

2021 COUNTRY DATA

WHAT IS THE PURPOSE OF THIS DOCUMENT?

We aim to provide detailed and transparent information about the progress we are making against the commitments and targets outlined in our sustainability action plan, This is Forward.

In this document we share our performance over the past 12 months across our territories and against a wide variety of sustainability KPIs, including our greenhouse gas (GHG) emissions, our packaging footprint and the progress we are making to reduce sugar in our drinks. Country targets may vary. Baseline is 2010 and target date is 2025 unless otherwise stated.

WHO IS THIS DOCUMENT FOR?

We aim to share our sustainability data in an accessible format, enabling anyone to gain deeper insight into the progress we are making on specific topics across our territories.

IN THIS DOCUMENT

Europe

-  Belgium and Luxembourg
-  France and Monaco
-  Germany
-  Great Britain
-  Iceland
-  The Netherlands
-  Norway
-  Portugal
-  Spain and Andorra
-  Sweden

API – Australia, the Pacific and Indonesia

-  Australia
-  New Zealand
-  Indonesia
-  Papua New Guinea

BELGIUM AND LUXEMBOURG⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021	
Forward on drinks						
We'll reduce the sugar in our soft drinks by 10% between 2015 and 2020, and that's in addition to the 7% reduction achieved in the previous 5 years ⁽²⁾	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%)		7.1	11.0	11.2	
	Reduction in the average sugar per litre in our soft drinks portfolio since 2010 (%)		13.8	17.4	17.6	
	Reduction in the average sugar per litre in our soft drinks portfolio since 2019 (%)				4.4	
We'll aim for 50% of our sales to come from low or no calorie drinks ⁽³⁾	Percentage of volume sold which is low or no calorie (%)	42	54	53	52	
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks	Number of products which have had their recipes changed to reduce sugar since 2010 (number)				30	
	Number of new low and no calorie products launched since 2010 (number)				111	
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks	Percentage of total sparkling soft drinks volume sold in packs that are 250ml or less (%) ⁽⁴⁾		17.9	14.5	14.9	
Forward on climate⁽⁵⁾						
We'll cut GHG emissions by 30% across our entire value chain by 2030, versus 2019	Scope 1 emissions (tonnes of CO ₂ e)	28,297		20,819	22,598	
	Scope 2 emissions (market-based approach) (tonnes of CO ₂ e)	5,328		0	0	
	Scope 2 emissions (location-based approach) (tonnes of CO ₂ e)	14,089		8,205	6,089	
	Scope 3 emissions (tonnes of CO ₂ e)	292,976	209,040	190,365	174,208	
	Total GHG emissions Scope 1, 2 and 3 (full value chain) (tonnes of CO ₂ e)	326,601	232,426	211,184	196,806	
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2010 (%)			28.8	35.3	39.7
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2019 (%)				9.1	15.3
We'll purchase 100% renewable electricity by 2020	Percentage of electricity purchased that comes from renewable sources (%)		100	100	100	
Percentage of value chain emissions	Percentage of value chain emissions – Manufacturing (%)	8.6%	9.9%	10.2%	12.1%	
	Percentage of value chain emissions – Distribution (%)	7.9%	9.7%	9.5%	9.1%	
	Percentage of value chain emissions – Cold drink equipment (%)	19.6%	10.8%	13.3%	11.8%	
	Percentage of value chain emissions – Packaging (%)	43.6%	47.6%	46.1%	43.7%	
	Percentage of value chain emissions – Ingredients (%)	20.3%	22.0%	20.8%	23.2%	
Energy use	Energy use ratio (MJ/litre) ⁽⁶⁾	0.476	0.373	0.332	0.384	
	Total energy usage (MWh)	165,664	134,819	114,540	120,152	



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on packaging					
We'll make sure that 100% of our packaging is recyclable or reusable	Percentage of packaging that is recyclable (%) ⁽⁷⁾		96.1	98.1	97.6
	Percentage of glass packaging that is refillable glass (%)		99.35	99.46	99.94
We'll work with local and national partners to collect 100% of our packaging in Western Europe	PET packaging collected for recycling via local and national partnerships as a percentage of total PET packaging put onto the market (%)		85 (BE)/ 69 (Lux) ⁽⁸⁾	89 (BE)/ 72 (Lux) ⁽⁹⁾	92.0 (BE)/ 88.5 (Lux) ⁽¹⁰⁾
We'll make sure that at least 50% of the material we use for our PET bottles comes from recycled plastic (rPET)	Percentage of PET used that is rPET (%)		37.4	58.8	71.0
Packaging weight	Aluminium – Total weight (tonnes)	2,412	5,820	5,465	7,724
	Steel – Total weight (tonnes)	14,591	7,400	7,308	2,443
	PET – Total weight (tonnes)	16,943	14,319	12,797	12,671
	Glass – Total weight (tonnes)	14,999	12,044	7,632	7,534
	Other primary – Total weight (tonnes)	3,382	2,411	2,045	2,167
	Total packaging weight (primary/secondary/tertiary) (Tonnes)	58,219	50,677	40,886	39,174
	Percentage total recycled content (primary/secondary/tertiary) (%)	25.9	40.9	42.6	51.2
Packaging use ratio	Packaging use ratio (g/litre of product) ⁽¹¹⁾	62.20	58.21	53.06	50.31
Manufacturing waste	Total manufacturing waste sent for recycling (including composting and waste to energy recovery) (%)	100	100	100	100
	Waste by disposal type – Recycled (%)		94.14	90.52	92.02
	Waste by disposal type – Composting (%)		0	2.58	1.03
	Waste by disposal type – Waste to energy recovery (%)		4.95	6.77	6.95
	Waste by disposal type – Incineration (%)		0.91	0.13	0
	Waste by disposal type – Landfill (%)		0	0	0
Forward on water					
We'll protect the sustainability of the water sources we use for future generations	Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)	100	100	100	100
We'll reduce the water we use in manufacturing by 20% – and address water impacts in our supply chain	Water use ratio (litres/litre) ⁽¹²⁾	1.76	1.57	1.52	1.57
	Percentage reduction in water use ratio since 2010 (%)		10.80	13.50	10.7
	Total volume of water withdrawn (m ³)	1,473,000	1,314,000	1,208,000	1,196,000
	Total volume of wastewater discharged (m ³)	667,416	553,357	455,825	474,740
	Manufacturing sites with their own water treatment facilities (number)		2	2	2
We'll replenish 100% of the water we use in areas of water stress	Total volume of water replenished (m ³)		189,800	263,200	263,200
	Water replenished as a percentage of total water used in our beverages where sourced from areas of water stress (%) ⁽¹³⁾		29.33	39.36	34.61



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on supply chain					
We'll continue to embed sustainability, ethics and human rights into our supply chain	Spend with suppliers covered by our Supplier Guiding Principles (%)		95.9 (BE)/ 90.5 (Lux)	96.8 (BE)/ 87.5 (Lux)	97.1 (BE)/ 88.7 (Lux)
We'll make sure 100% of our main agricultural ingredients and raw materials come from sustainable sources by 2020	Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (%)		100	100	100
	Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)		100	100	100
Forward on society⁽¹⁴⁾					
Our communities					
We'll expand the contribution we make to society by increasing our employee volunteering and supporting local community partnerships	Total community investment contribution (€)		1,039,350	845,642	1,144,376
	Total number of volunteering hours (hours)		1,000	267	2,619
Our people					
We'll foster a diverse and inclusive culture in our business and make sure that women hold at least 40% of our management positions	Percentage of women in management (senior manager level and above) positions (%)		30.04	33.04	33.06
Safety	Lost-time incident rate (LTIR) (number of lost-time incidents per 100 full-time equivalent employees)		0.84	0.80	1.08
	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		2.41	1.96	2.30
Number of employees	Total (number)		2,201	2,135	2,111
	Male (number/%)		1,783/81.0	1,720/80.6	1,713/81.1
	Female (number/%)		418/19.0	415/19.4	398/18.9
Employment type	Full-time employees (number/%)			1,933/90.5	1,931/91.5
	Male (number/%)			1,584/92.1	1,598/93.3
	Female (number/%)			349/84.1	333/83.7
	Part-time employees (number %)			202/9.5	180/8.5
	Male (number/%)			136/7.9	115/6.7
	Female (number/%)			66.1/15.9	65/16.3
Employment contract type	Permanent contract employees (number/%)			1,973/ 92.4	1,911/90.5
	Male (number/%)			1,572/91.4	1,535/89.6
	Female (number/%)			401/ 96.6	376/94.5
	Temporary contract employees (number/%)			162/7.6	200/9.5
	Male (number/%)			148/8.9	178/10.4
	Female (number/%)			14/3.4	22/5.5



Commitment	KPI Measurement	2010	2019	2020	2021
		Baseline			
Rate of internal hires	New employee hires (number/%)			39/1.8	63/3.1
	Male (number/%)			19/1.1	46/2.8
	Female (number/%)			20/4.8	17/4.4
	<20y-29y (number/%)			24/1.1	33/12.9
	30y-50y (number/%)			14/0.7	29/2.6
	>50y (number/%)			1/0.1	1/0.2
Voluntary employee turnover	Voluntary turnover (number/%)			48/2.2	73/3.6
	Male (number/%)			34/2.0	50/3.0
	Female (number/%)			14/3.4	23/5.9
	<20y-29y (number/%)			13/0.6	29/11.3
	30y-50y (number/%)			25/1.2	32/2.8
	>50y (number/%)			10/0.5	12/1.8
Total employee turnover	Total employee turnover (number/%)			148/5.9	150/7.1
	Male (number/%)			121/7.0	106/6.2
	Female (number/%)			27/6.5	44/11.1
	<20y-29y (number/%)			45/17.9	45/17.6
	30y-50y (number/%)			74/6.2	74/6.6
	>50y (number/%)			29/5.0	31/4.7
Employees receiving regular performance and career development reviews	Directors and above (%)			100	100
	Senior managers and above (%)			100	100
	Manager and below (%)			98	100
	Male (%)			98	100
	Female (%)			99	100
	Ratio of basic salary and remuneration of women to men	Management (%)			116 ⁽¹⁵⁾
				110 ⁽¹⁶⁾	126 ⁽¹⁶⁾
Non-management (%)				82 ⁽¹⁵⁾	79 ⁽¹⁵⁾
				86 ⁽¹⁶⁾	99 ⁽¹⁶⁾

- (1) Please note, data for previous years may not be available in all cases as new targets have been set in 2017; and combined data for CCEP prior to its formation may not be available in all cases.
- (2) Sparkling soft drinks and non-carbonated soft drinks only. Does not include water or juice.
- (3) Total CCEP sales. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages <20kcal/100ml. Zero calorie beverages <4kcal/100ml.
- (4) Based upon 2021 CCEP sparkling soft drinks sales volume, at an stock keeping unit (SKU) level.
- (5) Our baseline figures for 2019 have been restated to include new emission sources and more accurate data.
- (6) Energy use ratio, MJ/litre of product produced.
- (7) Packaging is the packaging in the hand of the consumer (Ready to drink packaging). Recyclability criteria based upon market specific recyclability assessments.
- (8) Data source: Belgium – Fost Plus (2018), FEVE (2015), EAA (2017), APEAL (2017) / Luxembourg – Valorlux (2017).
- (9) Data source: Belgium – Fost Plus (2019) / Luxembourg – Valorlux (2018/2019).
- (10) Data source: Belgium – Fost Plus (2020) / Luxembourg – Valorlux (2019/2020).
- (11) Packaging use ratio based upon tonnage of packaging, including trippage for refillable packaging.
- (12) Water use ratio, litres of water per litre of finished product produced.
- (13) Water replenishment calculated on production volume from CCEP sites based in areas of water stress as determined by WRI/Aqueduct analysis, and total water volumes replenished. May differ to The Coca-Cola Company calculations, which are based on total sales volumes.
- (14) Consolidated numbers for Belgium and Luxembourg.
- (15) Number for Belgium.
- (16) Number for Luxembourg.

FRANCE & MONACO⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on drinks					
We'll reduce the sugar in our soft drinks by 10% between 2015 and 2020 ⁽²⁾	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%)		3.8	3.8	4.5
	Reduction in the average sugar per litre in our soft drinks portfolio since 2010 (%)		4.2	4.2	4.8
	Reduction in the average sugar per litre in our soft drinks portfolio since 2019 (%)				0.6
We'll aim for 50% of our sales to come from low or no calorie drinks ⁽³⁾	Percentage of volume sold which is low or no calorie (%)	24	26	27	27
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks	Number of products which have had their recipes changed to reduce sugar since 2010 (number)				34
	Number of new low and no calorie products launched since 2010 (number)				85
We'll make it easier for consumers to cut down on sugar with straightforward product information and smaller pack sizes	Percentage of total sparkling soft drinks volume sold in packs that are 250ml or less (%) ⁽⁴⁾		2.4	2.2	2.5
Forward on climate⁽⁵⁾					
We'll cut GHG emissions by 30% across our entire value chain by 2030, versus 2019	Scope 1 emissions (tonnes of CO ₂ e)	23,087	593	19,021	21,635
	Scope 2 emissions (market-based approach) (tonnes of CO ₂ e)	3,215		0	0
	Scope 2 emissions (location-based approach) (tonnes of CO ₂ e)	7,878		3,823	3,834
	Scope 3 emissions (tonnes of CO ₂ e)	593,320	538,104	477,545	470,087
	Total GHG emissions Scope 1, 2 and 3 (full value chain)	619,622	558,790	496,566	491,723
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2010 (%) (tonnes of CO ₂ e)		9.8	19.9	20.6
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2019 (%)			11.1	12.0
We'll purchase 100% renewable electricity by 2020	Percentage of electricity purchased that comes from renewable sources (%)		100	100	100
Percentage of value chain emissions	Percentage of value chain emissions – Manufacturing (%)	3.9%	5.7%	6.1%	6.5%
	Percentage of value chain emissions – Distribution (%)	9.4%	9.3%	8.6%	8.9%
	Percentage of value chain emissions – Cold drink equipment (%)	5.3%	3.0%	2.5%	2.2%
	Percentage of value chain emissions – Packaging (%)	53.9%	53.8%	54.2%	52.4%
	Percentage of value chain emissions – Ingredients (%)	27.6%	28.1%	28.6%	29.9%
Energy use	Energy use ratio (MJ/litre) ⁽⁶⁾	0.236	0.226	0.242	0.266
	Total energy usage (MWh)	160,965	129,750	125,386	135,204



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on packaging					
We'll make sure that 100% of our packaging is recyclable or reusable	Percentage of packaging that is recyclable (%) ⁽⁷⁾		96.6	96.8	95.7
	Percentage of glass packaging that is refillable glass (%)	83	77	70	62
We'll work with local and national partners to collect 100% of our packaging in Western Europe	PET packaging collected for recycling via local and national partnerships as a percentage of total PET packaging put onto the market (%)		58 ⁽⁸⁾	61 ⁽⁹⁾	55 ⁽¹⁰⁾
We'll make sure that at least 50% of the material we use for our PET bottles comes from recycled plastic (rPET)	Percentage of PET used that is rPET (%)		28.5	28.3	41.7
Packaging weight	Aluminium – Total weight (tonnes)	10,395	10,973	12,196	16,670
	Steel – Total weight (tonnes)	26,592	25,777	20,769	9,971
	PET – Total weight (tonnes)	38,471	29,639	26,710	27,857
	Glass – Total weight (tonnes)	11,695	14,983	11,633	15,658
	Other primary – Total weight (tonnes)	3,907	4,124	3,752	4,211
	Total packaging weight (primary/secondary/tertiary) (Tonnes)	114,045	114,012	98,103	103,857
	Percentage total recycled content (primary/secondary/tertiary) (%)	20.9	35.5	34.6	45.2
Packaging use ratio	Packaging use ratio (g/litre of product) ⁽¹¹⁾	54.61	57.43	54.55	55.28
Manufacturing waste	Total manufacturing waste sent for recycling (including composting and waste to energy recovery) (%)	98.2	98.1	91.2	94.34
Forward on water					
We'll protect the sustainability of the water sources we use for future generations	Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)	100	100	100	100
We'll reduce the water we use in manufacturing by 20% – and address water impacts in our supply chain	Water use ratio (litres/litre) ⁽¹²⁾	1.33	1.30	1.33	1.38
	Percentage reduction in water use ratio since 2010 (%)		2.76	0.47	+3.2
	Total volume of water withdrawn (m ³)	2,597,000	2,145,000	2,060,000	2,103,000
	Total volume of wastewater discharged (m ³)	752,440	593,529	594,451	630,502
	Manufacturing operations with their own water treatment facilities (number)		1	1	1
We'll replenish 100% of the water we use in areas of water stress	Total volume of water replenished (m ³)		4,372,000	9,650,000	8,106,000
	Water replenished as a percentage of total water used in our beverages where sourced from areas of water stress (%) ⁽¹³⁾		542	1233	1153
Forward on supply chain					
We'll continue to embed sustainability, ethics and human rights into our supply chain	Spend with suppliers covered by our Supplier Guiding Principles (%)		99	100	100
We'll make sure 100% of our main agricultural ingredients and raw materials come from sustainable sources by 2020	Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (%)		100	100	100
	Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)		100	100	100



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on society⁽¹⁴⁾					
Our communities					
We'll expand the contribution we make to society by increasing our employee volunteering and supporting local community partnerships	Total community investment contribution (€)		1,313,252	1,713,298	1,145,358
	Total number of volunteering hours (hours)		3,348	1,260	336
Our people					
We'll foster a diverse and inclusive culture in our business and make sure that women hold at least 40% of our management positions	Percentage of women in management (senior manager level and above) positions (%)		48.9	46.9	49.1
Safety	Lost-time incident rate (LTIR) (number of lost-time incidents per 100 full-time equivalent employees)		0.90	0.67	0.62
	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		1.19	0.98	1.01
Number of employees	Total employees (number)		2,659	2,570	2,506
	Male (number/%)		1,980/74.5	1,933/75.2	1,885/75.2
	Female (number/%)		679/25.5	637/24.8	621/24.8
Employment type	Full-time employees (number/%)			2,414/ 93.9	2,364/94.3
	Male (number/%)			1,806/ 93.4	1,774/94.1
	Female (number/%)			608/ 95.4	590/95.0
	Part-time employees (number/%)			156/ 6.1	142/5.7
	Male (number/%)			127/ 6.6	111/5.9
	Female (number/%)			29/ 4.6	31/5.0
Employment contract type	Permanent contract employees (number/%)			2,428/ 94.5	2,331/93.0
	Male (number/%)			1,845/95.4	1,777/94.3
	Female (number/%)			583/91.5	554/89.2
	Temporary contract employees (number/%)			42/ 1.6	59/2.4
	Male (number/%)			23/1.2	34/1.8
	Female (number/%)			19/3.0	25/4.0
Rate of internal hires	New employee hires (number/%)			104/4.0	53/2.1
	Male (number/%)			73/3.8	33/1.8
	Female (number/%)			31/4.9	20/3.2
	<20y-29y (number/%)			39/9.6	25/6.5
	30y-50y (number/%)			61/4.1	28/2.1
	>50y (number/%)			4/0.6	0



Commitment	KPI Measurement	2010	2019	2020	2021
		Baseline			
Voluntary employee turnover	Voluntary turnover (number/%)			70/2.7	121/4.8
	Male (number/%)			43/2.2	74/3.9
	Female (number/%)			27/4.2	47/7.6
	<20y-29y (number/%)			23/5.7	31/8.1
	30y-50y (number/%)			36/2.4	75/5.6
	>50y (number/%)			11/1.7	15/1.9
Total employee turnover	Total employee turnover (number/%)			340/13.2	141/5.6
	Male (number/%)			193/10.0	90/4.8
	Female (number/%)			147/23.1	51/8.2
	<20y-29y (number/%)			234/57.5	33/8.6
	30y-50y (number/%)			80/5.3	88/6.6
	>50y (number/%)			26/3.9	20/2.6
Employees receiving regular performance and career development reviews	Directors and above (%)			50	100
	Senior managers and above (%)			89	100
	Manager and below (%)			88	94
	Male (%)			90	96
	Female (%)			83	93
Ratio of basic salary and remuneration of women to men	Management (%)			101	87
	Non-management (%)			104	89

- (1) Please note, data for previous years may not be available in all cases as new targets have been set in 2017; and combined data for CCEP prior to its formation may not be available in all cases.
- (2) Sparkling soft drinks and non-carbonated soft drinks only. Does not include water or juice.
- (3) Total CCEP sales. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages <20kcal/100ml. Zero calorie beverages <4kcal/100ml.
- (4) Based upon 2021 CCEP sparkling soft drinks sales volume, at an stock keeping unit (SKU) level.
- (5) Our baseline figures for 2019 have been restated to include new emission sources and more accurate data.
- (6) Energy use ratio, MJ/litre of product produced.
- (7) Packaging is the packaging in the hand of the consumer (Ready to drink packaging). Recyclability criteria based upon market specific recyclability assessments.
- (8) Data source: CITEO (2018), Verre Avenir (2016).
- (9) Data source: CITEO (2019).
- (10) Data source: CITEO (2020).
- (11) Packaging use ratio based upon tonnage of packaging, including trippage for refillable packaging.
- (12) Water use ratio, litres of water per litre of finished product produced.
- (13) Water replenishment calculated on production volume from CCEP sites based in areas of water stress as determined by WRI/Aqueduct analysis, and total water volumes replenished. May differ to The Coca-Cola Company calculations, which are based on total sales volumes.
- (14) Consolidated numbers for France and Monaco.

GERMANY⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on drinks					
We'll reduce the sugar in our soft drinks by 10% between 2015 and 2020 ⁽²⁾	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%)		8.0	8.5	12.9
	Reduction in the average sugar per litre in our soft drinks portfolio since 2010 (%)		8.9	10.7	13.7
	Reduction in the average sugar per litre in our soft drinks portfolio since 2019 (%)				5.3
We'll aim for 50% of our sales to come from low or no calorie drinks ⁽³⁾	Percentage of volume sold which is low or no calorie (%)	31	34	33	33
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks	Number of products which have had their recipes changed to reduce sugar since 2010 (number)				20
	Number of new low and no calorie products launched since 2010 (number)				81
We'll make it easier for consumers to cut down on sugar with straightforward product information and smaller pack sizes	Percentage of total sparkling soft drinks volume sold in packs that are 250ml or less (%) ⁽⁴⁾		1.5	0.9	0.9
Forward on climate⁽⁵⁾					
We'll cut GHG emissions by 30% across our entire value chain by 2030, versus 2019	Scope 1 emissions (tonnes of CO ₂ e)	103,122	79,754	69,506	67,654
	Scope 2 emissions (market-based approach) (tonnes of CO ₂ e)	122,162	4,391	3,712	3,508
	Scope 2 emissions (location-based approach) (tonnes of CO ₂ e)	86,390	73,700	65,802	56,355
	Scope 3 emissions (tonnes of CO ₂ e)	1,149,315	784,756	746,275	729,069
	Total GHG emissions Scope 1, 2 and 3 (full value chain) (tonnes of CO ₂ e)	1,374,599	868,901	819,493	800,231
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2010 (%)		36.8	40.4	41.8
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2019 (%)			5.7	7.9
We'll purchase 100% renewable electricity by 2020	Percentage of electricity purchased that comes from renewable sources (%)		100	100	100
Percentage of value chain emissions	Percentage of value chain emissions – Manufacturing (%)	15.5%	12.3%	11.6%	12.9%
	Percentage of value chain emissions – Distribution (%)	6.5%	10.6%	9.2%	9.2%
	Percentage of value chain emissions – Cold drink equipment (%)	46.0%	22.0%	20.4%	18.3%
	Percentage of value chain emissions – Packaging (%)	11.7%	25.4%	28.5%	28.2%
	Percentage of value chain emissions – Ingredients (%)	20.4%	29.6%	30.4%	31.4%
Energy use	Energy use ratio (MJ/litre) ⁽⁶⁾	0.415	0.331	0.329	0.327
	Total energy usage (MWh)	647,036	474,643	423,558	420,719



Commitment

KPI Measurement

2010 Baseline

2019

2020

2021

Forward on packaging

We'll make sure that 100% of our packaging is recyclable or reusable	Percentage of packaging that is recyclable (%) ⁽⁷⁾		99.9	100	100
	Percentage of PET packaging that is refillable PET (%)	62.3	36.0	34.5	33.5
	Percentage of glass packaging that is refillable glass (%)	98.3	100	100	96.1
	Percentage of packaging (PET & Glass) that is refillable (%)	65.7	41.1	39.2	38.3
We'll work with local and national partners to collect 100% of our packaging in Western Europe	PET packaging collected for recycling via local and national partnerships as a percentage of total PET packaging put onto the market (%)		98 ⁽⁸⁾	97 ⁽⁹⁾	94 ⁽¹⁰⁾
We'll make sure that at least 50% of the material we use for our PET bottles comes from recycled plastic (rPET)	Percentage of PET used that is rPET (%)		29.7	39.5	52.5
Packaging weight	Aluminium – Total weight (tonnes)	616	3,252	7,581	9,572
	Steel – Total weight (tonnes)	6,023	7,658	11,975	12,035
	PET – Total weight (tonnes)	40,575	67,588	61,947	58,393
	Glass – Total weight (tonnes)	13,479	11,888	9,215	9,952
	Other primary – Total weight (tonnes)	10,209	13,741	12,172	9,715
	Total packaging weight (primary/secondary/tertiary) (Tonnes)	82,324	126,290	118,590	114,935
	Percentage total recycled content (primary/secondary/tertiary) (%)	18.5	24.4	27.8	37.2
Packaging use ratio	Packaging use ratio (g/litre of product) ⁽¹¹⁾	23.39	33.25	33.57	32.46
Manufacturing waste	Total manufacturing waste sent for recycling (including composting and waste to energy recovery) (%)	100	99.7	99.6	99.7

Forward on water

We'll protect the sustainability of the water sources we use for future generations	Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)	100	100	100	100
We'll reduce the water we use in manufacturing by 20% – and address water impacts in our supply chain	Water use ratio (litres/litre) ⁽¹²⁾	2.07	1.71	1.69	1.67
	Percentage reduction in water use ratio since 2010 (%)		17.48	18.58	19.41
	Total volume of water withdrawn (m ³)	7,088,000	6,039,000	5,549,000	5,678,000
	Total volume of wastewater discharged (m ³)	3,367,095	2,348,913	2,065,523	2,102,941
	Manufacturing operations with their own water treatment facilities (number)		1	1	1
We'll replenish 100% of the water we use in areas of water stress	Total volume of water replenished (m ³)		37,300	37,300	37,300
	Water replenished as a percentage of total water used in our beverages where sourced from areas of water stress (%) ⁽¹³⁾		1.99	2.08	1.90

Forward on supply chain

We'll continue to embed sustainability, ethics and human rights into our supply chain	Spend with suppliers covered by our Supplier Guiding Principles (%)		95.1	99.2	99.2
We'll make sure 100% of our main agricultural ingredients and raw materials come from sustainable sources by 2020	Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (%)		100	100	100
	Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)		100	100	100



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on society					
Our communities					
We'll expand the contribution we make to society by increasing our employee volunteering and supporting local community partnerships	Total community investment contribution (€)		1,142,389	797,367	1,065,094
	Total number of volunteering hours (hours)		5,001	484	1,096
Our people					
We'll foster a diverse and inclusive culture in our business and make sure that women hold at least 40% of our management positions	Percentage of women in management (senior manager level and above) positions (%)		29.3	30.4	31.7
Safety	Lost-time incident rate (LTIR) (number of lost-time incidents per 100 full-time equivalent employees)		1.72	1.34	1.17
	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		1.97	1.50	1.22
Number of employees	Total employees (number)		7,525	7,061	6,601
	Male (Number/%)		6,094/81.0	5,717/81.0	5,360/81.2
	Female (Number/%)		1,431/19.0	1,344/19.0	1,241/18.8
Employment type	Full-time employees (number/%)			6,633/93.9	6,213/94.1
	Male (number/%)			5,557/97.2	5,212/97.2
	Female (number/%)			1,076/80.1	1,001/80.7
	Part-time employees (number/%)			428/6.1	388/5.9
	Male (number/%)			160/2.8	148/2.8
	Female (number/%)			268/19.9	240/19.3
Employment contract type	Permanent contract employees (number/%)			6,484/91.8	6,067/91.9
	Male (number/%)			5,284/92.4	4,957/92.5
	Female (number/%)			1,200/83.3	1,110/89.4
	Temporary contract employees (number/%)			307/4.3	318/4.8
	Male (number/%)			252/4.4	264/4.9
	Female (number/%)			55/4.1	54/4.4
Rate of internal hires	New employee hires (number/%)			63/0.9	174/2.6
	Male (number/%)			48/0.8	136/2.5
	Female (number/%)			15/1.1	38/3.1
	<20y-29y (number/%)			19/1.9	53/5.9
	30y-50y (number/%)			44/1.3	114/3.8
	>50y (number/%)			0/0.0	7/0.3
Voluntary employee turnover	Voluntary turnover			113/1.6	232/3.5
	Male (number/%)			88/1.5	170/3.2
	Female (number/%)			25/1.9	62/5.0
	<20y-29y (number/%)			44/4.3	92/10.2
	30y-50y (number/%)			50/1.5	112/3.7
	>50y (number/%)			19/0.7	28/1.0



Commitment

KPI Measurement

		2010 Baseline	2019	2020	2021
Total employee turnover	Total employee turnover			324/4.6	311/4.7
	Male (number/%)			241/4.2	231/4.3
	Female (number/%)			83/6.2	80/6.4
	<20y–29y (number/%)			163/15.9	116/12.8
	30y–50y (number/%)			117/3.4	156/5.2
	>50y (number/%)			44/1.7	39/1.5
Employees receiving regular performance and career development reviews	Directors and above (%)			100	100
	Senior managers and above (%)			93	100
	Manager and below (%)			5	5
	Male (%)			11	12
	Female (%)			19	25
	Ratio of basic salary and remuneration of women to men	Management (%)			104
Non-management (%)				84	85

- (1) Please note, data for previous years may not be available in all cases as new targets have been set in 2017; and combined data for CCEP prior to its formation may not be available in all cases.
- (2) Sparkling soft drinks and non-carbonated soft drinks only. Does not include water or juice.
- (3) Total CCEP sales. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages <20kcal/100ml. Zero calorie beverages <4kcal/100ml.
- (4) Based upon 2021 CCEP sparkling soft drinks sales volumes, at an stock keeping unit (SKU) level.
- (5) Our baseline figures for 2019 have been restated to include new emission sources and more accurate data.
- (6) Energy use ratio, MJ/litre of product produced.
- (7) Packaging is the packaging in the hand of the consumer (Ready to drink packaging). Recyclability criteria based upon market specific recyclability assessments.
- (8) Data source: GVM on behalf of Forum PET in der IK Industrievereinigung Kunststoffverpackungen e.V. (2015), PWC (2018).
- (9) Data source: GVM on behalf of Forum PET in der IK Industrievereinigung Kunststoffverpackungen e.V. (2015 and 2017 for PET bottles), UBA (2017).
- (10) Data source: GVM on behalf of Forum PET in der IK Industrievereinigung Kunststoffverpackungen e.V. (2019 for PET bottles).
- (11) Packaging use ratio based upon tonnage of packaging, including trippage for refillable packaging.
- (12) Water use ratio, litres of water per litre of finished product produced.
- (13) Water replenishment calculated on production volume from CCEP sites based in areas of water stress as determined by WRI/Aqueduct analysis, and total water volumes replenished. May differ to The Coca-Cola Company calculations, which are based on total sales volumes.

GREAT BRITAIN⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on drinks					
We'll reduce the sugar in our soft drinks by 20% between 2015 and 2020 ⁽²⁾	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%)		22.3	25.1	25.0
	Reduction in the average sugar per litre in our soft drinks portfolio since 2010 (%)		24.1	27.1	26.6
	Reduction in the average sugar per litre in our soft drinks portfolio since 2019 (%)				3.3
We'll aim for 50% of our sales to come from low or no calorie drinks ⁽³⁾	Percentage of volume sold which is low or no calorie (%)	48	66	67	67
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks	Number of products which have had their recipes changed to reduce sugar since 2010 (number)				47
	Number of new low and no calorie products launched since 2010 (number)				100
We'll make it easier for consumers to cut down on sugar with straightforward product information and smaller pack sizes	Percentage of total sparkling soft drinks volume sold in packs that are 250ml or less (%) ⁽⁴⁾		3.6	3.2	3.3
Forward on climate⁽⁵⁾					
We'll cut GHG emissions by 30% across our entire value chain by 2030, versus 2019	Scope 1 emissions (tonnes of CO ₂ e)	51,243	36,193	35,152	37,494
	Scope 2 emissions (market-based approach) (tonnes of CO ₂ e)	73,898	37	12	2
	Scope 2 emissions (location-based approach) (tonnes of CO ₂ e)	69,958	22,213	16,906	16,728
	Scope 3 emissions (tonnes of CO ₂ e)	1,101,898	724,732	674,665	697,550
	Total GHG emissions Scope 1, 2 and 3 (full value chain) (tonnes of CO ₂ e)	1,227,039	760,963	709,828	735,046
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2010 (%)		38.0	42.2	40.1
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2019 (%)			6.7	3.4
We'll purchase 100% renewable electricity by 2020	Percentage of electricity purchased that comes from renewable sources (%)		100	100	100
Percentage of value chain emissions	Percentage of value chain emissions – Manufacturing (%)	10.2%	6.4%	6.7%	7.4%
	Percentage of value chain emissions – Distribution (%)	5.1%	7.4%	6.8%	6.5%
	Percentage of value chain emissions – Cold drink equipment (%)	31.1%	12.5%	11.3%	10.1%
	Percentage of value chain emissions – Packaging (%)	37.4%	53.1%	54.6%	54.1%
	Percentage of value chain emissions – Ingredients (%)	16.2%	20.5%	20.6%	22.0%
Energy use	Energy use ratio (MJ/litre) ⁽⁶⁾	0.312	0.272	0.277	0.271
	Total energy usage (MWh)	306,051	239,922	227,060	239,217



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on packaging					
We'll make sure that 100% of our packaging is recyclable or reusable	Percentage of packaging that is recyclable (%) ⁽⁷⁾		97.5	95.6	97.6
We'll work with local and national partners to collect 100% of our packaging in Western Europe	PET packaging collected for recycling via local and national partnerships as a percentage of total PET packaging put onto the market (%)		59 ⁽⁸⁾	59 ⁽⁹⁾	59 ⁽¹⁰⁾
In GB, we'll make sure that at least 50% of the material we use for our PET bottles comes from recycled plastic by 2020	Percentage of PET used that is rPET (%)		29.3	51.5	56.6
Packaging weight	Aluminium – Total weight (tonnes)	31,422	39,295	44,077	46,348
	Steel – Total weight (tonnes)	0	616	309	444
	PET – Total weight (tonnes)	48,356	42,790	37,567	40,155
	Glass – Total weight (tonnes)	55,290	56,902	30,214	42,123
	Other primary – Total weight (tonnes)	10,180	6,861	5,636	5,871
	Total packaging weight (primary/secondary/tertiary) (Tonnes)	175,205	173,187	142,371	161,291
	Percentage total recycled content (primary/secondary/tertiary) (%)	30.2	34.6	40.6	46.4
Packaging use ratio	Packaging use ratio (g/litre of product) ⁽¹¹⁾	60.13	57.57	49.85	51.13
Forward on water					
We'll protect the sustainability of the water sources we use for future generations	Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)	100	100	100	100
We'll reduce the water we use in manufacturing by 20% – and address water impacts in our supply chain	Water use ratio (litres/litre) ⁽¹²⁾	1.36	1.42	1.39	1.37
	Percentage reduction in water use ratio since 2010 (%)		+4.38	+1.55	+0.46
	Total volume of water withdrawn (m ³)	3,439,268	3,687,361	3,378,282	3,683,038
	Total volume of wastewater discharged (m ³)	985,408	1,102,275	976,509	1,087,715
	Manufacturing operations with their own water treatment facilities (number)		0	0	0
We'll replenish 100% of the water we use in areas of water stress	Total volume of water replenished (m ³)		1,812,500	2,033,700	3,207,100
	Water replenished as a percentage of total water used in our beverages where sourced from areas of water stress (%) ⁽¹³⁾		133.6	177.4	264.4
Forward on supply chain					
We'll continue to embed sustainability, ethics and human rights into our supply chain	Spend with suppliers covered by our Supplier Guiding Principles (%)		98	97	96
We'll make sure 100% of our main agricultural ingredients and raw materials come from sustainable sources by 2020	Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (%)		100	100	100
	Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)		100	100	100



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on society					
Our communities					
We'll expand the contribution we make to society by increasing our employee volunteering and supporting local community partnerships	Total community investment contribution (€)		1,699,749	2,077,171	1,874,587
	Total number of volunteering hours (hours)		4,974	1,267	6,170
Our people					
We'll foster a diverse and inclusive culture in our business and make sure that women hold at least 40% of our management positions	Percentage of women in management (senior manager level and above) positions (%)		39.8	40.5	41.6
Safety	Lost-time incident rate (LTIR) (number of lost-time incidents per 100 full-time equivalent employees)		0.63	0.57	0.64
	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		0.74	0.78	0.82
Number of employees	Total employees (number)		3,576	3,328	3,276
	Male (number/%)		2,453/68.6	2,290/68.8	2,259/69.0
	Female (number/%)		1,123/31.4	1,038/31.2	1,017/31.0
Employment type	Full-time employees (number/%)			3,053/ 91.7	3,030/92.5
	Male (number/%)			2,242/ 97.9	2,210/97.8
	Female (number/%)			811/ 78.1	820/80.6
	Part-time employees (number/%)			275/ 8.3	246/7.5
	Male (number/%)			48/2.1	49/2.2
	Female (number/%)			227/21.9	197/19.4
Employment contract type	Permanent contract employees (number/%)			3,231/97.1	3,155/96.3
	Male (number/%)			2,231/97.4	2,182/96.6
	Female (number/%)			1,000/96.3	973/95.7
	Temporary contract employees (number/%)			56/1.7	73/2.2
	Male (number/%)			36/1.6	48/2.1
	Female (number/%)			20/1.9	25/2.5
Rate of internal hires	New employee hires (number/%)			193/5.8	236/7.2
	Male (number/%)			130/5.7	160/7.1
	Female (number/%)			63/6.1	76/7.5
	<20y-29y (number/%)			70/15.0	84/18.5
	30y-50y (number/%)			109/5.5	124/6.8
	>50y (number/%)			14/1.6	28/2.8



Commitment	KPI Measurement	2010	2019	2020	2021
		Baseline			
Voluntary employee turnover	Voluntary turnover			163/4.9	273/8.3
	Male (number/%)			114/5.0	163/7.2
	Female (number/%)			49/4.7	110/10.8
	<20y–29y (number/%)			43/9.2	98/21.6
	30y–50y (number/%)			67/3.4	91/5.0
	>50y (number/%)			53/6.0	84/8.4
Total employee turnover	Total employee turnover (number/%)			430/12.9	429/13.1
	Male (number/%)			300/13.1	266/11.8
	Female (number/%)			130/12.5	163/16.0
	<20y–29y (number/%)			92/19.7	115/25.3
	30y–50y (number/%)			202/10.2	172/9.4
	>50y (number/%)			136/15.4	142/14.3
Employees receiving regular performance and career development reviews	Directors and above (%)			100	100
	Senior managers and above (%)			91	100
	Manager and below (%)			89	100
	Male (%)			91	99
	Female (%)			84	100
Ratio of basic salary and remuneration of women to men	Management (%)			104	103
	Non-management (%)			119	116
Waste					
Manufacturing waste	Total manufacturing waste sent for recycling (including composting and waste to energy recovery) (%)	100	100	100	100
Food loss	Redistributed for human consumption (tonnes)		310	596	229
	Animal feed (tonnes)		3,571	6,151	5,477
	Anaerobic digestion (tonnes)		384	119	13

- (1) Please note, data for previous years may not be available in all cases as new targets have been set in 2017; and combined data for CCEP prior to its formation may not be available in all cases.
- (2) Sparkling soft drinks and non-carbonated soft drinks only. Does not include water or juice.
- (3) Total CCEP sales. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages <20kcal/100ml. Zero calorie beverages <4kcal/100ml.
- (4) Based upon 2021 CCEP sparkling soft drinks sales volume, at an stock keeping unit (SKU) level.
- (5) Our baseline figures for 2019 have been restated to include new emission sources and more accurate data.
- (6) Energy use ratio, MJ/litre of product produced.
- (7) Packaging is the packaging in the hand of the consumer (Ready to drink packaging). Recyclability criteria based upon market specific recyclability assessments.
- (8) Data source: RECOUP (2018).
- (9) Data source: RECOUP (2019).
- (10) Data source: RECOUP (2019).
- (11) Packaging use ratio based upon tonnage of packaging, including trippage for refillable packaging.
- (12) Water use ratio, litres of water per litre of finished product produced.
- (13) Water replenishment calculated on production volume from CCEP sites based in areas of water stress as determined by WRI/Aqueduct analysis, and total water volumes replenished. May differ to The Coca-Cola Company calculations, which are based on total sales volumes.



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on drinks					
We'll reduce the sugar in our soft drinks by 10% between 2015 and 2020 ⁽²⁾	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%)		20.0	26.6	30.7
	Reduction in the average sugar per litre in our soft drinks portfolio since 2010 (%)		18.5	25.4	29.5
	Reduction in the average sugar per litre in our soft drinks portfolio since 2019 (%)				13.7
We'll aim for 50% of our sales to come from low or no calorie drinks ⁽³⁾	Percentage of volume sold which is low or no calorie (%)	23	43	48	51
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks	Number of products which have had their recipes changed to reduce sugar since 2010 (number)				9
	Number of new low and no calorie products launched since 2010 (number)				51
We'll make it easier for consumers to cut down on sugar with straightforward product information and smaller pack sizes	Percentage of total sparkling soft drinks volume sold in packs that are 250ml or less (%) ⁽⁴⁾		1.4	0.7	0.6
Forward on climate⁽⁵⁾					
We'll cut GHG emissions by 30% across our entire value chain by 2030, versus 2019	Scope 1 emissions (tonnes of CO ₂ e)	1,588	1,638	782	668
	Scope 2 emissions (market-based approach) (tonnes of CO ₂ e)	4	1	0	2
	Scope 2 emissions (location-based approach) (tonnes of CO ₂ e)	4	1	1	2
	Scope 3 emissions (tonnes of CO ₂ e)	18,948	12,152	11,016	11,422
	Total GHG emissions Scope 1, 2 and 3 (full value chain) (tonnes of CO ₂ e)	20,539	13,791	11,798	12,091
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2010 (%)		32.9	42.6	41.1
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2019 (%)			14.5	12.3
We'll purchase 100% renewable electricity by 2020	Percentage of electricity purchased that comes from renewable sources (%)		100	100	100
Percentage of value chain emissions	Percentage of value chain emissions – Manufacturing (%)	6.9%	12.8%	8.3%	6.6%
	Percentage of value chain emissions – Distribution (%)	5.0%	13.2%	14.3%	17.8%
	Percentage of value chain emissions – Cold drink equipment (%)	0.0%	0.0%	0.0%	0.0%
	Percentage of value chain emissions – Packaging (%)	43.4%	37.2%	43.4%	41.4%
	Percentage of value chain emissions – Ingredients (%)	44.7%	36.7%	34.0%	34.1%
Energy use	Energy use ratio (MJ/litre) ⁽⁶⁾	1.145	1.440	1.708	1.503
	Total energy usage (MWh)	16,491	11,989	12,345	11,329



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on packaging					
We'll make sure that 100% of our packaging is recyclable or reusable	Percentage of packaging that is recyclable (%) ⁽⁷⁾		83.5	95.6	95.3
We'll work with local and national partners to collect 100% of our packaging in Western Europe	PET packaging collected for recycling via local and national partnerships as a percentage of total PET packaging put onto the market (%)		82 ⁽⁸⁾	87 ⁽⁹⁾	91 ⁽¹⁰⁾
We'll make sure that at least 50% of the material we use for our PET bottles comes from recycled plastic (rPET)	Percentage of PET used that is rPET (%)		13.7	26.6	92.7
Packaging weight	Aluminium – Total weight (tonnes)	379	461	590	641
	Steel – Total weight (tonnes)	27	15	10	10
	PET – Total weight (tonnes)	1,275	596	489	505
	Glass – Total weight (tonnes)	678	1,231	816	791
	Other primary – total weight (tonnes)	186	130	105	126
	Total packaging weight (primary/secondary/tertiary) (Tonnes)	2,946	2,698	2,306	2,394
	Percentage total recycled content (primary/secondary/tertiary) (%)	25.7	45.7	46.3	59.8
Packaging use ratio	Packaging use ratio (g/litre of product) ⁽¹¹⁾	60.05	71.05	63.02	61.97
Manufacturing waste	Total manufacturing waste sent for recycling (including composting and waste to energy recovery) (%)	89.7	98.4	98.5	98.9
Forward on water					
We'll protect the sustainability of the water sources we use for future generations	Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)	100	100	100	100
We'll reduce the water we use in manufacturing by 20% – and address water impacts in our supply chain	Water use ratio (litres/litre) ⁽¹²⁾	5.96	5.06	6.15	6.13
	Percentage reduction in water use ratio since 2010 (%)		15.15	+3.14	+2.91
	Total volume of water withdrawn (m ³)	277,000	139,000	149,000	153,000
	Total volume of wastewater discharged (m ³)	69,677	90,673	114,899	122,040
	Manufacturing operations with their own water treatment facilities (number)		1	1	1
We'll replenish 100% of the water we use in areas of water stress	Water replenished as a percentage of total water used in our beverages where sourced from areas of water stress (%) ⁽¹³⁾		0	0	0
Forward on supply chain					
We'll continue to embed sustainability, ethics and human rights into our supply chain	Spend with suppliers covered by our Supplier Guiding Principles (%)		49	70	74
We'll make sure 100% of our main agricultural ingredients and raw materials come from sustainable sources by 2020	Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (%)		100	100	100
	Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)		100	100	100



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on society					
Our communities					
We'll expand the contribution we make to society by increasing our employee volunteering and supporting local community partnerships	Total community investment contribution (€)		80,000	90,572	86,014
	Total number of volunteering hours (hours)		0	0	36
Our people					
We'll foster a diverse and inclusive culture in our business and make sure that women hold at least 40% of our management positions	Percentage of women in management (senior manager level and above) positions (%)		50	50	50
Safety	Lost-time incident rate (LTIR) (number of lost-time incidents per 100 full-time equivalent employees)		1.54	0	1.61
	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		1.54	0	3.22
Number of employees	Total employees (number)		163	164	171
	Male (number/%)		122/74.8	128/78	127/74.3
	Female (number/%)		41/25.2	36/22	44/25.7
Employment type	Full-time employees (number/%)			164/100	161/94.2
	Male (number/%)			128/100	117/92.1
	Female (number/%)			36/100	44/100
	Part-time employees (number/%)			0/0.0	10/5.8
	Male (number/%)			0/0.0	10/7.9
	Female (number/%)			0/0.0	0/0.0
Employment contract type	Permanent contract employees (number/%)			154/93.9	158/92.4
	Male (number/%)			122/95.3	120/94.5
	Female (number/%)			32/88.9	38/86.4
	Temporary contract employees (number/%)			10/6.1	13/7.6
	Male (number/%)			6/4.7	7/5.5
	Female (number/%)			4/11.1	6/13.6
Rate of internal hires	New employee hires (number/%)			23/14.0	23/13.5
	Male (number/%)			21/16.4	19/15.0
	Female (number/%)			2/5.6	4/9.1
	<20y-29y (%)			14/28.6	16/30.2
	30y-50y (%)			9/11.1	6/7.6
	>50y (%)			0/0.0	1/2.6



Commitment	KPI Measurement	2010	2019	2020	2021
		Baseline			
Voluntary employee turnover	Voluntary turnover (number/%)			17/10.2	10/5.8
	Male (number/%)			14/10.9	10/7.9
	Female (number/%)			3/8.3	0
	<20y–29y (number/%)			6/12.2	6/11.3
	30y–50y (number/%)			8/9.9	3/3.8
	>50y (number/%)			3/8.8	1/2.6
Total employee turnover	Total employee turnover (number/%)			35/4.6	10/5.8
	Male (number/%)			28/21.9	10/7.9
	Female (number/%)			7/19.4	0
	<20y–29y (number/%)			17/34.7	6/11.3
	30y–50y (number/%)			14/17.3	3/3.8
	>50y (number/%)			4/11.8	1/2.6
Employees receiving regular performance and career development reviews	Directors and above (%)			0	0
	Senior managers and above (%)			86	93
	Manager and below (%)			80	100
	Male (%)			78	99
	Female (%)			89	100
Ratio of basic salary and remuneration of women to men	Management (%)			81	81
	Non-management (%)			67	74

- (1) Please note, data for previous years may not be available in all cases as new targets have been set in 2017; and combined data for CCEP prior to its formation may not be available in all cases.
- (2) Sparkling soft drinks and non-carbonated soft drinks only. Does not include water or juice.
- (3) Total CCEP sales. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages <20kcal/100ml. Zero calorie beverages <4kcal/100ml.
- (4) Based upon 2021 CCEP sparkling soft drinks sales volume, at an stock keeping unit (SKU) level.
- (5) Our baseline figures for 2019 have been restated to include new emission sources and more accurate data.
- (6) Energy use ratio, MJ/litre of product produced.
- (7) Packaging is the packaging in the hand of the consumer (Ready to drink packaging). Recyclability criteria based upon market specific recyclability assessments.
- (8) Data source: Endurvinnslan (2018).
- (9) Data source: Endurvinnslan (2019).
- (10) Data source: Endurvinnslan (2020).
- (11) Packaging use ratio based upon tonnage of packaging, including trippage for refillable packaging.
- (12) Water use ratio, litres of water per litre of finished product produced.
- (13) Water replenishment calculated on production volume from CCEP sites based in areas of water stress as determined by WRI/Aqueduct analysis, and total water volumes replenished. May differ to The Coca-Cola Company calculations, which are based on total sales volumes.

THE NETHERLANDS⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on drinks					
We'll reduce the sugar in our soft drinks by 10% between 2015 and 2020 ⁽²⁾	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%)		18.9	21.1	25.5
	Reduction in the average sugar per litre in our soft drinks portfolio since 2010 (%)		17.0	19.9	24.4
	Reduction in the average sugar per litre in our soft drinks portfolio since 2019 (%)				9.0
We'll aim for 50% of our sales to come from low or no calorie drinks ⁽³⁾	Percentage of volume sold which is low or no calorie (%)	32	44	44	46
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks	Number of products which have had their recipes changed to reduce sugar since 2010 (number)				23
	Number of new low and no calorie products launched since 2010 (number)				97
We'll make it easier for consumers to cut down on sugar with straightforward product information and smaller pack sizes	Percentage of total sparkling soft drinks volume sold in packs that are 250ml or less (%) ⁽⁴⁾		12.8	12.4	18.8
Forward on climate⁽⁵⁾					
We'll cut GHG emissions by 30% across our entire value chain by 2030, versus 2019.	Scope 1 emissions (tonnes of CO ₂ e)	10,723	8,276	6,716	8,437
	Scope 2 emissions (market-based approach) (tonnes of CO ₂ e)	10,852	104	109	88
	Scope 2 emissions (location-based approach) (tonnes of CO ₂ e)	11,194	12,086	11,230	10,354
	Scope 3 emissions (tonnes of CO ₂ e)	251,842	198,305	175,590	159,465
	Total GHG emissions Scope 1, 2 and 3 (full value chain) (tonnes of CO ₂ e)	273,417	206,685	182,415	167,990
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2010 (%)		24.4	33.3	38.6
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2019 (%)			11.7	18.7
We'll purchase 100% renewable electricity by 2020	Percentage of electricity purchased that comes from renewable sources (%)		100	100	100
Percentage of value chain emissions	Percentage of value chain emissions – Manufacturing (%)	7.8%	7.4%	7.4%	9.7%
	Percentage of value chain emissions – Distribution (%)	4.1%	4.0%	2.8%	2.4%
	Percentage of value chain emissions – Cold drink equipment (%)	38.9%	32.7%	35.4%	31.7%
	Percentage of value chain emissions – Packaging (%)	32.8%	36.7%	36.0%	36.0%
	Percentage of value chain emissions – Ingredients (%)	16.4%	19.2%	18.4%	20.2%
Energy use	Energy use ratio (MJ/litre) ⁽⁶⁾	0.275	0.341	0.337	0.376
	Total energy usage (MWh)	62,047	57,107	49,725	57,020



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on packaging					
We'll make sure that 100% of our packaging is recyclable or reusable	Percentage of packaging that is recyclable (%) ⁽⁷⁾		95.7	96.2	96.2
	Percentage of glass packaging that is refillable glass (%)	100	99.5	98.8	98.6
We'll work with local and national partners to collect 100% of our packaging in Western Europe	PET packaging collected for recycling via local and national partnerships as a percentage of total PET packaging put onto the market (%)		70 ⁽⁸⁾ /95 ⁽⁹⁷⁾	70 ⁽¹⁰⁾ /95 ⁽¹¹⁾	80 ⁽¹²⁾ /95 ⁽¹³⁾
We'll make sure that at least 50% of the material we use for our PET bottles comes from recycled plastic (rPET)	Percentage of PET used that is rPET (%) ⁽¹⁴⁾		52.2	62.5	76.8
Packaging weight	Aluminium – Total weight (tonnes)	1,468	3,479	4,076	6,371
	Steel – Total weight (tonnes)	8,153	6,146	4,624	1,079
	PET – Total weight (tonnes)	13,024	10,106	9,080	8,604
	Glass – Total weight (tonnes)	4,449	6,264	3,458	3,539
	Other primary – Total weight (tonnes)	1,705	1,610	1,470	1,551
	Total packaging weight (primary/secondary/tertiary) (tonnes)	32,558	31,882	26,089	25,063
	Percentage total recycled content (primary/secondary/tertiary) (%)	18.4	42.0	48.1	57.3
Packaging use ratio	Packaging use ratio (g/litre of product) ⁽¹⁵⁾	52.98	52.84	48.21	45.49
Manufacturing waste	Total manufacturing waste sent for recycling (including composting and waste to energy recovery) (%)	100	100	100	100
Forward on water					
We'll protect the sustainability of the water sources we use for future generations	Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)	100	100	100	100
We'll reduce the water we use in manufacturing by 20% – and address water impacts in our supply chain	Water use ratio (litres/litre) ⁽¹⁶⁾	1.48	1.52	1.44	1.50
	Percentage reduction in water use ratio since 2010 (%)		+2.30	2.78	+0.99
	Total volume of water withdrawn (m ³)	861,000	785,000	686,000	750,000
	Total volume of wastewater discharged (m ³)	327,075	302,390	242,126	283,627
We'll replenish 100% of the water we use in areas of water stress	Water replenished as a percentage of total water used in our beverages where sourced from areas of water stress (%) ⁽¹⁷⁾		0	0	0
Forward on supply chain					
We'll continue to embed sustainability, ethics and human rights into our supply chain	Spend with suppliers covered by our Supplier Guiding Principles (%)		98	97	97
We'll make sure 100% of our main agricultural ingredients and raw materials come from sustainable sources by 2020	Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (%)		100	100	100
	Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)		100	100	100



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on society					
Our communities					
We'll expand the contribution we make to society by increasing our employee volunteering and supporting local community partnerships	Total community investment contribution (€)		250,881	852,588	340,566
	Total number of volunteering hours (hours)		1,155	2,226	241
Our people					
We'll foster a diverse and inclusive culture in our business and make sure that women hold at least 40% of our management positions	Percentage of women in management (senior manager level and above) positions (%)		30.6	32.8	37.5
Safety	Lost-time incident rate (LTIR) (number of lost-time incidents per 100 full-time equivalent employees)		0.12	0.24	0.62
	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		0.84	0.60	1.11
Number of employees	Total employees (number)		819	765	781
	Male (number/%)		604/73.8	546/71.4	567/72.6
	Female (number/%)		215/26.2	219/28.6	214/27.4
Employment type	Full-time employees (number/%)			664/ 86.8	680/87.1
	Male (number/%)			521/ 95.4	542/95.6
	Female (number/%)			143/ 65.3	138/64.5
	Part-time employees (number/%)			101/ 13.2	101/12.9
	Male (number/%)			25/ 4.6	25/4.4
	Female (number/%)			76/ 34.7	76/35.5
Employment contract type	Permanent contract employees (number/%)			659/ 86.1	670/85.8
	Male (number/%)			497/ 91.0	500/88.2
	Female (number/%)			162/ 74.0	170/97.4
	Temporary contract employees (number/%)			85/ 11.1	81/10.4
	Male (number/%)			42/7.7	49/8.6
	Female (number/%)			43/19.6	32/15.0
Rate of internal hires	New employee hires (number/%)			12/1.6	11/1.4
	Male (number/%)			7/1.3	10/1.8
	Female (number/%)			5/2.3	1/0.5
	<20y-29y (number/%)			4/3.0	8/6.0
	30y-50y (number/%)			1/0.5	3/0.8
	>50y (number/%)			7/1.3	0/0.0



Commitment	KPI Measurement	2010	2019	2020	2021
		Baseline			
Voluntary employee turnover	Voluntary turnover (number/%)			32/4.2	36/4.6
	Male (number/%)			18/3.3	20/3.5
	Female (number/%)			14/6.4	16/7.5
	<20y–29y (number/%)			9/6.7	15/11.2
	30y–50y (number/%)			17/4.1	18/4.5
	>50y (number/%)			6/2.7	3/1.2
Total employee turnover	Total employee turnover (number/%)			161/21.0	47/6.0
	Male (number/%)			114/20.9	27/4.8
	Female (number/%)			47/21.5	20/9.3
	<20y–29y (number/%)			85/60.7	16/11.9
	30y–50y (number/%)			47/11.5	24/6.1
	>50y (number/%)			32/14.5	7/2.8
Employees receiving regular performance and career development reviews	Directors and above (%)			0	0
	Senior managers and above (%)			89	98
	Manager and below (%)			84	94
	Male (%)			89	95
	Female (%)			74	93
Ratio of basic salary and remuneration of women to men	Management (%)			110	116
	Non-management (%)			96	93

- (1) Please note, data for previous years may not be available in all cases as new targets have been set in 2017; and combined data for CCEP prior to its formation may not be available in all cases.
- (2) Sparkling soft drinks and non-carbonated soft drinks only. Does not include water or juice.
- (3) Total CCEP sales. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages <20kcal/100ml. Zero calorie beverages <4kcal/100ml.
- (4) Based upon 2021 CCEP sparkling soft drinks sales volume, at an stock keeping unit (SKU) level.
- (5) Our baseline figures for 2019 have been restated to include new emission sources and more accurate data.
- (6) Energy use ratio, MJ/litre of product produced.
- (7) Packaging is the packaging in the hand of the consumer (Ready to drink packaging). Recyclability criteria based upon market specific recyclability assessments. This indicator refers to our primary packaging (including Bag in Box) only and does not include secondary or tertiary packaging (which is being recycled or reused by our customers). It is calculated based upon recyclability through collection, sorting and recycling which is proven to work in practice and at scale. The criteria for recyclability is defined in conjunction with The Coca-Cola Company.
- (8) Data source: < 1L PET bottles: CE Delft (2017), Afvalfonds Verpakkingen (2017), TetraPak (2017).
- (9) Data source: > 1L PET bottles: CE Delft (2017), Afvalfonds Verpakkingen (2017), TetraPak (2017).
- (10) Data source: < 1L PET bottles: CE Delft (2018), Afvalfonds Verpakkingen (2018), TetraPak (2017).
- (11) Data source: > 1L PET bottles: CE Delft (2018), Afvalfonds Verpakkingen (2018), TetraPak (2017).
- (12) Data source: < 1L PET bottles: Afvalfonds Verpakkingen (2019).
- (13) Data source: > 1L PET bottles: Afvalfonds Verpakkingen (2019).
- (14) The calculation of the percentage of PET used within our PET bottles that is rPET is based on monthly sales and rPET percentages by calculating a weighted average recycled PET (rPET), virgin PET and Plant PET rate per PET SKU. From 2019, this calculation excludes all refillable PET. Since September 2021 all are PET bottles are made 100% rPET.
- (15) Packaging use ratio based upon tonnage of packaging, including trippage for refillable packaging. 70% collection rate for PET bottles <0.75 litre and 95% collection rate for PET bottles > 0.75 litre.
- (16) Water use ratio, litres of water per litre of finished product produced.
- (17) Water replenishment calculated on production volume from CCEP sites based in areas of water stress as determined by WRI/Aqueduct analysis, and total water volumes replenished. May differ to The Coca-Cola Company calculations, which are based on total sales volumes.

NORWAY⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on drinks					
We'll reduce the sugar in our soft drinks by 10% between 2015 and 2020 ⁽²⁾	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%)		14.7	17.8	26.0
	Reduction in the average sugar per litre in our soft drinks portfolio since 2010 (%)		19.6	22.4	30.3
	Reduction in the average sugar per litre in our soft drinks portfolio since 2019 (%)				13.3
We'll aim for 50% of our sales to come from low or no calorie drinks ⁽³⁾	Percentage of volume sold which is low or no calorie (%)	26	40	43	49
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks	Number of products which have had their recipes changed to reduce sugar since 2010 (number)				5
	Number of new low and no calorie products launched since 2010 (number)				73
We'll make it easier for consumers to cut down on sugar with straightforward product information and smaller pack sizes	Percentage of total sparkling soft drinks volume sold in packs that are 250ml or less (%) ⁽⁴⁾		0.8	0.7	0.8
Forward on climate⁽⁵⁾					
We'll cut GHG emissions by 30% across our entire value chain by 2030, versus 2019	Scope 1 emissions (tonnes of CO ₂ e)	8,120	2,003	952	1,119
	Scope 2 emissions (market-based approach) (tonnes of CO ₂ e)	11,591	242	174	192
	Scope 2 emissions (location-based approach) (tonnes of CO ₂ e)	180	145	136	183
	Scope 3 emissions (tonnes of CO ₂ e)	53,004	55,031	58,429	57,914
	Total GHG emissions Scope 1, 2 and 3 (full value chain) (tonnes of CO ₂ e)	72,715	57,276	59,555	59,225
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2010 (%)		21.2	18.1	18.6
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2019 (%)			+4.0	+3.4
We'll purchase 100% renewable electricity by 2020	Percentage of electricity purchased that comes from renewable sources (%)		100	100	100
Percentage of value chain emissions	Percentage of value chain emissions – Manufacturing (%)	19.9%	2.8%	0.9%	1.1%
	Percentage of value chain emissions – Distribution (%)	19.4%	6.2%	6.3%	9.0%
	Percentage of value chain emissions – Cold drink equipment (%)	1.1%	2.2%	2.0%	2.3%
	Percentage of value chain emissions – Packaging (%)	22.3%	44.3%	49.8%	46.7%
	Percentage of value chain emissions – Ingredients (%)	37.3%	44.5%	41.0%	40.9%
Energy use	Energy use ratio (MJ/litre) ⁽⁶⁾	0.639	0.319	0.287	0.301
	Total energy usage (MWh)	60,061	20,883	19,749	22,477



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on packaging					
We'll make sure that 100% of our packaging is recyclable or reusable	Percentage of packaging that is recyclable (%) ⁽⁷⁾		99.5	99.8	99.9
	Percentage of glass and PET packaging that is refillable (%)	92	0	0	0
We'll work with local and national partners to collect 100% of our packaging in Western Europe	PET packaging collected for recycling via local and national partnerships as a percentage of total PET packaging put onto the market (%)		88.6 ⁽⁸⁾	89.8 ⁽⁹⁾	92.0 ⁽¹⁰⁾
We'll make sure that at least 50% of the material we use for our PET bottles comes from recycled plastic (rPET)	Percentage of PET used that is rPET (%)		24.4	28.5	100
Packaging weight	Aluminium – Total weight (tonnes)	404	1,702	2,886	2,998
	Steel – Total weight (tonnes)	40	36	29	33
	PET – Total weight (tonnes)	2,601	6,354	6,330	6,836
	Glass – Total weight (tonnes)	493	3,349	2,670	2,977
	Other primary – Total weight (tonnes)	1,242	715	679	743
	Total packaging weight (primary/secondary/tertiary) (tonnes)	6,421	13,484	14,126	15,380
	Percentage total recycled content (primary/secondary/tertiary) (%)	15.6	35.3	38.0	68.2
Packaging use ratio	Packaging use ratio (g/litre of product) ⁽¹¹⁾	18.92	51.11	47.73	46.55
Manufacturing waste	Total manufacturing waste sent for recycling (including composting and waste to energy recovery) (%)	99.4	100	100	100
Forward on water					
We'll protect the sustainability of the water sources we use for future generations	Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)	100	100	100	100
We'll reduce the water we use in manufacturing by 20% – and address water impacts in our supply chain	Water use ratio (litres/litre) ⁽¹²⁾	2.47	1.24	1.21	1.20
	Percentage reduction in water use ratio since 2010 (%)		49.94	50.90	51.42
	Total volume of water withdrawn (m ³)	504,000	235,000	235,000	256,000
	Total volume of wastewater discharged (m ³)	304,514	89,886	99,219	113,957
	Manufacturing operations with their own water treatment facilities (number)		0	0	0
We'll replenish 100% of the water we use in areas of water stress	Water replenished as a percentage of total water used in our beverages where sourced from areas of water stress (%) ⁽¹³⁾		0	0	0
Forward on supply chain					
We'll continue to embed sustainability, ethics and human rights into our supply chain	Spend with suppliers covered by our Supplier Guiding Principles (%)		98	99	100
We'll make sure 100% of our main agricultural ingredients and raw materials come from sustainable sources by 2020	Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (%)		100	100	100
	Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)		100	100	100



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on society					
Our communities					
We'll expand the contribution we make to society by increasing our employee volunteering and supporting local community partnerships	Total community investment contribution (€)		286,668	217,561	280,931
	Total number of volunteering hours (hours)		20	53	75
Our people					
We'll foster a diverse and inclusive culture in our business and make sure that women hold at least 40% of our management positions	Percentage of women in management (senior manager level and above) positions (%)		38.5	37.5	39.1
Safety	Lost-time incident rate (LTIR) (number of lost-time incidents per 100 full-time equivalent employees)		0.00	0.52	0.18
	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		0.33	0.52	0.18
Number of employees	Total employees (number)		613	549	548
	Male (Number / %)		451/73.6	410/74.7	409/74.6
	Female (Number / %)		162/26.4	139/25.3	139/25.4
Employment type	Full-time employees (number/%)			540/98.4	545/99.5
	Male (number/%)			406/99.0	409/100
	Female (number/%)			134/96.4	136/97.8
	Part-time employees (number/%)			9/1.6	3/0.5
	Male (number/%)			4/1.0	0
	Female (number/%)			5/3.6	3/2.2
Employment contract type	Permanent contract employees (number/%)			540/98.4	544/99.3
	Male (number/%)			404/98.5	405/99.0
	Female (number/%)			136/97.8	139/100
	Temporary contract employees (number/%)			9/1.6	4/0.7
	Male (number/%)			6/1.5	4/1.0
	Female (number/%)			3/2.2	0
Rate of internal hires	New employee hires (number/%)			10/1.8	28/5.1
	Male (number/%)			6/1.5	20/4.9
	Female (number/%)			4/2.9	8/5.8
	<20y-29y (number/%)			3/5.4	15/26.8
	30y-50y (number/%)			7/2.0	12/3.6
	>50y (number/%)			0/0.0	1/0.6



Commitment	KPI Measurement	2010	2019	2020	2021
		Baseline			
Voluntary employee turnover	Voluntary turnover (number/%)			24/4.3	26/4.7
	Male (number/%)			15/3.7	16/3.9
	Female (number/%)			9/6.5	10/7.2
	<20y–29y (number/%)			6/10.7	6/10.7
	30y–50y (number/%)			14/3.9	17/5.1
	>50y (number/%)			4/2.9	3/1.9
Total employee turnover	Total employee turnover (number/%)			53/9.7	37/6.8
	Male (number/%)			33/8.0	25/6.1
	Female (number/%)			20/14.4	12/8.6
	<20y–29y (number/%)			12/21.4	6/10.7
	30y–50y (number/%)			35/9.8	23/6.9
	>50y (number/%)			6/4.4	8/5.0
Employees receiving regular performance and career development reviews	Directors and above (number/%)			0	0
	Senior managers and above (number/%)			93	97
	Manager and below (number/%)			94	100
	Male (number/%)			96	99
	Female (number/%)			87	100
	Ratio of basic salary and remuneration of women to men	Management (%)			108
Non-Management (%)				96	98

- (1) Please note, data for previous years may not be available in all cases as new targets have been set in 2017; and combined data for CCEP prior to its formation may not be available in all cases.
- (2) Sparkling soft drinks and non-carbonated soft drinks only. Does not include water or juice.
- (3) Total CCEP sales. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages <20kcal/100ml. Zero calorie beverages <4kcal/100ml.
- (4) Based upon 2021 CCEP sparkling soft drinks sales volume, at an stock keeping unit (SKU) level.
- (5) Our baseline figures for 2019 have been restated to include new emission sources and more accurate data.
- (6) Energy use ratio, MJ/litre of product produced.
- (7) Packaging is the packaging in the hand of the consumer (Ready to drink packaging). Recyclability criteria based upon market specific recyclability assessments.
- (8) 88.6% collected via Return Vending machines and an additional 6.5% is recovered from waste, sorting and incineration. Data source: Infinitum AS 2018 data.
- (9) Data source: Infinitum AS (deposit) (2019), Sirkel Glass (2019), Gronk Punkt Norge (2019).
- (10) Data source: Infinitum AS (deposit) (2020).
- (11) Packaging use ratio based upon tonnage of packaging, including trippage for refillable packaging.
- (12) Water use ratio, litres of water per litre of finished product produced.
- (13) Water replenishment calculated on production volume from CCEP sites based in areas of water stress as determined by WRI/Aqueduct analysis, and total water volumes replenished. May differ to The Coca-Cola Company calculations, which are based on total sales volumes.

PORTUGAL⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on drinks					
We'll reduce the sugar in our soft drinks by 10% between 2015 and 2020 ⁽²⁾	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%)		19.4	22.3	23.6
	Reduction in the average sugar per litre in our soft drinks portfolio since 2010 (%)		29.9	32.5	33.6
	Reduction in the average sugar per litre in our soft drinks portfolio since 2019 (%)				5.3
We'll aim for 50% of our sales to come from low or no calorie drinks ⁽³⁾	Percentage of volume sold which is low or no calorie (%)	12	42	44	45
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks	Number of products which have had their recipes changed to reduce sugar since 2010 (number)				17
	Number of new low and no calorie products launched since 2010 (number)				44
We'll make it easier for consumers to cut down on sugar with straightforward product information and smaller pack sizes	Percentage of total sparkling soft drinks volume sold in packs that are 250ml or less (%) ⁽⁴⁾		1.4	1.3	1.3
Forward on Climate⁽⁵⁾					
We'll cut GHG emissions by 30% across our entire value chain by 2030, versus 2019	Scope 1 emissions (tonnes of CO2e)	4,962	4,289	3,368	3,332
	Scope 2 emissions (market-based approach) (tonnes of CO2e)	4,279	3	2	5
	Scope 2 emissions (location-based approach) (tonnes of CO2e)	4,806	4,313	3,257	2,679
	Scope 3 emissions (tonnes of CO2e)	83,683	78,553	62,307	58,179
	Total GHG emissions Scope 1, 2 and 3 (full value chain) (tonnes of CO2e)	92,924	82,845	65,677	61,517
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2010 (%)		10.8	29.3	33.8
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2019 (%)			20.7	25.7
We'll purchase 100% renewable electricity by 2020	Percentage of electricity purchased that comes from renewable sources (%)		100	100	100
Percentage of value chain emissions	Percentage of value chain emissions – Manufacturing (%)	9.8%	6.1%	6.3%	7.3%
	Percentage of value chain emissions – Distribution (%)	6.6%	14.3%	14.2%	13.4%
	Percentage of value chain emissions – Cold drink equipment (%)	36.6%	28.9%	29.9%	19.5%
	Percentage of value chain emissions – Packaging (%)	29.2%	34.5%	33.5%	41.5%
	Percentage of value chain emissions – Ingredients (%)	17.7%	16.2%	16.2%	18.3%
Energy use	Energy use ratio (MJ/litre) ⁽⁶⁾	0.442	0.365	0.365	0.375
	Total energy usage (MWh)	30,809	27,265	23,424	24,885



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on packaging					
We'll make sure that 100% of our packaging is recyclable or reusable	Percentage of packaging that is recyclable (%) ⁽⁷⁾		99.0	99.2	99.2
	Percentage of glass packaging that is refillable glass (%)	90.6	91.1	89.5	88.9
We'll work with local and national partners to collect 100% of our packaging in Western Europe	PET packaging collected for recycling via local and national partnerships as a percentage of total PET packaging put onto the market (%)		45 ⁽⁸⁾	45 ⁽⁹⁾	42 ⁽¹⁰⁾
We'll make sure that at least 50% of the material we use for our PET bottles comes from recycled plastic (rPET)	Percentage of PET used that is rPET		24.5	24.9	25.5
Packaging weight	Aluminium – Total weight (tonnes)	331	2,114	1,467	1,840
	Steel – Total weight (tonnes)	3,056	87	51	55
	PET – Total weight (tonnes)	3,003	3,398	3,389	3,477
	Glass – Total weight (tonnes)	1,270	1,370	915	1,033
	Other primary – Total weight (tonnes)	381	363	318	341
	Total packaging weight (primary/secondary/tertiary) (Tonnes)	8,763	8,417	7,092	7,770
	Percentage total recycled content (primary/secondary/tertiary) (%)	10.8	25.9	26.0	26.2
Packaging use ratio	Packaging use ratio (g/litre of product) ⁽¹¹⁾	47.81	36.08	35.68	36.63
Manufacturing waste	Total manufacturing waste sent for recycling (including composting and waste to energy recovery) (%)	97.9	99.5	100	100
Forward on Water					
We'll protect the sustainability of the water sources we use for future generations	Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)	100	100	100	100
We'll reduce the water we use in manufacturing by 20% – and address water impacts in our supply chain	Water use ratio (litres/litre) ⁽¹²⁾	2.23	1.59	1.62	1.59
	Percentage reduction in water use ratio since 2010 (%)		28.77	27.60	28.65
	Total volume of water withdrawn (m ³)	451,000	345,000	306,000	321,000
	Total volume of wastewater discharged (m ³)		115,703	109,613	117,453
	Manufacturing operations with their own water treatment facilities (number)		1	1	1
We'll replenish 100% of the water we use in areas of water stress	Water replenished as a percentage of total water used in our beverages where sourced from areas of water stress (%) ⁽¹³⁾		0	0	99.3
Forward on Supply chain					
We'll continue to embed sustainability, ethics and human rights into our supply chain	Spend with suppliers covered by our Supplier Guiding Principles (%)		90	89	89
We'll make sure 100% of our main agricultural ingredients and raw materials come from sustainable sources by 2020	Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (%)		43	100	100
	Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)		100	100	100



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on society					
Our communities					
We'll expand the contribution we make to society by increasing our employee volunteering and supporting local community partnerships	Total community investment contribution (€) ⁽¹⁴⁾		2,451,196	2,147,379	2,944,072
	Total number of volunteering hours (hours) ⁽¹⁴⁾		8,664	2,132	5,520
Our people					
We'll foster a diverse and inclusive culture in our business and make sure that women hold at least 40% of our management positions	Percentage of women in management (senior manager level and above) positions (%)		29.3	24.4	27.9
Safety	Lost-time incident rate (LTIR) (number of lost-time incidents per 100 full-time equivalent employees)		0.70	0.75	0.25
	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		1.40	1.00	0.50
Number of employees	Total employees (number)		391	377	373
	Male (Number / %)		260/66.5	248/65.8	240/64.3
	Female (Number / %)		131/33.5	129/34.2	133/35.7
Employment type	Full-time employees (Number / %)			377/100	373/100
	Male (number/%)			248/100	240/100
	Female (number/%)			129/100	133/100
	Part-time employees (number/%)			0/0.0	0/0.0
	Male (number/%)			0/0.0	0/0.0
	Female (number/%)			0/0.0	0/0.0
Employment contract type	Permanent contract employees (number/%)			354/93.9	345/92.5
	Male (number/%)			233/94.0	225/93.8
	Female (number/%)			121/93.8	120/90.2
	Temporary contract employees (number/%)			23/6.1	28/7.5
	Male (number/%)			15/6.0	15/6.2
	Female (number/%)			8/6.2	13/9.8
Rate of internal hires	New employee hires (number/%)			5/1.3	3/0.8
	Male (number/%)			4/1.6	0/0.0
	Female (number/%)			1/0.8	3/2.3
	<20y-29y (number/%)			1/7.7	0/0.0
	30y-50y (number/%)			4/1.5	3/1.2
	>50y (number/%)			0/0.0	0/0.0



Commitment

KPI Measurement

2010
Baseline

2019

2020

2021

Voluntary employee turnover	Voluntary turnover (number/%)			21/5.6	11/2.9
	Male (number/%)			12/4.8	6/2.5
	Female (number/%)			9/7.0	5/3.8
	<20y–29y (number/%)			4/30.8	2/10.0
	30y–50y (number/%)			9/3.4	9/3.7
	>50y (number/%)			8/8.1	0/0.0
Total employee turnover	Total employee turnover (number/%)			48/12.7	25/6.7
	Male (number/%)			30/12.1	14/5.8
	Female (number/%)			18/14.0	11/8.3
	<20y–29y (number/%)			16/12.1	2/10.0
	30y–50y (number/%)			22/8.3	14/5.8
	>50y (number/%)			10/10.1	9/8.1
Employees receiving regular performance and career development reviews	Directors and above (number/%)			0	0
	Senior managers and above (number/%)			95	98
	Manager and below (number/%)			29	67
	Male (number/%)			30	72
	Female (number/%)			47	68
Ratio of basic salary and remuneration of women to men	Management (%)			88	87
	Non-management (%)			106	106

Waste⁽¹⁴⁾

Manufacturing waste	Total manufacturing waste sent for recycling (including composting and waste to energy recovery) (%)	97.9	99.5	100	99.8
Food loss	Redistributed for human consumption (litres)			1,168	456,805
	(An)aerobic digestion – on site wastewater treatment plant (m ³)			6,503	5,308
	(An)aerobic digestion – external wastewater treatment plant (m ³)			2,360	4,417

- (1) Please note, data for previous years may not be available in all cases as new targets have been set in 2017; and combined data for CCEP prior to its formation may not be available in all cases.
- (2) Sparkling soft drinks and non-carbonated soft drinks only. Does not include water or juice.
- (3) Total CCEP sales. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages <20kcal/100ml. Zero calorie beverages <4kcal/100ml.
- (4) Based upon 2021 CCEP sparkling soft drinks sales volume, at an stock keeping unit (SKU) level.
- (5) Our baseline figures for 2019 have been restated to include new emission sources and more accurate data.
- (6) Energy use ratio, MJ/litre of product produced.
- (7) Packaging is the packaging in the hand of the consumer (Ready to drink packaging). Recyclability criteria based upon market specific recyclability assessments.
- (8) Data Source: Sociedade Ponto Verde (2017).
- (9) Data Source: APA (2019), Tetrapak (2018).
- (10) Data Source: APA (2020).
- (11) Packaging use ratio based upon tonnage of packaging, including trippage for refillable packaging.
- (12) Water use ratio, litres of water per litre of finished product produced.
- (13) Water replenishment calculated on production volume from CCEP sites based in areas of water stress as determined by WRI/Aqueduct analysis, and total water volumes replenished. May differ to The Coca-Cola Company calculations, which are based on total sales volumes.
- (14) Consolidated numbers for Andorra, Portugal and Spain.

SPAIN & ANDORRA⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on Drinks					
We'll reduce the sugar in our soft drinks by 10% between 2015 and 2020 ⁽²⁾	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%)		18.2	23.9	24.4
	Reduction in the average sugar per litre in our soft drinks portfolio since 2010 (%)		32.0	36.7	37.2
	Reduction in the average sugar per litre in our soft drinks portfolio since 2019 (%)				7.6
We'll aim for 50% of our sales to come from low or no calorie drinks ⁽³⁾	Percentage of volume sold which is low or no calorie (%)	27	56	63	64
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks	Number of products which have had their recipes changed to reduce sugar since 2010 (number)				24
	Number of new low and no calorie products launched since 2010 (number)				68
We'll make it easier for consumers to cut down on sugar with straightforward product information and smaller pack sizes	Percentage of total sparkling soft drinks volume sold in packs that are 250ml or less (%) ⁽⁴⁾		10.0	6.2	8.8
Forward on climate⁽⁵⁾					
We'll cut GHG emissions by 30% across our entire value chain by 2030, versus 2019	Scope 1 emissions (tonnes of CO ₂ e)	63,489	52,156	39,371	41,179
	Scope 2 emissions (market-based approach) (tonnes of CO ₂ e)	47,621	514	278	95
	Scope 2 emissions (location-based approach) (tonnes of CO ₂ e)	63,142	43,635	33,831	26,885
	Scope 3 emissions (tonnes of CO ₂ e)	1,150,294	823,071	650,506	642,299
	Total GHG emissions Scope 1, 2 and 3 (full value chain) (tonnes of CO ₂ e)	1,261,404	875,742	690,156	683,573
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2010 (%)		30.6	45.3	45.8
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2019 (%)			21.2	21.9
We'll purchase 100% renewable electricity by 2020	Percentage of electricity purchased that comes from renewable sources (%)		100	100	100
Percentage of value chain emissions	Percentage of value chain emissions – Manufacturing (%)	10.1%	8.9%	9.0%	9.7%
	Percentage of value chain emissions – Distribution (%)	9.8%	9.9%	7.7%	7.8%
	Percentage of value chain emissions – Cold drink equipment (%)	20.0%	21.1%	22.7%	18.8%
	Percentage of value chain emissions – Packaging (%)	43.1%	43.0%	41.4%	43.6%
	Percentage of value chain emissions – Ingredients (%)	16.9%	17.1%	19.1%	20.0%
Energy use	Energy use ratio (MJ/litre) ⁽⁶⁾	0.445	0.360	0.341	0.353
	Total energy usage (MWh)	426,315	314,809	252,800	274,877



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on packaging					
We'll make sure that 100% of our packaging is recyclable or reusable	Percentage of packaging that is recyclable (%) ⁽⁷⁾		99.6	99.7	99.7
	Percentage of glass packaging that is refillable glass (%)	88.8	91.6	90.7	91.5
We'll work with local and national partners to collect 100% of our packaging in Western Europe	PET packaging collected for recycling via local and national partnerships as a percentage of total PET packaging put onto the market (%)		78 ⁽⁸⁾	83 ⁽⁹⁾	83 ⁽¹⁰⁾
We'll make sure that at least 50% of the material we use for our PET bottles comes from recycled plastic (rPET)	Percentage of PET used that is rPET(%)		25.0	25.0	28.3
Packaging weight	Aluminium – Total weight (tonnes)	7,175	23,423	26,199	28,421
	Steel – Total weight (tonnes)	71,427	26,081	9,118	8,652
	PET – Total weight (tonnes)	48,153	39,389	34,099	32,510
	Glass – Total weight (tonnes)	50,701	35,280	19,418	26,345
	Other primary – Total weight (tonnes)	6,090	4,487	3,267	3,763
	Total packaging weight (primary/secondary/tertiary) (tonnes)	195,288	141,019	103,378	112,175
	Percentage total recycled content (primary/secondary/tertiary) (%)	10.0	19.2	24.1	26.3
Packaging use ratio	Packaging use ratio (g/litre of product) ⁽¹¹⁾	61.89	47.29	42.21	43.77
Manufacturing waste	Total manufacturing waste sent for recycling (including composting and waste to energy recovery) (%)	82.7	98.1	97.7	97.9
Forward on water					
We'll protect the sustainability of the water sources we use for future generations	Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)	100	100	100	100
We'll reduce the water we use in manufacturing by 20% – and address water impacts in our supply chain	Water use ratio (litres/litre) ⁽¹²⁾	2.17	1.87	1.81	1.83
	Percentage reduction in water use ratio since 2010 (%)		14.04	16.67	15.91
	Total volume of water withdrawn (m ³)	6,391,000	5,183,000	4,302,000	4,572,000
	Total volume of wastewater discharged (m ³)	2,487,750	2,050,716	1,794,245	1,851,583
	Manufacturing operations with their own water treatment facilities (number)		7	7	7
We'll replenish 100% of the water we use in areas of water stress	Total volume of water replenished (m ³)		3,782,450	3,642,850	3,669,150
	Water replenished as a percentage of total water used in our beverages where sourced from areas of water stress (%) ⁽¹³⁾		223.7	254.3	242.3
Forward on supply chain					
We'll continue to embed sustainability, ethics and human rights into our supply chain	Spend with suppliers covered by our Supplier Guiding Principles (%)		97	92	92.3
We'll make sure 100% of our main agricultural ingredients and raw materials come from sustainable sources by 2020	Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (%)		88	100	100
	Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)		100	100	100



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on society					
Our communities					
We'll expand the contribution we make to society by increasing our employee volunteering and supporting local community partnerships	Total community investment contribution (€) ⁽¹⁴⁾		2,451,196	2,147,379	2,944,072
	Total number of volunteering hours (hours) ⁽¹⁴⁾		8,664	2,132	5,520
Our people					
We'll foster a diverse and inclusive culture in our business and make sure that women hold at least 40% of our management positions	Percentage of women in management (senior manager level and above) positions (%)		26.0	26.6	27.8
Safety	Lost-time incident rate (LTIR) (number of lost-time incidents per 100 full-time equivalent employees)		0.95	0.79	0.64
	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		1.47	1.22	0.93
Number of employees	Total employees (number)		3,705	3,635	3,549
	Male (number/%)		2,873/77.5	2,802/77.1	2,726/76.8
	Female (number/%)		832/22.5	833/22.9	823/23.2
Employment type	Full-time employees (number/%)			3,565/ 98.1	3,482/98.1
	Male (number/%)			2,797/ 99.8	2,721/99.8
	Female (number/%)			768/ 92.2	761/92.5
	Part-time employees (number/%)			70/1.9	67/1.9
	Male (number/%)			5/0.2	5/0.2
	Female (number/%)			65/7.8	62/7.5
Employment contract type	Permanent contract employees (number/%)			3,379/ 93.0	3,196/90.1
	Male (number/%)			2,642/ 94.3	2,475/90.8
	Female (number/%)			737/ 88.5	721/87.6
	Temporary contract employees (number/%)			256/ 7.0	339/9.6
	Male (number/%)			160/ 5.7	240/8.8
	Female (number/%)			96/ 11.5	99/12.0
Rate of internal hires	New employee hires (number/%)			71/2.0	43/1.2
	Male (number/%)			43/1.5	32/1.2
	Female (number/%)			28/3.4	11/1.3
	<20y-29y (number/%)			7/4.7	6/4.1
	30y-50y (number/%)			59/2.5	25/1.1
	>50y (number/%)			5/0.5	12/1.0



Commitment	KPI Measurement	2010	2019	2020	2021	
		Baseline				
Voluntary employee turnover	Voluntary turnover (number/%)			64/1.8	101/2.8	
	Male (number/%)			50/1.8	63/2.3	
	Female (number/%)			14/1.7	38/4.6	
	<20y–29y (number/%)			14/9.5	18/12.2	
	30y–50y (number/%)			40/1.7	61/2.7	
	>50y (number/%)			10/0.9	22/1.9	
Total employee turnover	Total employee turnover (number/%)			1,098/30.2	381/10.7	
	Male (number/%)			807/28.8	287/10.5	
	Female (number/%)			291/34.9	94/11.4	
	<20y–29y (number/%)			235/15.8	29/19.7	
	30y–50y (number/%)			786/32.7	139/6.2	
	>50y (number/%)			78/7.2	213/18.4	
Employees receiving regular performance and career development reviews	Directors and above (%)			0	100	
	Senior managers and above (%)			97	98	
	Manager and below (%)			10	17	
	Male (%)			20	26	
	Female (%)			23	34	
Ratio of basic salary and remuneration of women to men	Management (%)			105	104	
	Non-management (%)			97	98	
Waste⁽¹⁴⁾						
Manufacturing waste	Total manufacturing waste sent for recycling (including composting and waste to energy recovery) (%)			98.1	97.7	97.9
Food loss	Redistributed for human consumption (tonnes)			1,168	456,805	
	(An)aerobic digestion – on site wastewater treatment plant (tonnes)			6,503	5,308	
	(An)aerobic digestion – external wastewater treatment plant (tonnes)			2,360	4,417	

- (1) Please note, data for previous years may not be available in all cases as new targets have been set in 2017; and combined data for CCEP prior to its formation may not be available in all cases.
- (2) Sparkling soft drinks and non-carbonated soft drinks only. Does not include water or juice.
- (3) Total CCEP sales. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages <20kcal/100ml. Zero calorie beverages <4kcal/100ml.
- (4) Based upon 2021 CCEP sparkling soft drinks sales volume, at an stock keeping unit (SKU) level.
- (5) Our baseline figures for 2019 have been restated to include new emission sources and more accurate data.
- (6) Energy use ratio, MJ/litre of product produced.
- (7) Packaging is the packaging in the hand of the consumer (Ready to drink packaging). Recyclability criteria based upon market specific recyclability assessments.
- (8) Data Source: Ecoembes (2017, 2018), Ecovidrio (2017).
- (9) Data Source: Ecoembes (2018, 2019), Ministry of Environment (2017).
- (10) Data Source: Ecoembes (2020).
- (11) Packaging use ratio based upon tonnage of packaging, including trippage for refillable packaging.
- (12) Water use ratio, litres of water per litre of finished product produced.
- (13) Water replenishment calculated on production volume from CCEP sites based in areas of water stress as determined by WRI/Aqueduct analysis, and total water volumes replenished. May differ to The Coca-Cola Company calculations, which are based on total sales volumes.
- (14) Consolidated numbers for Andorra, Portugal and Spain.

SWEDEN⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on drinks					
We'll reduce the sugar in our soft drinks by 10% between 2015 and 2020 ^(2,3)	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%)		17.4	23.3	28.4
	Reduction in the average sugar per litre in our soft drinks portfolio since 2010 (%)		25.9	31.2	35.8
	Reduction in the average sugar per litre in our soft drinks portfolio since 2019 (%)				13.4
We'll reduce the sugar in our portfolio by 15% between 2018 and 2025 ⁽⁴⁾	Reduction in the average sugar per litre in our total portfolio since 2018 (%)		6.0	12.5	18.4
We'll aim for 50% of our sales to come from low or no calorie drinks ⁽⁵⁾	Percentage of volume sold which is low or no calorie (%)	17	37	42	46
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks	Number of products which have had their recipes changed to reduce sugar since 2010 (number)				26
	Number of new low and no calorie products launched since 2010 (number)				80
We'll make it easier for consumers to cut down on sugar with straightforward product information and smaller pack sizes	Percentage of total sparkling soft drinks volume sold in packs that are 250ml or less (%) ⁽⁶⁾		0.5	0.4	0.6
Forward on climate⁽⁷⁾					
We'll cut GHG emissions by 30% across our entire value chain by 2030, versus 2019.	Scope 1 emissions (tonnes of CO ₂ e)	4,985	1,475	1,238	1,128
	Scope 2 emissions (market-based approach) (tonnes of CO ₂ e)	1,256	288	224	268
	Scope 2 emissions (location-based approach) (tonnes of CO ₂ e)	1,763	533	444	479
	Scope 3 emissions (tonnes of CO ₂ e)	91,843	89,518	75,232	74,368
	Total GHG emissions Scope 1, 2 and 3 (full value chain) (tonnes of CO ₂ e)	98,084	91,281	76,694	75,764
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2010 (%)		6.9	21.8	22.8
	Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2019 (%)			16	17.0
We'll purchase 100% renewable electricity by 2020.	Percentage of electricity purchased that comes from renewable sources (%)		100	100	100
Percentage of value chain emissions	Percentage of value chain emissions – Manufacturing (%)	3.6%	1.2%	1.2%	1.2%
	Percentage of value chain emissions – Distribution (%)	7.9%	5.8%	5.7%	2.9%
	Percentage of value chain emissions – Cold drink equipment (%)	5.3%	1.5%	1.8%	1.6%
	Percentage of value chain emissions – Packaging (%)	49.8%	54.9%	53.9%	56.4%
	Percentage of value chain emissions – Ingredients (%)	33.5%	36.6%	37.4%	38.0%
Energy use	Energy use ratio (MJ/litre) ⁽⁸⁾	0.530	0.302	0.239	0.245
	Total energy usage (MWh)	49,079	36,696	30,546	31,783



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on packaging					
We'll make sure that 100% of our packaging is recyclable or reusable	Percentage of packaging that is recyclable (%) ⁽⁹⁾		95.3	95.1	94.8
	Percentage of glass and PET packaging that is refillable (%)	90.7	0	0	0
We'll work with local and national partners to collect 100% of our packaging in Western Europe	PET packaging collected for recycling via local and national partnerships as a percentage of total PET packaging put onto the market (%)		82.5 ⁽¹⁰⁾	84.0 ⁽¹¹⁾	87.0 ⁽¹²⁾
We'll make sure that at least 50% of the material we use for our PET bottles comes from recycled plastic (rPET)	Percentage of PET used that is rPET (%)		41.8	96.7	98.6
Packaging weight	Aluminium – Total weight (tonnes)	3.236	4.509	4.179	4.666
	Steel – Total weight (tonnes)	49	59	43	47
	PET – Total weight (tonnes)	7.186	7.037	6.515	6.379
	Glass – Total weight (tonnes)	1.054	5.358	3.867	4.228
	Other primary – Total weight (tonnes)	1.116	1.255	1.026	1.073
	Total packaging weight (primary/secondary/tertiary) (Tonnes)	16.986	23.430	19.769	20.895
	Percentage total recycled content (primary/secondary/tertiary) (%)	31.5	48.2	64.8	63.0
Packaging use ratio	Packaging use ratio (g/litre of product) ⁽¹³⁾	45.47	51.73	47.88	48.71
Manufacturing waste	Total manufacturing waste sent for recycling (including composting and waste to energy recovery) (%)	99.7	99.9	100	99.71
Forward on water					
We'll protect the sustainability of the water sources we use for future generations.	Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)	100	100	100	100
We'll reduce the water we use in manufacturing by 20% – and address water impacts in our supply chain.	Water use ratio (litres/litre) ⁽¹⁴⁾	1.90	1.44	1.35	1.35
	Percentage reduction in water use ratio since 2010 (%)		23.88	29.06	29.03
	Total volume of water withdrawn (m ³)	631,000	527,000	511,000	529,000
	Total volume of wastewater discharged (m ³)	252,316	210,884	170,382	159,746
	Manufacturing operations with their own water treatment facilities (number)		0	0	0
We'll replenish 100% of the water we use in areas of water stress.	Water replenished as a percentage of total water used in our beverages where sourced from areas of water stress (%) ⁽¹⁵⁾		0	0	0
Forward on supply chain					
We'll continue to embed sustainability, ethics and human rights into our supply chain.	Spend with suppliers covered by our Supplier Guiding Principles (%)		90.0	95.3	99.4
We'll make sure 100% of our main agricultural ingredients and raw materials come from sustainable sources by 2020.	Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (%)		100	100	100
	Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)		100	100	100



Commitment

KPI Measurement

**2010
Baseline**

2019

2020

2021

Forward on society

Our communities

We'll expand the contribution we make to society by increasing our employee volunteering and supporting local community partnerships.	Total community investment contribution (€)		255.949	255.885	212.328
	Total number of volunteering hours (hours)		1.077	146	645

Our people

We'll foster a diverse and inclusive culture in our business and make sure that women hold at least 40% of our management positions.	Percentage of women in management (senior manager level and above) positions (%)		47.4	49.4	48.3
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Safety	Lost-time incident rate (LTIR) (number of lost-time incidents per 100 full-time equivalent employees)		0.28	0.28	0.30
	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		0.41	0.28	1.04

Number of employees	Total employees (number)		787	679	670
	Male (number/%)		558 / 70.9	477 / 70.3	469 / 70
	Female (number/%)		229 / 29.1	202/29.7	201 / 30

Employment type	Full-time employees (number/%)			675 / 99.4	665 / 99.3
	Male (number/%)			475 / 99.6	467 / 99.6
	Female (number/%)			200 / 99.0	198 / 98.5
	Part-time employees (number/%)			4 / 0.6	5 / 0.7
	Male (number/%)			2 / 0.4	2 / 0.4
	Female (number/%)			2 / 1.0	3 / 1.5

Employment contract type	Permanent contract employees (number/%)			626 / 92.2	628 / 93.7
	Male (number/%)			447 / 93.7	440 / 93.8
	Female (number/%)			179 / 88.6	188 / 93.5
	Temporary contract employees (number/%)			53 / 7.8	42 / 6.3
	Male (number/%)			30 / 6.3	29 / 6.2
	Female (number/%)			23 / 11.4	13 / 6.5

Rate of internal hires	New employee hires (number/%)			26 / 3.8	46 / 6.9
	Male (number/%)			16 / 3.4	30 / 6.4
	Female (number/%)			10 / 5.0	16 / 8.0
	<20y-29y (number/%)			6 / 5.7	14 / 12.5
	30y-50y (number/%)			17 / 4.0	30 / 7.6
	>50y (number/%)			3 / 2.0	2 / 1.2



Commitment	KPI Measurement	2010	2019	2020	2021
		Baseline			
Voluntary employee turnover	Voluntary turnover (number/%)			59 / 7.7	60 / 9.0
	Male (number/%)			38 / 8.0	42 / 9.0
	Female (number/%)			21 / 10.4	18 / 9.0
	<20y–29y (number/%)			28 / 26.7	13 / 11.6
	30y–50y (number/%)			26 / 6.1	34 / 8.6
	>50y (number/%)			5 / 3.4	13 / 9.0
Total employee turnover	Total employee turnover (number/%)			146 / 21.5	85 / 12.7
	Male (number/%)			104 / 21.8	59 / 12.6
	Female (number/%)			42 / 20.8	26 / 12.9
	<20y–29y (number/%)			80 / 76.2	14 / 12.5
	30y–50y (number/%)			46 / 10.8	46 / 11.6
	>50y (number/%)			20 / 13.4	25 / 15.4
Employees receiving regular performance and career development reviews	Directors and above (%)			0	0
	Senior managers and above (%)			98	98
	Manager and below (%)			100	100
	Male (%)			100	100
	Female (%)			100	100
Ratio of basic salary and remuneration of women to men	Management (%)			99	97
	Non-management (%)			95	93

- (1) Please note, data for previous years may not be available in all cases as new targets have been set in 2017; and combined data for CCEP prior to its formation may not be available in all cases.
- (2) Sparkling soft drinks and non-carbonated soft drinks only. Does not include water or juice.
- (3) CCEP commitment, applicable for all CCEP territories.
- (4) Country specific commitment.
- (5) Our baseline figures for 2019 have been restated to include new emission sources and more accurate data.
- (6) Energy use ratio, MJ/litre of product produced.
- (7) Total CCEP sales. Does not include coffee, alcohol, beer or Freestyle. Low calorie beverages <20kcal/100ml. Zero calorie beverages <4kcal/100ml.
- (8) Based upon 2021 CCEP sparkling soft drinks sales volume, at an stock keeping unit (SKU) level.
- (9) Packaging is the packaging in the hand of the consumer (Ready to drink packaging). Recyclability criteria based upon market specific recyclability assessments.
- (10) Data source: Returpack AB (2018), Tetrapak (2017). Represents packaging returned through the deposit system. Does not include PET collected from which energy is recovered.
- (11) Data source: Returpack AB (2019), FTI AB (2018, 2019). Represents packaging returned through the deposit system. Does not include PET collected from which energy is recovered.
- (12) Data source: Returpack AB (2020). Represents packaging returned through the deposit system. Does not include PET collected from which energy is recovered.
- (13) Packaging use ratio based upon tonnage of packaging, including trippage for refillable packaging.
- (14) Water use ratio, litres of water per litre of finished product produced.
- (15) Water replenishment calculated on production volume from CCEP sites based in areas of water stress as determined by WRI/Aqueduct analysis, and total water volumes replenished. May differ to The Coca-Cola Company calculations, which are based on total sales volumes.

AUSTRALIA⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on drinks					
Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%) ⁽²⁾			8.8	11.2	14.9
Percentage of volume sold which is low or no calorie (%)				41	44
Forward on climate					
Scope 1 emissions (tonnes of CO ₂ e)			13,786	14,262	13,907
Scope 2 emissions (market-based approach) (tonnes of CO ₂ e)					45,455
Scope 2 emissions (location-based approach) (tonnes of CO ₂ e)			60,696	59,221	57,123
Total GHG emissions Scope 1, 2 (market-based approach) (tonnes of CO ₂ e)					59,362
Percentage of electricity purchased that comes from renewable sources (%)					36.1
Energy use ratio (MJ/litre) ⁽³⁾			0.36	0.37	0.35
Total energy usage (MWh)			147,602	150,488	147,545
Forward on packaging					
Percentage of PET used that is rPET (%)				58.2	59.8
Aluminium – Total weight (tonnes)			20,143	21,610	22,211
Steel – Total weight (tonnes)			129	135	126
PET – Total weight (tonnes)			24,080	22,639	22,985
Glass – Total weight (tonnes)			35,855	32,175	32,481
Other primary – Total weight (tonnes)			3,914	3,613	3,730
Total packaging weight (primary/secondary/tertiary) (tonnes)			112,734	111,424	112,759
Percentage total recycled content (primary/secondary/tertiary) (%)			42.0	44.4	45.9
Packaging use ratio (g/litre of product)			45.86	45.39	45.69
Total manufacturing waste sent for recycling (%)			91.17	93.44	90.15
Forward on water					
Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)				100	100
Water use ratio (litres/litre) ⁽⁴⁾		1.55	1.68	1.67	1.64
Percentage reduction in water use ratio since 2010 (%)					+5.8
Total volume of water withdrawn (m ³)			2,510,499	2,458,670	2,458,901
Total volume of wastewater discharged (m ³)			1,108,572	1,052,348	974,461
Forward on supply chain					
Spend with suppliers covered by our Responsible Sourcing Guidelines (%)					90.3 ⁽⁵⁾
Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (%)					100
Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)					96 ⁽⁶⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on society					
Our communities					
Community contribution	Total community investment contribution (A\$)		2,322,553	1,694,486	949,898
	Total number of volunteering hours (hours)		114	224	184
Our people					
Safety	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		1.90	1.57	0.98
Number of employees	Total employees (number)				3,538
	Male (number/%)				2,444/69.1
	Female (number/%)				1,094/30.9
Employment type	Full-time employees (number/%)				3,397/96.0
	Male (number/%)				2,429/99.4
	Female (number/%)				968/88.5
	Part-time employees (number/%)				141/4.0
	Male (number/%)				15/0.6
	Female (number/%)				126/11.5
Employment contract type	Permanent contract employees (number/%)				3,453/97.6
	Male (number/%)				2,396/98.0
	Female (number/%)				1,057/96.6
	Temporary contract employees (number/%)				85/2.4
	Male (number/%)				48/2.0
	Female (number/%)				37/3.4
Rate of internal hires	New employee hires (number/%)				574/16.2
	Male (number/%)				376/64.8
	Female (number/%)				198/34.5
	<20y-29y (number/%)				228/39.7
	30y-50y (number/%)				300/52.3
	>50y (number/%)				46/8.0
Voluntary employee turnover	Voluntary turnover (number/%)				569/16.1
	Male (number/%)				363/14.9
	Female (number/%)				206/18.8
	<20y-29y (number/%)				149/24.4
	30y-50y (number/%)				347/15.6
	>50y (number/%)				73/10.3



Commitment

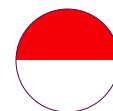
KPI Measurement

2010
Baseline **2019** **2020** **2021**

Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Total employee turnover	Total employee turnover (number/%)				581/16.4
	Male (number/%)				371/15.2
	Female (number/%)				210/19.2
	<20y-29y (number/%)				152/24.9
	30y-50y (number/%)				354/15.9
	>50y (number/%)				75/10.6

- (1) The acquisition of API completed on 10 May 2021. The API sustainability metrics are presented on a full year basis for 2021 and 2020 to allow for better period over period comparability.
- (2) Percentage reduction in total portfolio-wide weighted volume average sugar content measured in grams per 100ml since Moving Annual Trend (MAT) 31 December 2015. This covers all products including water, juice and dairy, excluding products that contain alcohol.
- (3) Energy use ratio, MJ/litre of product produced.
- (4) Water use ratio, litres of water per litre of finished product produced. Excludes the amount of water used for the production of products that contain alcohol.
- (5) Consolidated number for Australia, Indonesia and New Zealand.
- (6) Consolidated number for all API countries (Australia, Fiji, Indonesia, New Zealand, Papua New Guinea and Samoa).

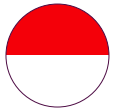
INDONESIA⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on drinks					
	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%) ⁽²⁾			17.2	20.9
	Percentage of volume sold which is low or no calorie (%)			14.3	31.8
Forward on climate					
	Scope 1 emissions (tonnes of CO ₂ e)		18,964	25,591	25,613
	Scope 2 emissions (market-based approach) (tonnes of CO ₂ e)				63,577 ⁽³⁾
	Scope 2 emissions (location-based approach) (tonnes of CO ₂ e)		77,017	66,739	62,521
	Total GHG emissions Scope 1, 2 (market-based approach) (tonnes of CO ₂ e)				89,190
	Percentage of electricity purchased that comes from renewable sources (%)				4.4
	Energy use ratio (MJ/litre) ⁽⁴⁾		0.99	0.91	0.83
	Total energy usage (MWh)		302,350	223,095	224,333
Forward on packaging					
	Aluminium – Total weight (tonnes)		3,567	2,645	2,911
	Steel – Total weight (tonnes)		0	0	0
	PET – Total weight (tonnes)		38,238	32,976	37,085
	Glass – Total weight (tonnes)		644	354	249
	Other primary – Total weight (tonnes)		6,885	5,576	5,853
	Total packaging weight (primary/secondary/tertiary) (Tonnes)		63,410	53,553	60,052
	Percentage total recycled content (primary/secondary/tertiary) (%)		10.8	9.8	20.2
	Packaging use ratio (g/litre of product)		43.10	44.64	46.13
	Total manufacturing waste sent for recycling (%)		81.62	75.18	80.70
Forward on water					
	Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)				100
	Water use ratio (litres/litre) ⁽⁵⁾	2.88	2.30	2.09	1.90
	Percentage reduction in water use ratio since 2010 (%)				34
	Total volume of water withdrawn (m ³)		2,534,779	1,852,164	1,852,292
	Total volume of wastewater discharged (m ³)		1,433,697	924,169	708,118



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on supply chain					
	Spend with suppliers covered by our Supplier Guiding Principles (%)				90.3 ⁽⁶⁾
	Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture				100
	Percentage of pulp and paper sourced through suppliers in compliance with our PSA				96 ⁽⁷⁾
Forward on society					
Our communities					
	Total community investment contribution (A\$)		661,407	366,429	354,711
Our people					
Safety	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		0.30	0.38	0.42
Number of employees	Total employees (number)				5,493
	Male (number/%)				4,867/88.4
	Female (number/%)				636/11.6
Employment type	Full-time employees (number/%)				5,493/100
	Male (number/%)				4,867/100
	Female (number/%)				636/100
	Part-time employees (number/%)				0/0.0
	Male (number/%)				0/0.0
	Female (number/%)				0/0.0
Employment contract type	Permanent contract employees (number/%)				4,784/87.1
	Male (number/%)				4,277/88.1
	Female (number/%)				507/79.7
	Temporary contract employees (number/%)				709/12.9
	Male (number/%)				580/11.9
	Female (number/%)				129/20.3
Rate of internal hires	New employee hires (number/%)				72/1.3
	Male (number/%)				44/61.1
	Female (number/%)				28/38.9
	<20y-29y (number/%)				47/65.3
	30y-50y (number/%)				24/33.3
	>50y (number/%)				1/1.39



Commitment	KPI Measurement	2010	2019	2020	2021
		Baseline			
Voluntary employee turnover	Voluntary turnover (number/%)				323/5.9
	Male (number/%)				247/5.1
	Female (number/%)				76/11.9
	<20y–29y (number/%)				188/13.4
	30y–50y (number/%)				135/3.8
	>50y (number/%)				0/0.0
Total employee turnover	Total employee turnover (number/%)				674/12.3
	Male (number/%)				569/5.5
	Female (number/%)				105/16.5
	<20y–29y (number/%)				273/19.4
	30y–50y (number/%)				287/8.0
	>50y (number/%)				114/23.1

- (1) The acquisition of API completed on 10 May 2021. The API sustainability metrics are presented on a full year basis for 2021 and 2020 to allow for better period over period comparability.
- (2) Percentage reduction in total portfolio-wide weighted volume average sugar content measured in grams per 100ml since Moving Annual Trend (MAT) 31 December 2015. This covers all products including water, juice and dairy, excluding products that contain alcohol.
- (3) Consolidated number for Indonesia and Papua New Guinea.
- (4) Energy use ratio, MJ/litre of product produced.
- (5) Water use ratio, litres of water per litre of finished product produced. Excludes the amount of water used for the production of products that contain alcohol
- (6) Consolidated number for Australia, Indonesia and New Zealand
- (7) Consolidated number for all API countries (Australia, Fiji, Indonesia, New Zealand, Papua New Guinea and Samoa).

NEW ZEALAND⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on drinks					
	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%) ⁽²⁾			9.3	13.4
	Percentage of volume sold which is low or no calorie (%)			35.5	37.4
Forward on climate					
	Scope 1 emissions (tonnes of CO ₂ e)		3,0953	2,858	3,097
	Scope 2 emissions (market-based approach) (tonnes of CO ₂ e)				2,012 ⁽³⁾
	Scope 2 emissions (location-based approach) (tonnes of CO ₂ e)		10	7	7
	Total GHG emissions Scope 1, 2 (market-based approach) (tonnes of CO ₂ e)				5,109
	Percentage of electricity purchased that comes from renewable sources (%)				0
	Energy use ratio (MJ/litre) ⁽⁴⁾		0.34	0.34	0.33
	Total energy usage (MWh)		31,443	32,673	33,716
Forward on packaging					
	Percentage of PET used that is rPET (%)			39.2	42.3
	Aluminium – Total weight (tonnes)		2,715	3,104	3,520
	Steel – Total weight (tonnes)		7	8	8
	PET – Total weight (tonnes)		7,588	7,562	8,016
	Glass – Total weight (tonnes)		6,592	6,464	6,370
	Other primary – Total weight (tonnes)		900	874	940
	Total packaging weight (primary/secondary/tertiary) (Tonnes)		25,154	24,659	26,974
	Percentage total recycled content (primary/secondary/tertiary) (%)		38.1	39.2	42.3
	Packaging use ratio (g/litre of product)		44.64	45.13	44.18
	Total manufacturing waste sent for recycling (%)		89.41	92.51	89.86
Forward on water					
	Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)				100
	Water use ratio (litres/litre) ⁽⁵⁾	1.80	1.60	1.55	1.59
	Percentage reduction in water use ratio since 2010 (%)				11.7
	Total volume of water withdrawn (m ³)		535,951	538,203	587,652
	Total volume of wastewater discharged (m ³)		190,492	202,811	206,338



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on supply chain					
Spend with suppliers covered by our Supplier Guiding Principles (%)					90.3 ⁽⁶⁾
Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (%)					100
Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)					96 ⁽⁷⁾
Forward on society					
Our communities					
Total community investment contribution (€)			768,032	267,502	531,532
Total number of volunteering hours (hours)					224
Our people					
Safety	Total incident rate (TIR) (number of incidents per 100 full-time equivalent employees leading to an injury that requires medical treatment)		3.45	2.25	2.09
Number of employees	Total employees (number)				1,131
	Male (number/%)				751/66.4
	Female (number/%)				380/33.6
Employment type	Full-time employees (number/%)				979/86.6
	Male (number/%)				658/87.6
	Female (number/%)				321/84.5
	Part-time employees (number/%)				137/12.1
	Male (number/%)				81/10.8
	Female (number/%)				56/14.7
Employment contract type	Permanent contract employees (number/%)				1,060/93.7
	Male (number/%)				713/95.0
	Female (number/%)				347/91.3
	Temporary contract employees (number/%)				71/6.3
	Male (number/%)				38/5.0
	Female (number/%)				33/8.7
Rate of internal hires	New employee hires (number/%)				171/15.1
	Male (number/%)				102/59.6
	Female (number/%)				69/40.3
	<20y-29y (number/%)				101/59.1
	30y-50y (number/%)				65/38.0
	>50y (number/%)				5/2.9



Commitment	KPI Measurement	2010	2019	2020	2021
		Baseline			
Voluntary employee turnover	Voluntary turnover (number/%)				220/19.5
	Male (number/%)				143/19.0
	Female (number/%)				76/20.0
	<20y–29y (number/%)				121/37.0
	30y–50y (number/%)				87/14.6
	>50y (number/%)				12/5.7
Total employee turnover	Total employee turnover (number/%)				222/19.6
	Male (number/%)				143/19.0
	Female (number/%)				78/20.5
	<20y–29y (number/%)				123/37.6
	30y–50y (number/%)				87/14.6
	>50y (number/%)				12/5.7

- (1) The acquisition of API completed on 10 May 2021. The API sustainability metrics are presented on a full year basis for 2021 and 2020 to allow for better period over period comparability.
- (2) Percentage reduction in total portfolio-wide weighted volume average sugar content measured in grams per 100ml since Moving Annual Trend (MAT) 31 December 2015. This covers all products including water, juice and dairy, excluding products that contain alcohol.
- (3) Consolidated number for New Zealand and Fiji
- (4) Energy use ratio, MJ/litre of product produced.
- (5) Water use ratio, litres of water per litre of finished product produced. Excludes the amount of water used for the production of products that contain alcohol
- (6) Consolidated number for Australia, Indonesia and New Zealand
- (7) Consolidated number for all API countries (Australia, Fiji, Indonesia, New Zealand, Papua New Guinea and Samoa).

PAPUA NEW GUINEA⁽¹⁾



Commitment	KPI Measurement	2010 Baseline	2019	2020	2021
Forward on Climate					
Scope 1 emissions			6,098	4,662	7,292
Scope 2 emissions (market-based approach)					63,577 ⁽²⁾
Scope 2 emissions (location-based approach)			78,429	63,920	63,577
Total GHG emissions Scope 1, 2 (market-based approach)					70,869
Percentage of electricity purchased that comes from renewable sources (%)					0
Energy use ratio (MJ/litre) ⁽³⁾			0.53	0.41	0.57
Total energy usage (MWh)			27,491	21,669	31,667
Forward on packaging					
Aluminium – Total weight (tonnes)			4,581	4,565	5,050
Steel – Total weight (tonnes)			0	0	0
PET – Total weight (tonnes)			2,458	2,328	2,564
Glass – Total weight (tonnes)			0	0	0
Other primary – Total weight (tonnes)			294	276	306
Total packaging weight (primary/secondary/tertiary) (Tonnes)			8,941	9,059	10,022
Percentage total recycled content (primary/secondary/tertiary) (%)			51.8	56.7	43.0
Packaging use ratio (g/litre of product)			39.02	39.20	39.81
Total manufacturing waste sent for recycling (%)			84.95	85.23	83.73
Forward on water					
Sites with Source Water Protection Plans and Source Water Vulnerability Assessments in place (%)				100	100
Water use ratio (litres/litre) ⁽⁴⁾		2,67	2,60	2,49	2,11
Percentage reduction in water use ratio since 2010 (%)					21
Total volume of water withdrawn (m3)			486,505	473,026	424,493
Total volume of wastewater discharged (m3)			299,247	280,093	223,491
Forward on supply chain					
Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture					100
Percentage of pulp and paper sourced through suppliers in compliance with our PSA					96 ⁽⁵⁾
Forward on society					
Our communities					
Community contribution	Total community investment contribution (€)		380,963	50,463	97,266



Commitment

KPI Measurement

**2010
Baseline**

2019

2020

2021

Our people

Safety	Lost-time incident rate (LTIR) (number of lost-time incidents per 100 full-time equivalent employees)		0.50	0.20	0.44
Number of employees	Total employees (Number)				638
	Male (Number/%)				497/77.9
	Female (Number/%)				141/22.1
Employment type	Full-time employees (Number/%)				497/100
	Male (Number/%)				497/100
	Female (Number/%)				141/100
	Part-time employees (Number/%)				0/0.0
	Male (Number/%)				0/0.0
	Female (Number/%)				0/0.0
Employment contract type	Permanent contract employees (Number/%)				635/99.53
	Male (Number/%)				495/99.6
	Female (Number/%)				140/99.3
	Temporary contract employees (Number/%)				3/0.5
	Male (Number/%)				2/0.4
	Female (Number/%)				1/0.7
Rate of internal hires	New employee hires (Number/%)				82/12.8
	Male (Number/%)				68/82.93
	Female (Number/%)				14/17.1
	<20y-29y (Number/%)				44/53.7
	30y-50y (Number/%)				36/43.9
	>50y (Number/%)				2/2.44
Voluntary employee turnover	Voluntary turnover (Number/%)				66/10.3
	Male (Number/%)				58/11.7
	Female (Number/%)				8/5.7
	<20y-29y (Number/%)				16/10.7
	30y-50y (Number/%)				45/10.2
	>50y (Number/%)				5/10



Commitment

KPI Measurement

2010 **2019** **2020** **2021**
Baseline

Total employee turnover	Total employee turnover (Number/%)				132/20.7
	Male (Number/%)				119/23.9
	Female (Number/%)				13/9.2
	<20y-29y (Number/%)				24/16.1
	30y-50y (Number/%)				91/20.7
	>50y (Number/%)				17/34.0

- (1) The acquisition of API completed on 10 May 2021. The API sustainability metrics are presented on a full year basis for 2021 and 2020 to allow for better period over period comparability.
- (2) Consolidated number for Indonesia and Papua New Guinea.
- (3) Energy use ratio, MJ/litre of product produced.
- (4) Water use ratio, litres of water per litre of finished product produced. Excludes the amount of water used for the production of products that contain alcohol.
- (5) Consolidated number for all API countries (Australia, Fiji, Indonesia, New Zealand, Papua New Guinea and Samoa).