


# Raising concerns

CCEP does not tolerate any form of retaliation against anyone for whistleblowing, including making a genuine report, or for cooperating in an investigation.

In each of our territories, we have established ways for employees to raise concerns about breaches to the applicable code. These include channels for employees to contact a line manager or HR representative, or to share information through our dedicated, independent and confidential [Speak Up service](#).

Investigations into potential breaches of our CoC are overseen in each business unit by the business unit's CoC Committee, chaired by the business unit's Vice President, Legal. All (potential) CoC breaches and corrective actions are overseen by the Group CoC Committee, which is a sub committee of the Group Compliance and Risk Committee and is chaired by the Chief Compliance Officer. The [Audit Committee](#) has oversight of the adequacy and security of the Group's whistleblowing policy and other arrangements for its employees and contractors to raise concerns, in confidence, about possible wrongdoing in financial reporting or other matters, including breaches of our CoC.

As required under the Spanish Criminal Code, the Iberia business unit has an Ethics Committee formed of members of the Iberia business unit leadership team. It is responsible for any ethics and compliance activities, including overseeing the local crime prevention model. It reports to the Iberia business unit leadership team and the Chief Compliance Officer. An overview of all reported incidents is provided to the Audit Committee.



## Speak Up

*"Every one of us has a role in protecting our company, our reputation and the brands we sell."*

Damian Gammell, CEO

