

Guiding Principles for Suppliers

As an ethical business organisation, Coca-Cola Hellenic takes responsibility to ensure that its business operations do not contribute directly or indirectly to human rights abuses. We ensure that our employees are aware of the company's commitment to human rights and their own rights and responsibilities through regular training sessions.

Those who do business with us across the countries we operate in, know we are committed to managing our business with a consistent set of values that represent the highest standards of quality, integrity and excellence. We respect the unique customs and cultures in the communities in which we operate. In pursuing this policy, we seek to develop relationships with suppliers who share similar values and conduct business in an ethical manner.

As part of our ongoing effort to develop and strengthen our relationships with suppliers, we have adopted the Coca-Cola Hellenic Supplier Guiding Principles for use with our direct suppliers. The Supplier Guiding Principles are based on the belief that good corporate citizenship is essential to our long-term business success and must be reflected in our relationships and actions in the marketplace, the workplace, the environment and the community.

We look forward to working with you to ensure an understanding of and compliance with the requirements set forth in these Guiding Principles for you and all of our direct suppliers.

Workplace practices

At Coca-Cola Hellenic, we support fair employment practices consistent with our commitment to human rights in the workplace, we seek to:

1. Establish a strong and direct relationship with our respective employees through open and honest communications.
2. Treat our employees with fairness, dignity, and respect.
3. Abide by all applicable labor laws, including those that address working hours, compensation, and third party representation.
4. Value diversity in its broadest sense.
5. Hold each other accountable for performance at the highest levels.
6. Reward our employees commensurate with performance.
7. Provide opportunities for employees to develop personally and professionally.
8. Ensure, with our employees, the safety of the workplace.

We expect our suppliers to follow all applicable laws, and similar standards and principles in the countries in which they operate.

Work environment

We expect our suppliers to judge their employees and contractors based upon their ability to do their jobs and not upon their physical and/or personal characteristics or beliefs, affirming the principle of no discrimination based on race, colour, gender, religion, political opinion, national origin or sexual orientation.

Health and safety

We expect our suppliers to provide a safe workplace with policies and practices in place to minimise the risk of accidents, injury, and exposure to health risks.

Child and forced labour; abuse of labor

We expect our suppliers neither to employ anyone under the legal working age nor to condone physical or other unlawful abuse or harassment, or the use of forced or other compulsory labor in any of their operations.

Wages and benefits

We expect our suppliers to compensate their employees fairly and competitively relative to their industry, in full compliance with applicable local and national wage and hour laws, and to offer opportunities for employees to develop their skills and capabilities.

Third parties

In the event their employees have lawfully chosen to be represented by third parties, we expect our suppliers to recognise such parties in good faith and not to retaliate against employees for their lawful participation in labor organization activities.

Environmental practices

We expect our suppliers to conduct business in ways that protect and preserve the environment. At a minimum, we expect our suppliers to meet applicable environmental laws, rules and regulations in their operations in the countries in which they do business.

Compliance with Applicable Laws and Standards

At a minimum, suppliers to Coca-Cola Hellenic and its subsidiaries will be required to meet the following requirements with respect to their operations as a whole:

a.	Laws and Regulations	Supplier will comply with all applicable laws, rules, regulations and requirements in the manufacture and distribution of its products and supplies and in providing services to the company.
b.	Child Labor	Supplier will not use child labor.
c.	Forced Labor	Supplier will not use forced or compulsory labor.
d.	Abuse of Labor	Supplier will not abuse labor, physically or otherwise.
e.	Third Parties	Supplier will respect employees' rights to choose whether to be represented by third parties and to bargain collectively in accordance with applicable laws.
f.	Wages and Benefits	Wages and benefits will comply with applicable laws.
g.	Working Hours & Overtime	Working hours and overtime will comply with applicable laws.
h.	Health and Safety	Working conditions will comply with applicable laws.
i.	Environment	Supplier will comply with all applicable environmental Laws.

Suppliers may not offer any employees, officers or other representatives of Coca-Cola Hellenic any gifts or benefits for doing business with supplier. All new or renewed commercial agreements between our company and our suppliers will contain a reference to these Guiding Principles and its requirements. Suppliers must be able to demonstrate their compliance with these requirements at the request of and to the satisfaction of our company representatives. Coca-Cola Hellenic reserves the right to inspect any site used for work for our company, and to terminate in its sole discretion any agreement with any supplier who fails to comply with these Guiding Principles.
