

## Human Rights Policy Statement

### Statement of intent

At Coca-Cola Hellenic we recognise the diversity of the different countries we operate in, our consumers, customers, suppliers, and of our own people.

We are a responsible and ethical business organisation and respect internationally recognized principles of human rights enshrined, inter alia in the UN Universal Declaration of Human Rights and the ten principles of UN Global Compact.

We are committed to the advocacy of our core values, including the principles and ethical standards outlined within our Code of Business Conduct.

### Coca-Cola Hellenic core values

- Acting with integrity and delivering on every promise
- Committing passionately to excel at all we do
- Competing to win, as one team
- Ensuring our people reach their full potential
- Treating everyone openly, honestly and with respect

### Coca-Cola Hellenic Human Rights standards

#### Promoting Equality of Opportunity

Our core values reflect our commitment to creating an environment in which all employees have the opportunity to reach their full potential in pursuit of challenging business goals.

It is our policy not to discriminate in any aspect of employment on the grounds of race, religion, colour, ethnic or national origin, age, disability, sexual orientation, political opinion, gender or marital status.

In all aspects of employment, recruitment, compensation and benefits, training, promotion, transfer and termination, we will treat individuals justly, according to their abilities to meet the requirements and standards of their role. We do not take into account any factors which are specific to an individual but which are not relevant in the work context, as they might be considered discriminatory.

No employee will be subject to physical, sexual, racial, psychological, verbal, or any other form of harassment or abuse. The company has procedures in place to detect failures to live up to this standard and to deal with them swiftly and effectively.

We will not hire any person below the local legal working age, and will not, in any circumstances hire anyone below the age of fifteen years. We will not use or condone the use of forced or compulsory labour in any of our operations. We will use our influence to bring about alignment within our supply chain by encouraging our suppliers and customers to conform to these principles.

### **Providing a Positive Working Environment**

The health, safety and welfare of our employees is paramount to Coca-Cola Hellenic. It is the policy of Coca-Cola Hellenic that all of our operations must be in full compliance with local health and safety legislation. This involves taking all reasonable and practical measures to ensure that our operations provide a secure and safe working environment.

We are committed to developing the highest standards of occupational health and safety. To this end we are implementing OHSAS 18000 across our territories.

### **Dignity at work**

Coca-Cola Hellenic seeks to provide a positive work environment. This is underscored by one of the core values, *treating everyone openly, honestly and with respect*.

All of our employees have the right to expect that their dignity be fully respected in the workplace. We recognise cultural and individual diversity while seeking to create a strong culture and *competing to win as one team*.

### **Work/life balance**

We acknowledge and promote a healthy balance between our employees' working and personal life and respect the commitments employees have outside of the work environment. We recognise that everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

## **Developing Employee Engagement**

Our internal communications strategy aims to ensure that employees at every level of our workforce are fully focused on the plans, actions and behaviours to meet and exceed consumer and customer expectations.

We believe that the more employees feel engaged with the business, the more passionate, productive and committed they will be to the achievement of stretching business goals. To this end we seek to encourage two-way communication within Coca-Cola Hellenic and we continue to develop the necessary process for this.

At Coca-Cola Hellenic we respect the uniqueness of our employees as individuals while encouraging the synergies presented by teamwork both within country operations and across our broad organisation.

We respect the right of employees to join or not to join a trade union. Employees may make a free choice without fear of intimidation or reprisal. We will recognize representative trade unions for the purpose of collective bargaining.

## **Respect for national sovereignty**

Coca-Cola Hellenic recognises that there is potential conflict, and moral dilemma, in countries where human rights are compromised. In such environments Coca-Cola Hellenic takes responsibility to ensure that its business operations do not contribute directly or indirectly to human rights abuses. We use our influence internally to ensure that our employees fully understand the company's commitment to human rights and their own rights and responsibilities.

## **Community**

As a responsible corporate citizen, Coca-Cola Hellenic recognizes its responsibilities in society. We believe that by being active and caring about the communities where we operate, we can best meet these social responsibilities and bring about positive change.

## **Coca-Cola Hellenic mission statement**

"We, the people of Coca-Cola Hellenic, will

- Refresh our consumers;
- Partner with our customers;
- Reward our stakeholders;

.... and enrich the lives of our local communities."

## Coca-Cola Hellenic Human Rights framework

### Human rights management

Coca-Cola Hellenic is committed to integrating and applying its human rights policy across all functions and operations. In order to achieve this the company is developing appropriate management information systems, training programmes, consultation procedures and other assurance processes necessary to give effect to this policy.

Coca-Cola Hellenic's Social Responsibility sub-committee of the Board of Directors is responsible for monitoring our human rights policy throughout all 28 countries in which we operate. The responsibility is ensured through the management and reporting structure set out below:

1. The Coca-Cola Hellenic human rights working group whose team members represent key functions and geographies, has the remit to:
  - Monitor developments both internally and externally that affect the human rights policy and takes appropriate action.
  - Obtain support from the senior management team for the company's human rights policy and its implementation.
  - Develop the strategy for compliance with the human rights policy and in particular the standards set.
  - Share best practice across the business and communicate human rights issues and performance internally and externally.
  - Monitor the setting of targets and achievements in respect of meeting the policy.

Coca-Cola Hellenic managers are responsible for ensuring resources are made available for implementation and training, and ensuring conformance to the policy.

2. Partners, suppliers and contracted third parties are encouraged to have similar approaches. Coca-Cola Hellenic has adopted a set of supplier guiding principles covering ethical business practices, environment, human rights and core labour standards.

### Ways of working

As with all other business commitments, we seek to make our human rights performance one of consistent improvement. To achieve this we will:

- Educate and train our employees, particularly our managers, in the implications of our human rights policies.
- Monitor and measure our own performance against the policy.
- Systematically assess our performance against best practice to continually improve our aspirations and performance.

Beyond this we will report publicly on our human rights performance as part of our engagement and dialogue with key stakeholders. And we will encourage our business partners to uphold and respect human rights.

\* \* \* \* \*