

FRAMEWORKS

MATERIAL ISSUES – GRI STANDARDS MAPPING

Based on the material issues identified by our stakeholders, we've mapped these against the GRI Standard and identified the external boundaries associated with each. The reporting information in the Sustainability Progress Report has been developed carefully to cover the GRI Standard topics on an issue-by-issue basis. Within these aspects, the CCEP boundary always covers all territories where CCEP has operations. This report has been prepared in accordance with the GRI Standards: Core option.

	GRI Standards	External Boundary
Action on Drinks	Customer Health and Safety Marketing and Labelling Socioeconomic Compliance	Customers Consumers TCCC
Action on Packaging	Materials Environmental Compliance Marketing and Labelling	TCCC Suppliers Customers Consumers
Action on Society	Indirect Economic Impacts Economic Performance Local Communities Diversity and Equal Opportunity Occupational Health and Safety Employment Training and Education Anti-corruption Public Policy Socioeconomic Compliance	Local communities Employees Suppliers
Action on Water	Water Effluents and Waste Environmental Compliance	Communities
Action on Climate	Emissions Energy Effluent and Waste	TCCC Suppliers Customers Consumers
Action on Supply Chain	Materials Water Procurement Practices Supplier Environmental Assessment Supplier Social Assessment Human Rights Assessment	TCCC Suppliers

We will continue to support the 10 principles of the UN Global Compact.

Damian Gammell
Chief Executive Officer
Coca-Cola European Partners
June 2018



GENERAL STANDARD DISCLOSURES

The table below shows where CCEP's information and data corresponding to the Global Reporting Initiative's GRI Standard guidelines can be found.

The majority of information is located in CCEP's Stakeholder Progress Report 2017 which is available online (www.ccep.com/pages/thisisforward). For some indicators, information is also included from the CCEP Annual Report and Accounts.

References abbreviated as follows:

SPR	CCEP Stakeholder Progress Report 2017
ARA	2017 Annual Report and Accounts

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 102: GENERAL DISCLOSURES				
ORGANISATIONAL PROFILE				
GRI 102-1	Name of the organisation	Coca-Cola European Partners plc (CCEP)		
GRI 102-2	Activities, brands, products and services	ARA p. 1-3		
GRI 102-3	Location of the organisation's headquarters	ARA p. 14	Uxbridge, United Kingdom	
GRI 102-4	Location of operations	SPR – Our approach to reporting		
GRI 102-5	Ownership and legal form	ARA p. 14		
GRI 102-6	Markets served	SPR – Our approach to reporting; ARA p. 1,3		
GRI 102-7	Scale of the organisation	SPR – Our approach to reporting; ARA p. 1		
GRI 102-8	Information on employees and other workers	SPR – Social data tables; SPR – Country data tables; SPR – Methodology	At CCEP, work is not substantially performed by workers who are legally recognised as self-employed or who are employees of contractors. We do not have material seasonal variations in employment numbers. Data has been compiled as of December 31, 2017 See Methodology for more details.	Principle 6
	<p>EMPLOYEE DATA BY COUNTRY</p> <p>BELUX: Total employees – 2,097; Male (number/%) – 1,700/81.1%; Female – 397/18.9% Full-time employees (number/%) – 2,046/97.6%; Male – 1,683/99%; Female – 363/91.4%; Part-time employees (number/%) – 40/1.9%; Male – 10.0.6%; Female – 30/7.6%; Permanent contract employees (number/%) – 1,921/91.6%; Male – 1,542/90.7%; Female – 379/95.5%; Temporary contract employees (number/%) – 165/7.9%; Male – 151/8.9%; Female – 14/3.5%</p> <p>BULGARIA: Total employees – 596; Male (number/%) – 237/ 39.8%; Female – 359/ 60.2% Full-time employees (number/%) – 581/97.5%; Male – 228/ 99%; Female – 353/ 98.3%; Part-time employees (number/%) – 40/1.9%; Male – 1/ 0.4%; Female – 1/ 0.4%; Permanent contract employees (number/%) – 552/ 92.6%; Male – 216/ 91.7%; Female – 336/ 93.6%; Temporary contract employees (number/%) – 31/ 5.2%; Male – 12/ 5.5%; Female – 18/ 5%</p> <p>FRANCE: Total employees – 2,607; Male (number/%) – 1,952/74.9%; Female – 655/25.1%; Full-time employees (number/%) – 2,534/97.2%; Male – 1,913/98%; Female – 621/94.8%; Part-time employees (number/%) – 227/1%; Male – 10/0.6%; Female – 17/2.6%; Permanent contract employees (number/%) – 2,468/94.7%; Male – 1,861/95.3%; Female – 607/92.7%; Temporary contract employees (number/%) – 92/3.5%; Male – 61/3.1%; Female – 31/4.5%</p> <p>GREAT BRITAIN: Total employees – 3,550; Male (number/%) – 2,463/70.2%; Female – 1,057/29.8%; Full-time employees (number/%) – 3,228/90.9%; Male – 2,402/96.3%; Female – 826/78.1%; Part-time employees (number/%) – 283/8%; Male – 62/2.5%; Female – 221/20.9%; Permanent contract employees (number/%) – 3,358/94.6%; Male – 2,364/94.8%; Female – 994/94%; Temporary contract employees (number/%) – 153/4.3%; Male – 100/4%; Female – 53/5%</p> <p>ICELAND: Total employees – 157; Male (number/%) – 119/75.8%; Female – 38/24.2%; Full-time employees (number/%) – 157/100%; Male – 118/99.2%; Female – 38/100%; Part-time employees (number/%) – 0/0%; Male – 0/0%; Female – 0/0%; Permanent contract employees (number/%) – 150/95.5%; Male – 113/95%; Female – 37/97.4%; Temporary contract employees (number/%) – 6/3.8%; Male – 5/4.2%; Female – 1/2.6%</p>			

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
	<p>GERMANY: Total employees – 8,013 Male (number/%) – 6,447/80.5%; Female – 1,566/19.5%; Full-time employees (number/%) – 7,767/96.9%; Male – 6,276/97.3%; Female – 1,491/95.2%; Part-time employees (number/%) – 3/0.03%; Male – 1/0%; Female – 2/0.1%; Permanent contract employees (number/%) – 7,237/90.3%; Male – 5,853/90.8%; Female – 1,384/88.4%; Temporary contract employees (number/%) – 533/6.6%; Male – 424/6.6%; Female – 109/7%</p> <p>THE NETHERLANDS: Total employees – 736; Male (number/%) – 557/75.7%; Female – 179/24.3%; Full-time employees (number/%) – 635/86.3%; Male – 526/94.4%; Female – 109/60.9%; Part-time employees (number/%) – 79/10.6%; Male – 21/3.8%; Female – 57/31.8%; Permanent contract employees (number/%) – 657/89.3%; Male – 522/93.7%; Female – 135/75.4%; Temporary contract employees (number/%) – 56/7.6%; Male – 25/4.5%; Female – 31/17.3%</p> <p>NORWAY: Total employees – 658; Male (number/%) – 506/76.9%; Female – 152/23.1%; Full-time employees (number/%) – 607/92.2%; Male – 477/94.3%; Female – 130/85.5%; Part-time employees (number/%) – 11/1.7%; Male – 6/0.6%; Female – 5/3.3%; Permanent contract employees (number/%) – 609/92.6%; Male – 475/93.9%; Female – 134/88.2%; Temporary contract employees (number/%) – 6/0.9%; Male – 5/1%; Female – 1/0.7%</p> <p>PORTUGAL: Total employees – 367; Male (number/%) – 249/67.8%; Female – 118/32.2%; Full-time employees (number/%) – 367/100%; Male – 249/67%; Female – 118/100%; Part-time employees (number/%) – 0/0%; Male – 0/0%; Female – 0/0%; Permanent contract employees (number/%) – 341/92.9%; Male – 235/94.4%; Female – 106/89.8%; Temporary contract employees (number/%) – 24/6.5%; Male – 12/4.8%; Female – 12/10.2%</p> <p>SWEDEN: Total employees – 781; Male (number/%) – 571/73.1%; Female – 201/26.9%; Full-time employees (number/%) – 701/89.7%; Male – 516/90.4%; Female – 185/88.1%; Part-time employees (number/%) – 7/0.89%; Male – 3/0.5%; Female – 4/1.9%; Permanent contract employees (number/%) – 677/86.7%; Male – 495/86.7%; Female – 182/86.7%; Temporary contract employees (number/%) – 31/4%; Male – 24/4.2%; Female – 7/3.3%</p> <p>SPAIN AND ANDORRA: Total employees – 3,907; Male (number/%) – 3,180/81.4%; Female – 727/18.6%; Full-time employees (number/%) – 3,883/99.4%; Male – 3,159/99.3%; Female – 724/99.6%; Part-time employees (number/%) – 0/0%; Male – 0/0%; Female – 0/0%; Permanent contract employees (number/%) – 3,322/85%; Male – 2,694/84.7%; Female – 628/86.4%; Temporary contract employees (number/%) – 561/14.4%; Male – 465/14.6%; Female – 96/13.2%</p>			
GRI 102-9	Supply chain	SPR – Action on supply chain		
GRI 102-10	Significant changes to the organisation and its supply chain	ARA p. 23		
GRI 102-11	Precautionary Principle or approach	SPR – Our approach to reporting		
GRI 102-12	External initiatives	SPR – Listening to our stakeholders		
GRI 102-13	Membership of associations	SPR – Listening to our stakeholders ; SPR – Action on packaging		
STRATEGY				
GRI 102-14	Statement from senior decision-maker	SPR – Action on sustainability		
GRI 102-15	Key impacts, risks and opportunities	SPR – Listening to our stakeholders ; SPR – Action on drinks ; SPR – Action on packaging ; SPR – Action on society ; SPR – Action on water ; SPR – Action on climate ; SPR – Action on supply chain ; ARA p. 26-38		
ETHICS AND INTEGRITY				
GRI 102-16	Values, principles, standards and norms of behaviour	SPR – Operating with Integrity ; ARA p. 52		Principle 10
GRI 102-17	Mechanisms for advice and concerns about ethics	SPR – Operating with Integrity ; ARA p. 25		

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GOVERNANCE				
GRI 102-18	Governance structure	ARA p. 56-57		
GRI 102-19	Delegating authority	ARA p. 56-57		
GRI 102-20	Executive-level responsibility for economic, environmental and social topics	ARA p. 57; http://ir.ccep.com/corporate-governance/committee-composition		
GRI 102-21	Consulting stakeholders on economic, environmental and social topics	SPR – Listening to our stakeholders ; ARA p. 4, 6		
GRI 102-22	Composition of the highest governance body	ARA p. 56-57; http://ir.ccep.com/corporate-governance/committee-composition		
GRI 102-23	Chair of the highest governance body	ARA p. 56-57; http://ir.ccep.com/corporate-governance/committee-composition		
GRI 102-24	Nominating and selecting the highest governance body	ARA p. 56-57; http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-25	Conflicts of interest	ARA p. 63		
GRI 102-26	Role of highest governance body in setting purpose, values and strategy	SPR – Operating with Integrity ; ARA p. 57-59		
GRI 102-27	Collective knowledge of highest governance body	ARA p. 60-61		
GRI 102-28	Evaluating the highest governance body's performance	ARA p. 54-56		
GRI 102-29	Identifying and managing economic, environmental and social impacts	ARA p. 58-59; http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-30	Effectiveness of risk management processes	SPR – Operating with Integrity ; ARA p. 28, 39; http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-31	Review of economic, environmental and social topics	SPR – Operating with Integrity ; ARA p. 6-9, 11, 22-25; http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-32	Highest governance body's role in sustainability reporting	SPR – Operating with Integrity ; ARA p. 56; http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-33	Communicating critical concerns	SPR – Operating with Integrity ; ARA p. 59; http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-34	Nature and total number of critical concerns	Not currently disclosed		
GRI 102-35	Remuneration policies	ARA p. 76; http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-36	Process for determining remuneration	ARA p. 74-75; http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-37	Stakeholders' involvement in determining remuneration	ARA p. 75; http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-38	Annual total compensation ratio	SPR – Action on society ; SPR – Social data tables		
GRI 102-39	Percentage increase in annual total compensation ratio	SPR – Social data tables Percentage decrease of 24%. CEO changed in December 2016 resulting in a difference in CEO compensation.		

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
STAKEHOLDER ENGAGEMENT				
GRI 102-40	List of stakeholder groups	SPR – Listening to our stakeholders		
GRI 102-41	Collective bargaining agreements	SPR – Social data tables		Principle 3
GRI 102-42	Identifying and selecting stakeholders	SPR – Listening to our stakeholders		
GRI 102-43	Approach to stakeholder engagement	SPR – Listening to our stakeholders		
GRI 102-44	Key topics and concerns raised	SPR – Listening to our stakeholders		
REPORTING PRACTICE				
GRI 102-45	Entities included in the consolidated financial statements	ARA p. 109		
GRI 102-46	Defining report content and topic boundaries	SPR – Our approach to reporting ; SPR – Listening to our stakeholders		
GRI 102-47	List of the material topics	SPR – Listening to our stakeholders		
GRI 102-48	Restatements of information	SPR – Social data tables ; SPR – Environmental data tables ; SPR – Country data tables		
GRI 102-49	Changes in reporting	SPR – Social data tables ; SPR – Environmental data tables ; SPR – Country data tables ; SPR – Methodology		
GRI 102-50	Reporting period	SPR – Our approach to reporting		
GRI 102-51	Date of most recent report	May 2018		
GRI 102-52	Reporting cycle	SPR – Our approach to reporting		
GRI 102-53	Contact point for questions regarding the report	SPR – Our approach to reporting		
GRI 102-54	Claims of reporting in accordance with the GRI Standards	SPR – Our approach to reporting	This report has been prepared in accordance with GRI Standards: Core option.	
GRI 102-55	GRI content index	GRI Mapping		
GRI 102-56	External assurance	SPR – Assurance Statement		
GRI 200: ECONOMIC STANDARDS				
ECONOMIC PERFORMANCE				
GRI 103-1	Explanation of the material topic and its boundary	GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Our approach to reporting ARA p. 10-13		
GRI 103-3	Evaluation of the management approach	SPR – Our approach to reporting ARA p. 10-13		
GRI 201-1	Direct economic value generated and distributed	ARA p. 11	Within our annual report we disclose key segment financial information split between Europe and Corporate segments, including net sales and operating income, as well as net sales contribution for the countries which make up the greatest proportion of our business. We also file individual company statutory accounts; these are publicly available for the countries which make up the greatest proportion of our business, via the relevant country repositories.	
GRI 201-2	Financial implications and other risks and opportunities due to climate change	ARA p. 31-32	We are not currently able to disclose the financial risk to our business from climate change. We will plan to expand our disclosure on this area in the future.	Principle 7
GRI 201-3	Defined benefit plan obligations and other retirement plans	ARA p. 76-85	We do not currently disclose the percentage of salary contributed by employee or employer or level of participation in retirement plans.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
INDIRECT ECONOMIC IMPACTS				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on sustainability; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Our approach to reporting		
GRI 103-3	Evaluation of the management approach	ARA p. 12-13		
GRI 203-1	Infrastructure investments and services supported	ARA p. 22-24		
GRI 203-2	Significant indirect economic impacts	ARA p. 22-24		
PROCUREMENT PRACTICES				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on supply chain; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on supply chain		
GRI 103-3	Evaluation of the management approach	SPR – Action on supply chain		
GRI 204-1	Proportion of spending on local suppliers	SPR – Action on supply chain	Approximately 76.6% of spend was within our local countries of operation in 2017.	
ANTI-CORRUPTION				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Operating with Integrity; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Operating with Integrity; ARA p. 25		
GRI 103-3	Evaluation of the management approach	SPR – Operating with Integrity; ARA p. 25		
GRI 205-2	Communication and Training about anti-corruption policies and procedures	SPR – Operating with Integrity; ARA p. 25		Principle 10
GRI 205-3	Confirmed Incidents of corruption and action taken	SPR – Operating with Integrity; ARA p. 25		
GRI 300: ENVIRONMENTAL STANDARDS				
MATERIALS				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on packaging; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on packaging		
GRI 103-3	Evaluation of the management approach	SPR – Action on packaging; ARA p. 22-23		
GRI 301-1	Materials used by weight or volume	SPR – Action on packaging; SPR – Environmental data tables	We are not currently able to disclose volume information for raw ingredients. We will continue to evolve our reporting approach on this indicator.	
GRI 301-2	Recycled input materials used	SPR – Action on packaging; SPR – Environmental data tables		

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
ENERGY				
GRI 103-1	Explanation of the material topic and its boundary	SPR- Action on climate ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR- Action on climate ; ARA p. 23-24		
GRI 103-3	Evaluation of the management approach	SPR- Action on climate ; ARA p. 23-24		
GRI 302-1	Energy consumption within the organisation	SPR- Action on climate ; SPR – Environmental data tables ; SPR – Methodology	We did not sell any energy back to the grid in 2017.	Principles 7, 8
GRI 302-3	Energy intensity	SPR- Action on climate ; SPR – Environmental data tables		Principle 8
GRI 302-4	Reduction of energy consumption	SPR- Action on climate ; SPR – Environmental data tables		Principle 8
GRI 302-5	Reductions in energy requirements of products and services	SPR- Action on climate ; SPR – Environmental data tables		
WATER				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on water ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on water ; ARA p. 29		
GRI 103-3	Evaluation of the management approach	SPR – Action on water ; ARA p. 29		
GRI 303-1	Water withdrawal by source	SPR – Action on water ; SPR – Environmental data tables ; SPR – Methodology		Principles 7, 8
GRI 303-2	Water sources significantly affected by withdrawal of water	SPR – Action on water ; SPR – Environmental data tables ; SPR – Methodology		
GRI 303-3	Water recycled and reused	SPR – Action on water ; SPR – Environmental data tables	While CCEP does replenish the water it uses in areas of water stress, we do not currently measure the water that we recycle and reuse within our operations.	
EMISSIONS				
GRI 103-1	Explanation of the material topic and its boundary	SPR- Action on climate ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR- Action on climate ; ARA p. 24-25		
GRI 103-3	Evaluation of the management approach	SPR- Action on climate ; ARA p. 24-25		
GRI 305-1	Direct (Scope 1) GHG emissions	SPR- Action on climate ; SPR – Environmental data tables ; SPR – Methodology ; ARA p. 24-25		Principles 7, 8
GRI 305-2	Energy indirect (Scope 2) GHG emissions	SPR- Action on climate ; SPR – Environmental data tables ; SPR – Methodology ; ARA p. 24-25		Principles 7, 8
GRI 305-3	Other indirect (Scope 3) GHG emissions	SPR- Action on climate ; SPR – Environmental data tables ; SPR – Methodology ; ARA p. 24-25		Principle 8
GRI 305-4	GHG emissions intensity	SPR- Action on climate ; SPR – Environmental data tables ; SPR – Methodology ; ARA p. 24-25		Principles 8, 9
GRI 305-5	Reduction of GHG emissions	SPR- Action on climate ; SPR – Environmental data tables ; SPR – Methodology ; ARA p. 24-25		Principles 8, 9
GRI 305-6	Emissions of ozone-depleting substances (ODS)	SPR- Action on climate ; SPR – Environmental data tables ; SPR – Methodology	We do not have PFC or SF6 emissions.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions	SPR – Action on climate ; SPR – Environmental data tables ; SPR – Methodology	We do not have NOx, SOx and other significant air emissions.	
EFFLUENTS AND WASTE				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on water ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on packaging ; SPR – Action on water		
GRI 103-3	Evaluation of the management approach	SPR – Action on water ; ARA p. 24		
GRI 306-1	Water discharge by quality and destination	SPR – Action on water ; SPR – Environmental data tables ; SPR – Methodology		Principle 8
GRI 306-2	Waste by type and disposal method	SPR – Action on water ; SPR – Environmental data tables ; SPR – Methodology		
GRI 306-3	Significant spills		Zero incidents of significant spills.	
GRI 306-4	Transport of hazardous waste		We do not transport waste deemed to be hazardous under the terms of the Basel Convention Annex I, II, III and VIII.	
GRI 306-5	Water bodies affected by water discharge and/or runoff	SPR – Action on water ; SPR – Environmental data tables	We ensure that our waste water is treated to a standard that can support aquatic life.	
ENVIRONMENTAL COMPLIANCE				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on packaging ; SPR – Action on water ; SPR- Action on climate ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on packaging ; SPR – Action on water ; SPR- Action on climate		
GRI 103-3	Evaluation of the management approach	SPR – Action on packaging ; SPR – Action on water ; SPR- Action on climate ; ARA p. 24		
GRI 307-1	Non-compliance with environmental laws and regulations	SPR – Action on packaging ; SPR – Action on water ; SPR- Action on climate	Zero significant fines or non-monetary sanctions in 2017.	
SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on supply chain ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on supply chain ; ARA p. 24		
GRI 103-3	Evaluation of the management approach	ARA p. 24		
GRI 308-1	New suppliers that were screened using environmental criteria	SPR – Action on supply chain	Our SGPs require that suppliers will comply with all applicable local and national environmental laws. For example, this includes ensuring that updated permissions, environmental licenses and monitoring reports such as for air emissions and wastewater discharge are available; and that records are available to confirm that generated wastes are disposed of in accordance with local regulations and managed while on site to prevent environmental contamination or worker risk.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 400: SOCIAL STANDARDS				
EMPLOYMENT				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on society: GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on society: ARA p. 22-23		
GRI 103-3	Evaluation of the management approach	SPR – Action on society: ARA p. 22-23		
GRI 401-1	New employee hires and employee turnover By Age: <20-29: 1,746/4.9%; 30-50: 1,857/7.9%; >50: 1,689/0.7% By Country: GB: M – 283/56.8%; F: 215/43.2%; <20-29: 210/5.9%; 30-50: 247/7%; >50: 41/1.2% FR: M – 331/66.6%; F: 166/33.4%; <20-29: 343/13.2%; 30-50: 145/5.6%; >50: 3/0.3% BE: M – 153/67.7%; F: 73/32.3%; <20-29: 123/5.9%; 30-50: 97/4.6%; >50: 4/0.3% BUL: M – 125/42.7%; F: 168/57.3%; <20-29: 167/28%; 30-50: 52/0.125%; >50: 1/0.2% DE: M – 361/72.1%; F: 140/27.9%; <20-29: 273/3.4%; 30-50: 182.2.3%; >50: 46/0.6% NL: M – 48/46.2%; F: 56/53.8%; <20-29: 74/10%; 30-50: 27/3.7%; >50: 3/0.4% NO: M – 35/59.3%; F: 24/40.7%; <20-29: 34/5.2%; 30-50: 23/3.5%; >50: 2/0.3% PO: M – 9/64.3%; F: 5/35.7%; <20-29: 2/0.5%; 30-50: 11/3.0; >50: 1/0.3% SE: M – 133/67.2%; F: 65/32.8%; <20-29: 126/16.1%; 30-50: 67/8.6%; >50: 5/0.6% SP: M – 1,143/83.1%; F: 232/16.9%; <20-29: 392/10.0%; 30-50: 929/23.8%; >50: 54/1.4% Voluntary Turnover: Data not available for Iceland. Due to size of operation in Luxembourg, data excluded here. By Age: <20-29: 254/1.1%; 30-50: 759/3.2%; >50: 367/1.6% By Country: GB: Total: 8.1%; M – 61.8%; F: 38.2%; <20-29: 2.3%; 30-50: 4.0%; >50: 1.9% FR: Total: 4.1%; M – 265.2%; F: 34.8%; <20-29: 1.1%; 30-50: 2.7%; >50: 0.4% BE: Total: 3.9%; M – 73.0%; F: 27.0%; <20-29: 1.0%; 30-50: 1.3%; >50: 1.7% DE: Total: 5.5%; M – 70.6%; F: 29.4%; <20-29: 0.3%; 30-50: 2.7%; >50: 2.5% NL: Total: 4.90%; M – 70.0%; F: 30.0%; <20-29: 1.0%; 30-50: 3.1%; >50: 0.8% NO: Total: 12.5%; M – 69.9%; F: 30.1%; <20-29: 1.4%; 30-50: 9.4%; >50: 1.7% PO: Total: 2.2%; M – 75%; F: 25%; <20-29: 0.3; 30-50: 1.4%; >50: 0.5% SE: Total: 10.6%; M – 71.9%; F: 28.1%; <20-29: 2.6%; 30-50: 6.7%; >50: 1.4% SP: Total: 4.6%; M – 75.8%; F: 24.2%; <20-29: 0.9%; 30-50: 2.9%; >50: 0.8% BUL: Total: 12.0%; M – 48.7%; F: 51.3%; <20-29: 3.9%; 30-50: 7.9%; >50: 0.2%	Employee New hires: Data not available for Iceland. Due to size of operation in Luxembourg, data excluded here.	Principle 6	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SPR – Action on society: SPR – Our employees	Employee benefits vary in offer depending upon country and level in the organisation. Significant locations of operation include all of our operations, sales, distribution and main office locations.	
GRI 401-3	Parental leave	SPR – Action on society: SPR – Our employees	We offer parental leave across the countries where we operate; this varies in length and benefit depending upon the country. As this is our first year of reporting as a combined organisation, we are unable to provide a consistent split of data in this area. We will continue to evolve our reporting to expand our disclosure on this indicator in the future.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
OCCUPATIONAL HEALTH AND SAFETY				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on society ; SPR – Our employees ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on society ; SPR – Our employees ; ARA p. 22-23		
GRI 103-3	Evaluation of the management approach	SPR – Action on society ; SPR – Our employees ; ARA p. 22-23		
GRI 403-1	Workers' representation in formal joint management-worker health and safety committees	SPR – Action on society ; SPR – Our employees ; SPR – Social data tables	Information is unavailable for 2017. We expect to expand our disclosure on this indicator in 2019.	
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	SPR – Action on society ; SPR – Our employees ; SPR – Social data tables ; SPR – Country data tables	<p>CCEP currently captures LTIR for employees, but are currently unable to split this data by gender consistently. We do not disclose type of injury publicly due to data protection. We do not consistently capture occupational disease rates due to data protection regulations.</p> <p>We are unable to share data regarding the gender of our fatality in 2017 due to data protection. We will look to evolve our disclosure in this area in the future.</p> <p>Whilst we capture contractor LTIR data, we do not include it in our LTIR figures, and we do not currently split this information by gender. We will continue to evolve our reporting on this in the future.</p>	
TRAINING AND EDUCATION				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on society ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on society ; ARA p. 2-35		
GRI 103-3	Evaluation of the management approach	SPR – Action on society ; ARA p. 2-35		
GRI 404-1	Average hours of training per year per employee	SPR – Action on society ; SPR – Social data tables	<p>Coca-Cola European Partners was created in May 2016 as a result of a merger between Coca-Cola Enterprises (CCE), Coca-Cola Iberian Partners (CCIP) and Coca-Cola Erfrischungsgetränke AG (CCEAG). Due to the unavailability of a single CCEP-wide reporting system, data has been gathered from various legacy systems. As a result, we are unable to provide this data by gender or employee category at this time. We expect to expand our disclosure on this indicator in 2019, as we consolidate our systems.</p> <p>In 2017 the average hours per FTE of training and development (hours) were 14. The average amount spent per FTE on training and development was €489.</p>	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	SPR – Action on society: SPR – Social data tables	<p>Employees in Executive and Leadership bands that received an appraisal form.</p> <p>Total CCEP = 92.9%</p> <p>By Country: GB: 90% FR: 100% BE: n/a BUL: n/a DE: 100% NL: n/a NO: n/a PO: n/a SE: n/a SP: 100%</p> <p>Senior managers and above that receive a regular performance and career development review.</p> <p>Total CCEP = 98.1%</p> <p>By Country: GB: 96.6% FR: 99.6% BE: 98.5% BUL: 96.2% DE: n/a NL: 99.1% NO: 100% PO: n/a SE: 98.6% SP: n/a</p> <p>Employees below manager that receive a regular performance and career development review.</p> <p>Total CCEP = 94.8%</p> <p>By Country: GB: 97.6% FR: 95.5% BE: 96.6% BUL: 84.3% DE: n/a NL: 95.3% NO: 90.5% PO: n/a SE: 86.3% SP: n/a</p> <p>We do not currently break down our career development reviews by gender. We will continue to evolve our reporting on this indicator in the future.</p>	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
DIVERSITY AND EQUAL OPPORTUNITY				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on society ; GRI Mapping; ARA p. 23	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on society ; ARA p. 2		
GRI 103-3	Evaluation of the management approach	SPR – Action on society ; ARA p. 23		
GRI 405-1	Diversity of governance bodies and employees	SPR – Action on society ; SPR – Social data tables ; SPR – Country data tables ; ARA p. 23, Board Composition p. 44-49; LT p. 50	CCEP does not capture minority group information on all employees across all of our territories, in accordance with local law. We will work to continue to evolve our reporting on this indicator in the future, where possible.	Principle 6
GRI 405-2	Ratio of basic salary and remuneration of women to men	SPR – Social data tables ; SPR – Country data tables	<p>The country male/female pay ratios calculated for the purposes of this report differ in calculation methodology to those that may be required by law within each country. For the purposes of this report, country pay ratios were calculated based upon base pay, on an FTE basis, excluding contract types such as apprenticeships and internships. Calculation was based upon 93% of total FTEs. The categorisation of Management and Non-management roles for 2017 is consistent across all countries. This was not possible in 2016 due to lack of alignment immediately following the merger and explains any significant year on year differences shown.</p> <p>Male/female pay ratio</p> <p>By Country: GB: Management – 103%, Non-Management – 116% FR: Management – 109%, Non-Management – 84% BE: Management – 108%, Non-Management – 92% LUX: Management – 107%, Non-Management – 88% BUL: n/a DE: Management – 105%, Non-Management – 88% ICE: Management – n/a, Non-Management – 78% NL: Management – 107%, Non-Management – 92% NO: Management – 112%, Non-Management – 99% PO: Management – 120%, Non-Management – 106% SE: Management – 107%, Non-Management – 92% SP: Management – 117%, Non-Management – 110%</p>	
HUMAN RIGHTS ASSESSMENT				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on sustainability ; SPR – Action on supply chain ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on sustainability ; SPR – Action on supply chain		
GRI 103-3	Evaluation of the management approach	SPR – Action on sustainability ; SPR – Action on supply chain		
GRI 412-2	Employee training on human rights policies or procedures	SPR – Operating with integrity ; SPR – Action on supply chain	Coca-Cola European Partners was created in May 2016 as a result of a merger between Coca-Cola Enterprises (CCE), Coca-Cola Iberian Partners (CCIP) and Coca-Cola Erfrischungsgetränke AG (CCEAG). CCEP's new Human Rights Policy and CCEP's Code of Conduct was released in 2018, and training programmes will be rolled out throughout the rest of this year. As a result, we expect to be able to expand upon this indicator in 2019.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
LOCAL COMMUNITIES				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on society ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on society		
GRI 103-3	Evaluation of the management approach	SPR – Action on society		
GRI 413-1	Operations with local community engagement, impact assessments and development programmes	SPR – Action on society	We conduct local community engagement, impact assessments and development programmes across 100% of our operations.	
SUPPLIER SOCIAL ASSESSMENT				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on supply chain ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on supply chain		
GRI 103-3	Evaluation of the management approach	SPR – Action on supply chain		
GRI 414-1	New suppliers that were screened using social criteria	SPR – Action on supply chain ; SPR – Environmental data tables		
PUBLIC POLICY				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Listening to our stakeholders ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Listening to our stakeholders ; ARA p. 4, 10, 13, 22-25		
GRI 103-3	Evaluation of the management approach	SPR – Listening to our stakeholders ; ARA p. 10, 22-25		
GRI 415-1	Political contributions	SPR – Listening to our stakeholders	We do not make political contributions in our countries of operation. The majority of our engagement with policy makers on policy issues affecting our business happen through trade associations, with whom we spend approximately 2 million EUR each year across our territories each year.	
CUSTOMER HEALTH AND SAFETY				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on drinks ; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on drinks ; ARA p. 2-3, 6, 8-13		
GRI 103-3	Evaluation of the management approach	SPR – Action on drinks ; ARA p. 11, 13, 27, 33		
GRI 416-1	Assessment of the health and safety impacts of produce and service categories	SPR – Action on drinks ; ARA p. 27, 33	All products are assessed for health and safety impacts.	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	SPR – Action on drinks	Zero issues of non-compliance in 2017.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
MARKETING AND LABELLING				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Action on drinks; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Action on drinks; ARA p. 22-23		
GRI 103-3	Evaluation of the management approach	SPR – Action on drinks; ARA p. 22-23		
GRI 417-1	Requirements for product and service information and labelling	SPR – Action on drinks	100% of our products are assessed for compliance against our commitment to ensure clear nutritional labelling on front of pack across all of our products.	
GRI 417-2	Incidents of non-compliance concerning product and service information and labelling	SPR – Action on drinks	Zero issues of non-compliance in 2017.	
GRI 417-3	Incidents of non-compliance concerning marketing communications	SPR – Action on drinks	Zero issues of non-compliance in 2017.	
SOCIOECONOMIC COMPLIANCE				
GRI 103-1	Explanation of the material topic and its boundary	SPR – Operating with Integrity; SPR – Action on drinks; GRI Mapping	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SPR – Operating with Integrity; SPR – Action on drinks ; ARA p. 52-64		
GRI 103-3	Evaluation of the management approach	SPR – Operating with Integrity; SPR – Action on drinks; ARA p. 52-64		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	SPR – Operating with Integrity	Zero issues of non-compliance in 2017.	