







GRI G4.0 Index

MATERIAL ISSUES – G4 ASPECTS MAPPING

Based on the material issues identified by our stakeholders, we've mapped these against the GRI G4 Aspects, and identified the external boundaries associated with each. The reporting information in each of our factsheets has been developed carefully to cover the G4 Aspects on an issue-by-issue basis. Within these aspects, the CCE boundary always covers all territories where CCE has operations.

Priority Issues	 Wellbeing	 Climate Change	 Resource Scarcity	 Water Stewardship	 Sustainable Sourcing	 Employment and Diversity
Commitment area	Wellbeing	Energy and Climate Change	Sustainable Packaging and Recycling	Water	Sustainable Sourcing	Workplace and Community
Factsheets	7-9	10-14	15-17	18-20	21-23	24-27
G4 Aspects	Customer Health and safety Marketing communications Compliance Product and service labeling	Overall Emissions Energy Transport Effluents and waste	Overall Materials Environment: Product and services	Overall Water Effluents and waste Compliance	Materials Water Supplier environmental assessment Supplier assessment for labor practices Supplier human rights assessment Supplier assessment for impacts on society	Indirect economic impacts Impacts Economic performance Local communities Diversity and equal opportunity Equal remuneration for men and women Occupational health and safety Employment Training and education Anti-corruption Public Policy
External Boundary	Customers Consumers TCCC	TCCC Suppliers Customers Consumers	TCCC Suppliers Customers Consumers	Communities	TCCC Suppliers	Communities

GRI G4.0 DISCLOSURES

The table below shows where CCE's information and data corresponding to the Global Reporting Initiative's G4 Guidelines can be found.

The majority of information is located in CCE's Corporate Responsibility and Sustainability Factsheets 2015/2016. For some indicators, information is also included from the CCE Form 10-K, 2015 Proxy Statement, CCE Carbon Disclosure Project submission, our corporate website www.cokecce.com

References abbreviated as follows:

CRS	CCE Corporate Responsibility and Sustainability Report 2015/2016
AR	CCE Annual Report 2015
10-K	CCE Form 10-K (within CCE Annual Report 2015)
Proxy	2015 Proxy Statement
CDP C	Carbon Disclosure Project Submission – Carbon
CDP W	Carbon Disclosure Project Submission – Water

G4.0 Indicator	Description	Cross-reference or answer	Additional information	UNGC cross-reference
STRATEGY AND ANALYSIS				
G4-1	Statement from the most senior decision-maker of the organization	CRS – CEO Statement Factsheet 2		CEO Statement
G4-2	Description of key impacts, risks and opportunities	CRS – About this Report Factsheet 1; CRS – Our Sustainability Plan Factsheet 3; CRS – Wellbeing Issue Sheet 7; CRS – Climate Change Issue Sheet 10; CRS – Resource Scarcity Issue Sheet 15; CRS – Water Issue Sheet 18; CRS – Sustainable Sourcing Issue Sheet 21; CRS – Employment and Diversity Issue Sheet 24; CRS – Stakeholders and Materiality Factsheet 28;		
ORGANIZATIONAL PROFILE				
G4-3	Name of the organization	Coca-Cola Enterprises Inc.; CRS – About this Report Factsheet 1		
G4-4	Primary brands, products and/or services	CRS – Our Business Factsheet 4; 10-K, p4-8 cokecce.com		

G4.0 Indicator	Description	Cross-reference or answer	Additional information	UNGC cross-reference
G4-5	Location of the organization's headquarters	CRS – Our Business Factsheet 4	Allanta, Georgia, (United States)	
G4-6	Number of countries where the organization operates, and names of countries where the organization has significant operations	CRS – About this Report Factsheet 1; CRS – Our Business Factsheet 4		
G4-7	Name of ownership and legal form	10-K, p4		
G4-8	Markets served	CRS – About this Report Factsheet 1; CRS – Our Business Factsheet 4		
G4-9	Scale of the organization	CRS – Our Business Factsheet 4; 10-K, p4-5		
G4-10	Workforce information	CRS – Our Business Factsheet 4; CRS – Employment and Diversity Factsheet 25 CRS – Social Data, Factsheet 31	<p>Coca-Cola Enterprises does not collect employment numbers based on type of employment contract, as defined by the GRI G4 Guidelines.</p> <p>Coca-Cola Enterprises' work is not substantially performed by workers who are legally recognized as self-employed or who are employees of contractors. We do not have material seasonal variations in employment numbers. We will work to expand our disclosure in the coming years in this area.</p> <p>Total workforce – full time and part time by country and gender (2015)</p> <p>Belgium</p> <ul style="list-style-type: none"> – Female full time = 92% – Male full time = 99.6% – Female part time = 8% – Male part time = <1% <p>Bulgaria</p> <ul style="list-style-type: none"> – Female full time = 100% – Male full time = 100% – Female part time = 0% – Male part time = 0% <p>France</p> <ul style="list-style-type: none"> – Female full time = 97% – Male full time = 99% – Female part time = 3% – Male part time = 1% <p>GB</p> <ul style="list-style-type: none"> – Female full time = 98% – Male full time = 81% – Female part time = 19% – Male part time = 2% <p>Luxembourg</p> <ul style="list-style-type: none"> – Female full time = 92% – Male full time = 100% – Female part time = 8% – Male part time = 0% <p>Netherlands</p> <ul style="list-style-type: none"> – Female full time = 67% – Male full time = 98% – Female part time = 33% – Male part time = 2% <p>Norway</p> <ul style="list-style-type: none"> – Female full time = 67% – Male full time = 98% – Female part time = 33% – Male part time = 2% <p>Sweden</p> <ul style="list-style-type: none"> – Female full time = 96% – Male full time = 99% – Female part time = 4% – Male part time = 1% <p>USA</p> <ul style="list-style-type: none"> – Female full time = 100% – Male full time = 100% – Female part time = 0% – Male part time = 0% 	Principle 6
G4-11	Percentage of total employees covered by collective bargaining agreements	CRS – Employment and Diversity Factsheet 25 CRS – Social Data Factsheet 31		Principle 3
G4-12	Organization's supply chain	CRS – Our Value Chain Factsheet 4; CRS – Sustainable Agriculture Factsheet 22; CRS – Suppliers and Sustainability Factsheet 23		
G4-13	Significant changes during the reporting period regarding the organization's size structure, ownership, or its supply chain	CRS – Our Business Factsheet 4; 10-K, p4		
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization	CRS – Governance Factsheet 29		
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	CRS – About this Report Factsheet 1; CRS – Stakeholder and Materiality Factsheet 28; CRS – Governance Factsheet 29; cokece.com		
G4-16	List memberships of association and national or international advocacy organizations	CRS – Recycling Factsheet 17; CRS – Stakeholders and Materiality Factsheet 28		

G4.0 Indicator	Description	Cross-reference or answer	Additional information	UNGC cross-reference
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES				
G4-17	A. List all entities included in the organization's consolidated financial statements or equivalent documents B. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	See Explanation 10-K	Coca-Cola Enterprises publishes an annual 10K, which includes all company-owned or controlled operations. The scope of the sustainability report can be found in CRS-About this Report Factsheet 1.	
G4-18	A. Explain the process for defining the report content and the Aspect Boundaries B. Explain how the organization has implemented the Reporting Principles for Defining Report Content	CRS – About this Report Factsheet 1; CRS – Our Sustainability Plan Factsheet 3; CRS – Our Stakeholders and Materiality Factsheet 28		
G4-19	Material Aspects identified in the process for defining report content	CRS – Our Stakeholders and Materiality Factsheet 28		
G4-20	For each material Aspect, report the Aspect Boundary within the organization	CRS – Our Stakeholders and Materiality Factsheet 28		
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	CRS – Our Stakeholders and Materiality Factsheet 28	Aspects where impacts occur outside of the organization are applicable throughout all geographies of our operations.	
G4-22	Report the effect of any restatements of information provided in previous reports and the reasons for such restatements	CRS – Product Portfolio Factsheet 8; CRS – Our Carbon Footprint Factsheet 11; CRS – Energy and Renewable Energy Factsheet 12; CRS – Transport and Distribution Factsheet 13; CRS – Water Stewardship Factsheet 19; CRS – Employment and Diversity Factsheet 25; CRS – 2015 Data Tables Factsheet 30 CRS – Social Data Factsheet 31		
G4-23	Report significant changes from previous reporting periods in Scope and Aspect Boundaries.	CRS – Our Sustainability Plan Factsheet 3; CRS – Stakeholders and Materiality Factsheet 28		
STAKEHOLDER ENGAGEMENT				
G4-24	List of stakeholder groups engaged by the organization	CRS – Our Stakeholders and Materiality Factsheet 28; CRS – All Factsheets		
G4-25	Basis for identification and selection of stakeholders with whom to engage	CRS – Our Stakeholders and Materiality Factsheet 28	Stakeholders selected by topic relevance.	
G4-26	Organization's approach to stakeholder engagement	CRS – Our Stakeholders and Materiality Factsheet 28		
G4-27	Key topics and concerns that have been raised through stakeholder engagement	CRS – Our Stakeholders and Materiality Factsheet 28		
REPORT PROFILE				
G4-28	Reporting period for information provided	CRS – About this report Factsheet 1		
G4-29	Date of most recent previous report	CRS – About this report Factsheet 1		
G4-30	Reporting cycle	CRS – About this report Factsheet 1		
G4-31	Contact point for questions regarding the report or its content	CRS – About this Report Factsheet 1		
G4-32	A. Report the 'in accordance' option the organization has chosen B. Report the GRI Content Index for the chosen option C. Report the reference to the External Assurance Report	CRS – About this Report Factsheet 1; CRS – Assurance Statement Factsheet 32; CRS – GRI G4.0 Index	This report has been prepared in accordance with GRI G4.0 Core requirements.	
G4-33	Organization's policy and current practice with regard to seeking external assurance for the report	CRS – About this Report Factsheet 1; CRS – Assurance Statement Factsheet 32; CRS – GRI G4.0 Index		
GOVERNANCE				
G4-34	Governance structure of the organization, including committees of the highest governance body	CRS – Governance Factsheet 29; Proxy		
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	CRS – Governance Factsheet 29		
G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body	CRS – Governance Factsheet 29; 10-K; Proxy	The highest level of direct responsibility for sustainability within Coca-Cola Enterprises is Laura Brightwell, Senior Vice President of Public Affairs and Communications.	
G4-39	Report whether the Chair of the highest governance body is also an executive officer	CRS – Governance Factsheet 29; 10-K; Proxy	John F Brock serves as both the Chief Executive Officer and the Chairman of the Board of Directors.	
G4-51	Remuneration policies for the highest governance body and senior executives by types of remuneration	10-K; Proxy		
ETHICS AND INTEGRITY				
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	CRS – Governance Factsheet 29; www.cokecce.com		Principle 10
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity	CRS – Governance Factsheet 29		
G4-58	Report the internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity	CRS – Governance Factsheet 29		
SPECIFIC STANDARD DISCLOSURES: ASPECTS				
Aspects		CRS – Stakeholders and Materiality Factsheet 28	G4 Aspects Mapping is listed in total in the Our Stakeholders and Materiality Factsheet 28.	

GRI G4 Material Aspect	Indicator	Description	Indicator cross-reference or answer	Omissions and explanations	UNGC cross-reference
ECONOMIC					
Economic Performance	G4-DMA		CRS – Our Business Factsheet 4; CRS – Wellbeing Issue Sheet 7; CRS – Climate Change Issue Sheet 10; CRS – Resource Scarcity Issue Sheet 15; CRS – Water Issue Sheet 18; CRS – Sustainable Sourcing Issue Sheet 21; CRS – Employment and Diversity Issue Sheet 24; 10-K		
Economic Performance	G4-EC1	Direct economic value generated and distributed	CRS – Our Business Factsheet 4; 10-K	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.	
Economic Performance	G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	CRS – Climate Change Issue sheet 10; CRS – Resource Scarcity Issue sheet 15; CRS – Water Issue sheet 18; 10-K, p13-17		Principle 7
Economic Performance	G4-EC3	Coverage of the organization's defined benefit plan obligations	10-K, p33-37, 64+		
Indirect Economic Performance	G4 – DMA		CRS – Our Business Factsheet 4; CRS – Wellbeing Issue Sheet 7; CRS – Wellbeing: Active Lifestyles Factsheet 9; CRS – Climate Change Issue Sheet 10; CRS – Resource Scarcity Issue Sheet 15; CRS – Sustainable Packaging Factsheet 16; CRS – Recycling Factsheet 17; CRS – Water Issue Sheet 18; CRS – Sustainable Sourcing Issue Sheet 21; CRS – Sustainable Agriculture Factsheet 22; CRS – Suppliers and Sustainability Factsheet 23; CRS – Employment and Diversity Issue Sheet 24; CRS – Employment and Diversity Factsheet 25; CRS – Community Factsheet 27; 10-K		
Indirect Economic Performance	G4- EC7	Development and impact of infrastructure investments and services supported	CRS – Our Business Factsheet 4; CRS – Sustainable Packaging Factsheet 16; CRS – Recycling Factsheet 17; CRS – Sustainable Agriculture Factsheet 22; CRS – Suppliers and Sustainability Factsheet 23; CRS – Employment and Diversity Factsheet 25; CRS – Community Factsheet 27		
Indirect Economic Performance	G4- EC8	Significant indirect economic impacts, including the extent of impacts	CRS – Our Business Factsheet 4; CRS – Sustainable Packaging Factsheet 16; CRS – Recycling Factsheet 17; CRS – Sustainable Agriculture Factsheet 22; CRS – Suppliers and Sustainability Factsheet 23; CRS – Employment and Diversity Factsheet 25; CRS – Community Factsheet 27		
ENVIRONMENTAL					
Materials	G4-DMA		CRS – Resource Scarcity Issue Sheet 15; CRS – Sustainable Packaging Factsheet 16; CRS – Recycling Factsheet 17; CRS – Water Issue Sheet 18; CRS – Water Stewardship Factsheet 19; CRS – Protecting and Replenishing the Water We Use Factsheet 20		
Materials	G4-EN1	Materials used by weight or volume	CRS – Sustainable Packaging Factsheet 16	We are not currently able to disclose volume information for raw ingredients. We will continue to evolve our reporting approach on this indicator.	
Materials	G4-EN2	Percentage of materials used that are recycled input materials	CRS – Sustainable Packaging Factsheet 16; CRS – Recycling Factsheet 17		
Energy	G4-DMA		CRS – Climate Change Factsheet 10; CRS – Our Carbon Footprint Factsheet 11; CRS – Energy and Renewable Energy Factsheet 12		
Energy	G4-EN3	Energy consumption within the organization	CRS – Our Carbon Footprint Factsheet 11; CRS – Energy and Renewable Energy Factsheet 12		Principles 7, 8
Energy	G4-EN5	Energy intensity	CRS – Our Carbon Footprint Factsheet 11; CRS – Energy and Renewable Energy Factsheet 12		Principle 8
Energy	G4-EN6	Reduction of energy consumption	CRS – Our Carbon Footprint Factsheet 11; CRS – Energy and Renewable Energy Factsheet 12; CRS – Transportation and Distribution Factsheet 13; CRS – Cold Drinks Equipment Factsheet 14		Principle 8
Energy	G4-EN7	Reductions in energy requirements of products and services	CRS – Our Carbon Footprint Factsheet 11; CRS – Energy and Renewable Energy Factsheet 12; CRS – Transportation and Distribution Factsheet 13; CRS – Cold Drinks Equipment Factsheet 14		

GRI G4 Material Aspect	Indicator	Description	Indicator cross-reference or answer	Omissions and explanations	UNGC cross-reference
Water	G4-DMA		CRS – Water Issue Sheet 18; CRS – Water Stewardship Factsheet 19; CRS – Protecting and Replenishing the Water We Use Factsheet 20		
Water	G4-EN8	Total withdrawal by source	CRS – Water Stewardship Factsheet 19; CRS – Protecting and Replenishing the Water We Use Factsheet 20; CDP W		Principles 7, 8
Water	G4-EN9	Water sources significantly affected by withdrawal of water	CRS – Water Stewardship Factsheet 19; CRS – Protecting and Replenishing the Water We Use Factsheet 20; CDP W		
Emissions	G4-DMA		CRS – Climate Change Issue Sheet 10; CRS – Our Carbon Footprint Factsheet 11; CRS – Energy and Renewable Energy Factsheet 12; CRS – Transportation and Distribution Factsheet 13; CRS – Cold Drinks Equipment Factsheet 14		Principles 7, 8
Emissions	G4-EN15	Direct greenhouse gas emissions (scope 1)	CRS – Our Carbon Footprint Factsheet 11; CDP C		Principles 7, 8
Emissions	G4-EN16	Energy indirect greenhouse gas emissions (scope 2)	CRS – Our Carbon Footprint Factsheet 11; CDP C		Principles 7, 8
Emissions	G4-EN17	Other indirect greenhouse gas emissions (scope 3)	CRS – Our Carbon Footprint Factsheet 11; CDP C		Principle 8
Emissions	G4-EN18	Greenhouse gas emissions intensity	CRS – Our Carbon Footprint Factsheet 11; CRS – Energy and Renewable Energy Factsheet 12; CRS – 2015 CRS Data Table Factsheet 30; CDP C		Principles 8, 9
Emissions	G4-EN19	Reduction of greenhouse gas emissions	CRS – Our Carbon Footprint Factsheet 11; CRS – Energy and Renewable Energy Factsheet 12; CRS – Transport and Distribution Factsheet 13; CRS – Cold Drinks Equipment Factsheet 14; CRS – 2015 CRS Data Table Factsheet 30; CDP C		Principles 8, 9
Emissions	G4-EN20	Emissions of ozone-depleting substances	CRS – Our Carbon Footprint Factsheet 11	We do not have PFC or SF6 emissions.	
Emissions	G4-EN21	NOx, SOx and other significant air emissions	CRS – Our Carbon Footprint Factsheet 11	We do not have NOx, Sox and other significant air emissions.	
Effluents and Waste	G4-DMA		CRS – Resource Scarcity Issue sheet 15; CRS – Recycling Factsheet 17; CRS – Water Issue Sheet 18; CRS – Water Stewardship Factsheet 19;		
Effluents and Waste	G4-EN22	Total water discharge by quality and destination	CRS – Water Stewardship Factsheet 19; CRS – 2015 Data Table Factsheet 30	In 2015 there was no unplanned water discharge. Water was not reused by another organisation.	Principles 8
Effluents and Waste	G4-EN23	Total weight of waste by type and disposal method	CRS – Recycling Factsheet 17		
Effluents and Waste	G4-EN24	Total number and volume of significant spills		Zero incidents of significant spills.	
Effluents and Waste	G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII and percentage of transported waste shipped internationally		We do not transport waste deemed to be hazardous under the terms of the Basel Convention Annex I, II, III and VIII.	
Products and services	G4-DMA		Same as for EN27		
Products and services	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	CRS – Our Carbon Footprint Factsheet 11; CRS – Energy and Renewable Energy Factsheet 12; CRS – Transportation and Distribution Factsheet 13; CRS – Cold Drinks Equipment Factsheet 14; CRS – Sustainable Packaging Factsheet 16; CRS – Recycling Factsheet 17; CRS – Water Stewardship Factsheet 19; CRS – Protecting and Replenishing The Water We Use Factsheet 20		Principles 7, 8, 9
Compliance	G4-DMA		CRS – Governance Factsheet 29		
Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	CRS – Governance Factsheet 29	Zero significant fines or non-monetary sanctions in 2015.	
Transport	G4-DMA		CRS – Climate Change Issue Sheet 10; CRS – Transportation and Distribution Factsheet 13		
Transport	G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	CRS – Transportation and Distribution Factsheet 13	Methodology on cokece.com.	Principle 8
Overall	G4-DMA		CRS – Climate Change Issue Sheet 10; CRS – Energy & Renewable Energy Factsheet 12; CRS – Transportation & Distribution Factsheet 13; CRS – Cold Drinks Equipment Factsheet 14; CRS – Resource Scarcity Issue Sheet 15; CRS – Sustainable Packaging Factsheet 16; CRS – Recycling Factsheet 17		

GRI G4 Material Aspect	Indicator	Description	Indicator cross-reference or answer	Omissions and explanations	UNGC cross-reference
Overall	G4-EN31	Total environmental protection expenditures and investments by type	CRS – Energy & Renewable Energy Factsheet 12; CRS – Transportation & Distribution Factsheet 13; CRS – Cold Drinks Equipment Factsheet 14; CRS – Sustainable Packaging Factsheet 16; CRS – Recycling Factsheet 17		
Supplier Environmental Assessment	G4-DMA		CRS – Sustainable Sourcing Issue Sheet 21; CRS – Sustainable Agriculture Factsheet 22; CRS – Suppliers and Sustainability Factsheet 23		
Supplier Environmental Assessment	G4-EN32	Percentage of new suppliers that were screened using environmental criteria	CRS – Sustainable Agriculture Factsheet 22; CRS – Suppliers and Sustainability Factsheet 23	Our SGPs require that all 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. SGPs are now built into all new contracts and into multi-year contracts as they renew. In 2015, contracts incorporating SGPs accounted for approximately 70 percent of our spending with suppliers.	
SOCIAL: LABOR PRACTICES AND DECENT WORK					
Employment	G4-DMA		CRS – Employment and Diversity Issue Sheet 24; CRS – Employment and Diversity Factsheet 25		

GRI G4 Material Aspect	Indicator	Description	Indicator cross-reference or answer	Omissions and explanations	UNGC cross-reference
Employment	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	CRS – Employment and Diversity Factsheet 25 CRS – Social Data 31	<p>New hires (2015)</p> <p>All CCE</p> <ul style="list-style-type: none"> – Female = 364/12.3% – Male = 473/5.6% – <20 = 14/46.7% – 20-29 = 417/23.1% – 30-39 = 267/7.8% – 40-49 = 122/3.4% – 50-59 = 16/0.7% – 60+ = 1/0.3% <p>Belgium</p> <ul style="list-style-type: none"> – Female = 34/8.9% – Male = 34/1.8% – <20 = 0/0% – 20-29 = 37/12.8% – 30-39 = 17/2.7% – 40-49 = 12/1.6% – 50-59 = 2/0.3% – 60+ = 0/0% <p>France</p> <ul style="list-style-type: none"> – Female = 51/7.3% – Male = 92/4.6% – <20 = 0/0% – 20-29 = 81/18.6% – 30-39 = 40/4.7% – 40-49 = 17/2.0% – 50-59 = 5/1.0% – 60+ = 0/0% <p>GB</p> <ul style="list-style-type: none"> – Female = 126/11.5% – Male = 174/6.8% – <20 = 14/66.7% – 20-29 = 129/24.3% – 30-39 = 98/9.6% – 40-49 = 52/4.5% – 50-59 = 6/0.8% – 60+ = 1/0.6% <p>Luxembourg</p> <ul style="list-style-type: none"> – Female = 1/7.7% – Male = 2/3.4% – <20 = 0/0% – 20-29 = 3/37.5% – 30-39 = 0/0% – 40-49 = 0/0% – 50-59 = 0/0% – 60+ = 0/0% <p>Netherlands</p> <ul style="list-style-type: none"> – Female = 8/4.8% – Male = 5/0.8% – <20 = 0/0% – 20-29 = 4/4.4% – 30-39 = 5/2.3% – 40-49 = 4/1.5% – 50-59 = 0/0% – 60+ = 0/0% <p>Norway</p> <ul style="list-style-type: none"> – Female = 21/13.7% – Male = 33/5.9% – <20 = 0/0% – 20-29 = 21/16.3% – 30-39 = 24/10.1% – 40-49 = 8/3.4% – 50-59 = 1/1.1% – 60+ = 0/0% <p>Sweden</p> <ul style="list-style-type: none"> – Female = 22/11.5% – Male = 33/5.8% – <20 = 0/0% – 20-29 = 24/20.3% – 30-39 = 18/8.1% – 40-49 = 12/4.5% – 50-59 = 1/0.8% – 60+ = 0/0% <p>We are not yet able to disclose this data for the USA and Bulgaria. We will continue to evolve our disclosure on this indicator.</p>	Principle 6

GRI G4 Material Aspect	Indicator	Description	Indicator cross-reference or answer	Omissions and explanations	UNGC cross-reference
Employment	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	CRS – Employment and Diversity Factsheet 25 CRS – Social Data 31	Turnover (2015) All CCE – Female = 256/8.6% – Male = 343/4.0% – <20 = 4/13% – 20-29 = 219/12.1% – 30-39 = 214/6.3% – 40-49 = 125/3.4% – 50-59 = 33/1.5% – 60+ = 4/1.3% Belgium – All Gender = 54/2.4% – Female = 22/5.8% – Male = 32/1.7% – <20 = 0/0% – 20-29 = 21/7.3% – 30-39 = 21/3.3% – 40-49 = 10/1.3% – 50-59 = 2/0.3% – 60+ = 0/0% France – All Gender = 55/2.0% – Female = 20/2.9% – Male = 35/1.8% – <20 = 0/0% – 20-29 = 23/5.3% – 30-39 = 18/2.1% – 40-49 = 13/1.5% – 50-59 = 1/0.2% – 60+ = 0/0% GB – All Gender = 302/8.3% – Female = 140/12.8% – Male = 162/6.4% – <20 = 1/4.8% – 20-29 = 115/21.7% – 30-39 = 105/10.3% – 40-49 = 51/4.4% – 50-59 = 28/3.7% – 60+ = 2/1.3% Luxembourg – All Gender = 1/1.4% – Female = 0/0% – Male = 1/1.7% – <20 = 0/0% – 20-29 = 0/0% – 30-39 = 0/0% – 40-49 = 1/3.3% – 50-59 = 0/0% – 60+ = 0/0% Netherlands – All Gender = 35/4.5% – Female = 12/7.1% – Male = 23/3.8% – <20 = 0/0% – 20-29 = 6/6.7% – 30-39 = 16/7.3% – 40-49 = 12/4.6% – 50-59 = 1/0.6% – 60+ = 0/0% Norway – All Gender = 40/5.6% – Female = 14/9.2% – Male = 26/4.6% – <20 = 0/0% – 20-29 = 15/11.6% – 30-39 = 15/6.3% – 40-49 = 9/3.8% – 50-59 = 0/0% – 60+ = 1/6.3% Sweden – All Gender = 68/8.9% – Female = 28/14.6% – Male = 40/7.0% – <20 = 3/100% – 20-29 = 24/20.3% – 30-39 = 17/7.1% – 40-49 = 22/8.3% – 50-59 = 1/0.8% – 60+ = 1/2.9% We are not yet able to disclose this data for the USA and Bulgaria. We will continue to evolve our disclosure on this indicator.	Principle 6

GRI G4 Material Aspect	Indicator	Description	Indicator cross-reference or answer	Omissions and explanations	UNGC cross-reference
Occupational Health and Safety	G4-DMA		CRS – A Safe, Healthy Workplace Factsheet 26		
Occupational Health and Safety	G4-LA6	Type of injury and rates of injury, occupational diseases, lost days and absenteeism, and total number of work related fatalities, by region and by gender	CRS – A Safe, Healthy Workplace Factsheet 26	<p>Whilst we capture contractor LTA data, we do not include it in our LTA figures, and we do not currently split this information by gender. We will continue to evolve our reporting on this in the future.</p> <p>Due to data privacy, we are only currently able to capture ODR information for our employees in Great Britain. In 2015, 561.25 were reported – 480.25 in supply chain, 74 in commercial teams. This was a rate of 6.49 per 100 employees.</p> <p>Injuries included:</p> <ul style="list-style-type: none"> – Stress anxiety: 56% – Musculo-skeletal: 36% – Injury/Fracture: 20.6% – Psychological: 3.3% – Withheld: 3% <p>Absentee rate by country and gender (2015)</p> <p>Belgium</p> <ul style="list-style-type: none"> – All Gender = 8.2% – Female = 5.4% – Male = 8.7% <p>France</p> <ul style="list-style-type: none"> – All Gender = 4.9% – Female = 4.9% – Male = 4.9% <p>GB</p> <ul style="list-style-type: none"> – All Gender = 4.2% – Female = 8.0% – Male = 2.6% <p>Luxembourg</p> <ul style="list-style-type: none"> – All Gender = 2.9% – Female = 2.6% – Male = 2.9% <p>Netherlands</p> <ul style="list-style-type: none"> – All Gender = 0.3% – Female = 0.3% – Male = 0.3% <p>Norway</p> <ul style="list-style-type: none"> – All Gender = 5.2% – Female = 8.4% – Male = 4.2% <p>Sweden</p> <ul style="list-style-type: none"> – All Gender = 7.8% – Female = 9.3% – Male = 7.2% 	
Training and Education	G4-DMA		CRS – Employment and Diversity Issue Sheet 24; CRS – Employment and Diversity Factsheet 25		
Training and Education	G4-LA9	Average hours of training per year per employee by gender, and by employee category	CRS – Employment and Diversity Factsheet 25	We do not currently break down our training information by gender or employee category. We will continue to evolve our reporting on this indicator in the future.	
Training and Education	G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender, and by employee category	CRS – Employment and Diversity Factsheet 25	We do not currently break down our training information by gender or employee category. We will continue to evolve our reporting on this indicator in the future.	
Diversity and Equal Opportunity	G4-DMA		CRS – Employment and Diversity Issue Sheet 24; CRS – Employment and Diversity Factsheet 25; CRS – Governance Factsheet 29		
Diversity and Equal Opportunity	G4-LA12	Composition of governance bodies and breakdown of employees per employee category, according to gender, age group, minority group membership, and other indications of diversity.	CRS – Employment and Diversity Factsheet 25; CRS – Governance Factsheet 29; CRS – Social Data Factsheet 31; 10-K	CCE 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
Equal Remuneration for Women and Men	G4-DMA		CRS – Employment and Diversity Factsheet 25		
Equal Remuneration for Women and Men	G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	CRS – Employment and Diversity Factsheet 25	We do not currently split out salary ratio based upon significant locations of operation. We will continue to evolve our reporting on this indicator in the future, where possible.	
Supplier Assessment for Labor Practices	G4-DMA		CRS – Sustainable Agriculture Factsheet 22; CRS – Suppliers and Sustainability Factsheet 23		
Supplier Assessment for Labor Practices	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	CRS – Sustainable Agriculture Factsheet 22; CRS – Suppliers and Sustainability Factsheet 23	Our SGPs require that all suppliers will comply with all applicable local and national labour practice laws. SGPs are now built into all new contracts and into multi-year contracts as they renew. In 2015, contracts incorporating SGPs accounted for approximately 70 percent of our spending with suppliers.	

SOCIAL – HUMAN RIGHTS

GRI G4 Material Aspect	Indicator	Description	Indicator cross-reference or answer	Omissions and explanations	UNGC cross-reference
Supplier Human Rights Assessment	G4-DMA		CRS – Sustainable Sourcing Issue Sheet 21; CRS – Sustainable Agriculture Factsheet 22; CRS – Suppliers and Sustainability Factsheet 23		
Supplier Human Rights Assessment	G4-HR10	Percentage of new suppliers that were screened using human rights criteria	CRS – Sustainable Agriculture Factsheet 22; CRS – Suppliers and Sustainability Factsheet 23	Our SGPs require that all suppliers will comply with all applicable local and national human rights laws. SGPs are now built into all new contracts and into multi-year contracts as they renew. In 2015, contracts incorporating SGPs accounted for approximately 70 percent of our spending with suppliers.	Principle 2
SOCIETY					
Local Communities	G4-DMA		CRS – Wellbeing Issue Sheet 7; CRS – Wellbeing: Active Lifestyles Factsheet 9; CRS – Water Issue Sheet 18; CRS – Water Stewardship Factsheet 19; CRS – Protecting and Replenishing The Water We Use Factsheet 20; CRS – Employment and Diversity Issue Sheet 24; CRS – Community Factsheet 27		
Local Communities	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs	CRS – Wellbeing: Active Lifestyles Factsheet 9; CRS – Water Stewardship Factsheet 19; CRS – Protecting and Replenishing The Water We Use Factsheet 20; CRS – Community Factsheet 27	We will continue to evolve our disclosure on this indicator in the future.	
Anti-Corruption	G4-DMA		CRS – Governance Factsheet 29		
Anti-Corruption	G4-SO4	Communication and training on anti-corruption policies and procedures	CRS – Governance Factsheet 29	We have a zero-tolerance approach to corruption. Training on our Code of Business Conduct, through our RIGHT Way training course, aims to ensure that employees understand applicable anti-bribery and anti-corruption laws and act in compliance with those. This training is required for all employees, including our CEO. Our Chairman of the Board and Chief Executive Officer, together with our Sr. Vice President and General Counsel have communicated our Anti-Corruption policy through an e-mail to all employees. The policy is available on our internal Ethics and Compliance website. Our Code of Business Conduct, which includes clauses pertaining to complying with anti-corruption laws, is approved by our Board of Directors. Our Board of Directors have not attended RIGHT Way training courses. Further information on our Code of Business Conduct can be found on www.cokecce.com .	Principle 10
Anti-Corruption	G4-SO5	Confirmed incidents of corruption and actions taken	CRS – Governance Factsheet 29		
Public Policy	G4-DMA		CRS – Innovate for the Future Factsheet 6; CRS – Wellbeing Issue Sheet 7; CRS – Wellbeing: Product Portfolio Factsheet 8; CRS – Resource Scarcity Issue Sheet 15; CRS – Governance Factsheet 29		
Public Policy	G4-SO6	Total value of political contributions by country and recipient/beneficiary	CRS – Governance Factsheet 29	We do not make political contributions in our countries of operation.	
Supplier Assessment for Impacts on Society	G4-DMA		CRS – Sustainable Sourcing Issue Sheet 21; CRS – Sustainable Agriculture Factsheet 22; CRS – Suppliers and Sustainability Factsheet 23		
Supplier Assessment for Impacts on Society	G4-SO9		CRS – Sustainable Agriculture Factsheet 22; CRS – Suppliers and Sustainability Factsheet 23	Our SGPs require that all suppliers will comply with all applicable local and national human rights and labour laws. SGPs are now built into all new contracts and into multi-year contracts as they renew. In 2015, contracts incorporating SGPs accounted for approximately 70 percent of our spending with suppliers. We will continue to evolve our disclosure on this indicator on the future.	
PRODUCT RESPONSIBILITY					
Customer Health and Safety	G4-DMA		CRS – Wellbeing Issue Sheet 7; CRS – Wellbeing: Product Portfolio Factsheet 8		
Customer Health and Safety	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	CRS – Wellbeing: Product Portfolio Factsheet 8	All products are assessed for health and safety impacts.	
Product and Service Labeling	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	CRS – Wellbeing: Product Portfolio Factsheet 8	Zero issues of non-compliance in 2015.	
Product and Service Labelling	G4-DMA		CRS – Wellbeing Issue Sheet 7; CRS – Wellbeing: Product Portfolio Factsheet 8		

GRI G4 Material Aspect	Indicator	Description	Indicator cross-reference or answer	Omissions and explanations	UNGC cross-reference
Product and Service Labelling	G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	CRS – Wellbeing: Product Portfolio Factsheet 8	100% of our products are assessed for compliance against our commitment to ensure clear nutritional labeling on front of pack across all of our products.	
Product and Service Labelling	G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	CRS – Wellbeing: Product Portfolio Factsheet 8	Zero issues of non-compliance in 2015.	
Product and Service Labelling	G4-PR5	Results of surveys measuring consumer satisfaction	CRS – Our Stakeholders and Materiality Factsheet 28; CRS – 2015 CRS Data Table Factsheet 30	In 2015 we were ranked first in the Netherlands, second in Belgium, Sweden and France, and in Great Britain we were third for customer service when compared to our Global FMCG peer companies, through the Advantage Group Survey Home Channel.	
Marketing Communication	G4-DMA		CRS – Wellbeing Issue Sheet 7; CRS – Wellbeing: Product Portfolio Factsheet 8		
Marketing Communication	G4-PR6	Sale of banned or disputed products	CRS – Wellbeing Issue Sheet 7; CRS – Wellbeing: Product Portfolio Factsheet 8	We do not sell any banned or disputed products.	
Marketing Communication	G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	CRS – Wellbeing: Product Portfolio Factsheet 8	Zero issues of non compliance in 2015.	
Compliance	G4-DMA		CRS – Wellbeing Issue Sheet 7; CRS – Wellbeing Product Portfolio Factsheet 8; CRS – Resource Scarcity Issue Sheet 15; CRS – Sustainable Packaging Factsheet 16; CRS – Governance Factsheet 29		
Compliance	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	CRS – Governance Factsheet 29	Zero issues of non compliance in 2015.	