



HUMAN RIGHTS POLICY

Quick Facts

- Respect for human rights is fundamental to the sustainability of Coca-Cola European Partners (“CCEP” or the “Company”) and the communities in which we operate. We are committed to ensuring that people are treated with dignity and respect.
- The Human Rights Policy applies to CCEP, the entities that it owns, the entities in which it holds a majority interest, and the facilities that it manages. We are committed to upholding the principles in this Policy. Our Supplier Guiding Principles apply to our suppliers and are aligned with the expectations and commitments of this Policy.
- We recognize our impact on the communities in which we operate and are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business.
- We provide a safe and healthy workplace and comply with applicable health and safety laws, regulations and internal requirements.
- We prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.
- Key principles set out in this Policy are also reflected in the Company’s Modern Slavery statement which has been published on the Company’s website in accordance with the Modern Slavery Act 2015. This statement sets out the steps taken by CCEP to prevent modern slavery and human trafficking in our business and supply chain.

Overview

Respect for human rights is fundamental to the sustainability of CCEP and the communities in which we operate. In our Company, we are committed to ensuring that people are treated with dignity and respect.

CCEP’s Human Rights Policy (the “Policy”) is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The Human Rights Policy applies to CCEP, the entities that it owns, the entities in which it holds a majority interest, and the facilities that it manages.

The Company is committed to upholding the principles in this Policy. Our Supplier Guiding Principles apply to our suppliers and are aligned with the expectations and commitments of this Policy.

Respect for Human Rights

CCEP respects human rights. It is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before they occur, through human rights due diligence and risk mitigation processes.

Community & Stakeholder Engagement

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

Valuing Diversity

We value the diversity of people and the contributions they make. We have a long-standing commitment to equal opportunity and do not accept discrimination and harassment in any form. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law.

The basis for recruitment, hiring, placement, training, compensation and advancement at the Company is qualification, performance, skills and experience.

Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace.

These principles apply not only to Company employees but also to the third parties with whom we work.

Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

Freedom of Association & Collective Bargaining

We respect our employees’ right to join, form or not to join a labour union without fear of retaliation, intimidation or harassment. Where employees are represented by a legally recognized union and subject to local legal requirements, we are committed to establishing a constructive dialogue with their freely chosen representatives, and to bargaining in good faith with such representatives.

Safe, Healthy & Secure Workplace

We provide a safe and healthy workplace and comply with applicable health and safety laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks.

We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

Forced Labour & Human Trafficking

We prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.

Child Labour

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Modern Slavery Statement

The Company's Modern Slavery statement has been published on the Company's website in accordance with the Modern Slavery Act 2015. This statement sets out the steps taken by CCEP to prevent modern slavery and human trafficking in our business and supply chain.

Guidance & Reporting for Employees

We are committed to creating workplaces in which open and honest communications among all employees are valued and respected. Our policy is to follow all applicable labour and employment laws wherever we operate.

If you believe that a conflict arises between the language of the Policy and the laws, customs and practices of the place where you work, if you have questions about this Policy or if you would like to report a potential violation of this Policy, you should raise those questions and concerns through existing processes, which make every effort to maintain confidentiality.

You may ask questions or report potential violations to local Management, the Human Resources or Legal Departments or the Ethics & Compliance department. Employees can also report suspected violations through the RIGHT Call Hotline, where local laws allow. CCEP is committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.

The Company reserves the right to amend this policy at any time.

Policy Owner	Employee & Labour Relations and Workplace Rights
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