

SPEAK-UP POLICY

Coca-Cola Europacific Partners

Description

This Policy describes the criteria and responsibilities relating to raising concerns about any suspected, actual or potential violations of the law, our Code of Conduct, CCEP Policies and other unacceptable conduct (to be referred to as potential violations) using CCEP's internal Speak Up Resources and external Speak Up Channels. The Policy Guidance encourages everyone connected to CCEP to report such potential violations. It sets out who can make a report, what can be reported, when to report, how to report and how the report will be dealt with. Furthermore, the Policy Guidance explains that CCEP is committed to protect personal data of reporters, to not tolerate retaliation and to keep information confidential.

Operating in accordance with our Code of Conduct and CCEP policies helps maintain the reputation of CCEP and helps to continue the success of our business.

Key principles

Our internal Speak Up Resources and external Speak Up Channels are open for any person (CCEP-workers and to everyone else connected to CCEP through a current or former work-related context) who seeks to report a potential violation. We expect that reports are made as soon as possible after becoming aware of the potential violation.

Except for concerns being raised under any relevant Whistleblower regime (refer below under the heading "Whistleblower complaints"), any employee who wishes to raise concerns about potential violations at CCEP is encouraged to seek advice from their line manager and/or raise a report through our internal Speak Resources and/or external Speak Up Channels. Our internal Speak Up Resources are, for instance, a member of senior local company management, People & Culture Representative or People Services Team, a member of the Code of Conduct Committee, the Legal or Ethics & Compliance team. However, if for any reason a reporter does not feel comfortable to use these internal resources, they may use CCEP's external Speak Up Channels or relevant local authorities.

CCEP **DOES NOT** tolerate any form of retaliation, including the threat or attempt of retaliation, against any reporting person or other connected persons for making a report in accordance with our Speak Up Policy Guidance or for cooperating in an investigation.

Whistleblower complaints

To make an eligible disclosure and be protected by local Whistleblower laws and regulations please review the Policy Guidance applicable in your country.

Responsible owner

CCEP's Chief Compliance Officer.