

*Coca-Cola*  
EUROPACIFIC  
PARTNERS



# **GENDER PAY GAP EMPLOYER STATEMENT 2024**

## Introduction

At Coca-Cola Europacific Partners (CCEP) Australia we know that the strength and diversity of our business and brands can only be supported through the strength and diversity of our people. That is why we are committed to building an inclusive, diverse and equitable workplace and believe this commitment enables us to take positive action for our people, better represent the communities we serve and support our sustainable business growth.

As part of our commitment to foster an equitable workplace where all individuals are valued and compensated fairly, regardless of gender, we have implemented the following actions:

- **Transparent pay practices:** We ensure transparency in our compensation structure, conducting regular pay equity analyses to identify and rectify any gender-based disparities.
- **Equal opportunities:** We provide equal opportunities for career growth, professional development and promotions, based solely on merit and qualifications, free from gender bias.
- **Gender equitable policies:** We regularly review and update our policies to ensure they are gender neutral.
- **Education & training:** We offer continuous learning that supports our inclusive culture targeted for our leaders to support their teams.
- **Gender catalyst groups and listening sessions:** We have a gender catalyst group that focuses on issues of gender equality and run regular listening sessions to understand the experiences of different genders and their recommendations on actions and priorities.

## Gender pay performance

CCEP's median gender pay gap is 5.6% and our average total remuneration pay gap is 0.8%.

Over the past five years, we have been successful in reducing our average total remuneration gender pay gap by 12.1 percentage points.

We are proud of the progress we have made and the favourable comparison to the manufacturing industry, which has an average pay gap of 12.3%, and even more favourably to the average total remuneration gender pay gap of 21.7%.

## Key drivers in closing the gender pay gap

A key driver of our progress toward closing the gender pay gap has been a thorough evaluation of our annual remuneration review practices and targeting the removal of unconscious bias in reward outcomes.

We have introduced a standardised and transparent Career and Pay Framework that ensures that our remuneration and reward is consistent, fair and equitable across similar sized roles, and that there is the opportunity for appropriate progression with increasing seniority.

This means a pay framework is made accessible to employees that includes salary ranges aligned to the size and complexity of roles to create a clearly defined reward pathway for our people.

We aim to remove unconscious bias in our remuneration process through robust calibrations, alongside annual gender pay gap reviews, including a comprehensive review of remuneration for all functions by our Vice President of People and Culture to ensure a fair and equitable process.

## A continued focus on closing the gender pay gap

Key areas of focus include continuing to improve our overall gender composition, particularly in male dominated professions within our business, and supporting the development of our rising female talent, as we work towards our target of 45% of management positions being held by women by 2030.

While we have made great strides in reducing our gender pay gap, we remain firmly committed to closing the gap further. We will continue to focus and embed our practices, as well as assess external methodologies to determine what other practices may be relevant to further accelerate our progress.