recognised human rights and the national laws of the country in which we operate, we will seek to promote and honour the principles of international human rights.

VULNERABLE INDIVIDUALS AND COMMUNITIES

We are committed to respecting the human rights of all individuals regardless of gender, origin, colour, religion, age and ethnic and social group. Who may be at heightened risk of becoming vulnerable or marginalised if adversely impacted by our activities or business relationships. We respect the basic human enshrined in the national laws and United Nations declaration of Human Rights and Human Rights Chapter.

VALUING DIVERSITY AND EQUAL OPPORTUNITIES

We believe that encouraging diversity of ideas, thinking and experience leads to better ways of working and better business results. We're committed to building a diverse workforce and encouraging an inclusive culture. This covers all areas of diversity, including gender, gender expression, gender reassignment, gender identity, race and ethnicity, national origin, ancestry and cultural heritage, age, religion, faith and spiritual belief, political belief, education or social background, mental or physical ability or disability, marriage or civil partnership, pregnancy, maternity, family or career circumstances, sexual orientation and any other characteristics that make us unique.

We are an equal opportunities employer and we have a zero-tolerance approach for any kind of discrimination, harassment, including sexual harassment and bullying. We make decisions about recruitment, promotion, training, compensation, advancement and other employment issues on the grounds of individual qualifications, performance, skills, experience, ability, achievement, expertise and conduct. We do not tolerate disrespectful or inappropriate behaviour, unfair treatment, or retaliation of any kind.

WORK HOURS, WAGES, BENEFITS AND RIGHT TO WORK

We compensate employees competitively relative to the industry and local labour market and in accordance with terms of applicable collective bargaining agreements. We operate in full compliance with applicable wage, work hours, overtime, benefits laws and we verify that all employees have the right to work in the jurisdictions in which they are employed.

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

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

We respect our employees' right to join, form or not to join a labour union without fear of retaliation, intimidation or harassment. Trade unions are allowed to operate freely and in accordance with applicable national law. Where employees are represented by a legally recognized union and subject to local legal requirements, we are committed to establishing a constructive dialogue with their freely chosen representatives, and to bargaining in good faith with such representatives. The establishment and membership of a trade union will not be used as a ground for discrimination or retaliation;

HEALTH, SAFE AND SECURE WORKPLACE

We believe all injuries are preventable and that no task is so important that it can't be done safely. This underpins our belief that everyone has the right to go home safely, and together we make it happen. The physical and mental health, safety and wellbeing of all those who work for and with us is paramount. Everyone in CCEP is responsible for fostering a culture in which people recognise and respect the physical and mental wellbeing of their colleagues. To support this objective, we have a strong health and safety programme that aims to reduce our incident level to zero. In cases where employees are injured or have other mental or physical health issues during employment with CCEP, we make any adjustments to their duties and working environment that are necessary to support their recovery and continued employment.

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity. We value the importance of the right to privacy, and we ensure that the ways we collect, store and handle personal information complies with applicable data protection and privacy laws.

FORCED LABOUR & HUMAN TRAFFICKING

We have a zero-tolerance approach to modern slavery of any kind within our operations and supply chain. We prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking. We are committed to ensuring that our operations and supply chains are free from modern slavery practices. Retention of personal identity documents, recruitment fees or excessive loan terms are prohibited. We set clear expectations for our employees, contractors, business partners and suppliers to encourage the disclosure of potential human rights breaches and are prepared to take steps to prevent and address it.

CHILD LABOUR

We do not employ children below minimum age provisions of applicable laws and we prohibit all forms of child labour across our supply chain. If we identify child labour within our supply chain we are committed to provide effective remediation and mitigation with relevant third parties.

LAND TENURE, WATER RESOURCES AND ENVIRONMENTAL IMPACTS

We are committed to ensuring minimal impact on the environment, particularly avoiding impacts that may also result in increased risk to human rights such as access to water, sanitation, and clean environments. While we do not often purchase ingredients directly from farms, we are compelled, based on our values as a major buyer of several agricultural commodities, to act and to use our influence to help protect the land rights of local farmers and communities.

HEALTHY LIFESTYLES

We are committed to providing transparent nutrition information and a range of beverage options to enable consumers to make informed choices consistent with a healthy lifestyle.

PREVENTING BRIBERY AND CORRUPTION

We aim to prevent all forms of bribery and corruption in our business dealings. Our Code of Conduct (CoC) and Gift, Entertainment and Anti-Bribery Policy set out our principles and standards to prevent bribery and corruption, including conflicts of interest.

GUIDANCE & REPORTING FOR EMPLOYEES

We are committed to creating workplaces in which open and honest communications among all employees are valued and respected. Our policy is to follow all applicable labour and employment laws wherever we operate. We ensure employees are aware of the Human Rights Policy through training internal communication.

In each of our territories, we have established ways for employees to report potential violations. These include channels for employees to contact a line manager or People & Culture (HR) representative, or to share information through our dedicated, independent and confidential [Speak Up or Whistleblowing channels](#). CCEP is committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation. No reprisal or retaliatory action will be taken against anyone for raising any concerns in good faith under this policy.

PUBLIC REPORTING

We report to the public on our human rights-related risks, processes and commitments by regulatory reporting and publications. We are committed to adhering to applicable legislative reporting obligations, including modern slavery reporting requirements. We acknowledge the importance of being honest and transparent in our reporting to provide accountability to individuals, stakeholders, communities and other potentially affected parties who may be impacted by these matters.

We believe that communicating openly about human rights risks and the initiatives we undertake to prevent and respond to these risks is a key component of our human rights due diligence.

CONTINUOUS IMPROVEMENT

We are committed to the ongoing improvement and development of our human rights' due diligence and remediation processes.

We continually assess and review the measures we have in place, and we look to explore new and better ways to take action against adverse human rights impacts.

As the human rights risks that are prevalent in our operations evolve, we will adapt our processes appropriately and ensure that we are always addressing and responding to human rights risks in a meaningful and effective way.

Policy Owner: Workplace and Employee Relations

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