

2018 GLOBAL REPORTING INDEX

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 of the 2018 Global Reporting Initiative's (GRI) Standards.

	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

The tables below shows where Coca-Cola European Partners' (CCEP) information and data corresponding to the Global Reporting Initiatives Standard guidelines can be found. The majority of information is located in CCEP's online [2018 Sustainability Stakeholder Report](#). For some indicators, information is also included from the CCEP [2018 Integrated Report](#).

References abbreviated as follows:

SSR 2018 Sustainability Stakeholder Report

IR 2018 Integrated Report

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

Damian Gammell
Chief Executive Officer
Coca-Cola European Partners
May 2019

WE SUPPORT



GENERAL STANDARD DISCLOSURES

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	IR – Our Portfolio p. 2-3 / What we do p. 6-7				
GRI 102-3	Location of headquarters	IR – Useful Addresses p. 195	Uxbridge, United Kingdom			
GRI 102-4	Location of operations	SSR – Our approach to reporting IR – Our Operations p. 4-5				
GRI 102-5	Ownership and legal form	IR – Business and Financial Review p. 22 / Notes to the Consolidated Financial Statement p. 109	CCEP is an independent, publicly traded company which is listed and traded on the New York Stock Exchange (NYSE) and the Amsterdam (AMS), London (LSE), and Spanish (MADX) stock exchanges under the ticker symbol “CCEP”. CCEP is a separate entity from The Coca-Cola Company (TCCC), the world’s largest soft drink company, which is listed and traded on the New York Stock Exchange under the ticker symbol “KO”.			
GRI 102-6	Markets served	SSR – Our approach to reporting IR – Our Portfolio p. 2-3 / Our Operations p. 4-5 / What we do p. 6-7				
GRI 102-7	Scale of the organisation	SSR – Our approach to reporting IR – Performance Indicators p. 1 / Our Operations p. 4-5				
GRI 102-8	Information on employees and other workers	SSR – Corporate Data Tables SSR – Country Data Tables SSR – Methodology	At CCEP, work is not substantially performed by workers who are legally recognised as self-employed or who are employees of seasonal contractors. We do not have material seasonal variations in employment numbers. Data has been compiled as of December 31, 2018. See Methodology for more details.			Principle 6
Employee data by country						
Belgium and Luxembourg						
	Number	%	Male Number	% Male	Female Number	% Female
Total employees	2,151		1,744	81.1%	407	18.9%
Full-time employees	1,952	90.7%	1,611	92.4%	341	83.8%
Part-time employees	199	9.3%	133	7.6%	66	16.2%
Permanent contract employees	1,981	92.1%	1,591	91.2%	390	95.8%
Temporary contract employees	170	7.9%	153	8.8%	17	4.2%
Bulgaria						
	Number	%	Male Number	% Male	Female Number	% Female
Total employees	744		284	38.2%	460	61.8%
Full-time employees	740	99.5%	283	99.6%	457	99.3%
Part-time employees	4	0.5%	1	0.4%	3	0.7%
Permanent contract employees	675	90.7%	261	91.9%	414	90.0%
Temporary contract employees	69	9.3%	23	8.1%	46	10.0%
France and Monaco						
	Number	%	Male Number	% Male	Female Number	% Female
Total employees	2,646		1,960	74.1%	686	25.9%
Full-time employees	2,503	94.6%	1,848	94.3%	655	95.5%
Part-time employees	143	5.4%	112	5.7%	31	4.5%
Permanent contract employees	2,492	94.2%	1,864	95.1%	628	91.5%
Temporary contract employees	110	4.2%	67	3.4%	43	6.3%
Germany						
	Number	%	Male Number	% Male	Female Number	% Female
Total employees	7,610		6,164	81.0%	1,446	19.0%
Full-time employees	7,173	94.3%	6,008	97.5%	1,165	80.6%
Part-time employees	437	5.7%	156	2.5%	281	19.4%
Permanent contract employees	6,893	90.6%	5,645	91.6%	1,248	86.3%
Temporary contract employees	403	5.2%	313	5.1%	90	6.2%

Disclosure number	Disclosure title	Cross-reference or answer						Additional information	UNGC Cross-reference
	Great Britain	Number	%	Male Number	% Male	Female Number	% Female		
	Total employees	3,625		2,508	69.2%	1,117	30.8%		
	Full-time employees	3,302	91.1%	2,435	97.1%	867	77.6%		
	Part-time employees	323	8.9%	73	2.9%	250	22.4%		
	Permanent contract employees	3,392	93.6%	2,350	93.7%	1,042	93.3%		
	Temporary contract employees	192	5.3%	133	5.3%	59	5.3%		
	Iceland	Number	%	Male Number	% Male	Female Number	% Female		
	Total employees	158		118	74.7%	40	25.3%		
	Full-time employees	158	100%	118	100%	40	100%		
	Part-time employees	0	0%	0	0%	0	0%		
	Permanent contract employees	151	95.6%	111	94.1%	40	100%		
	Temporary contract employees	7	4.4%	7	5.9%	0	0%		
	The Netherlands	Number	%	Male Number	% Male	Female Number	% Female		
	Total employees	779		570	73.2%	209	26.8%		
	Full-time employees	677	86.9%	540	94.7%	137	65.6%		
	Part-time employees	102	13.1%	30	5.3%	72	34.4%		
	Permanent contract employees	665	85.4%	518	90.9%	147	70.3%		
	Temporary contract employees	86	11.0%	42	7.4%	44	21.1%		
	Norway	Number	%	Male Number	% Male	Female Number	% Female		
	Total employees	618		470	76.1%	148	23.9%		
	Full-time employees	610	98.7%	465	98.9%	145	98.0%		
	Part-time employees	8	1.3%	5	1.1%	3	2.0%		
	Permanent contract employees	601	97.2%	460	97.9%	141	95.3%		
	Temporary contract employees	17	2.8%	10	2.1%	7	4.7%		
	Portugal	Number	%	Male Number	% Male	Female Number	% Female		
	Total employees	385		259	67.3%	126	32.7%		
	Full-time employees	385	100%	259	100%	126	100%		
	Part-time employees	0	0%	0	0%	0	0%		
	Permanent contract employees	352	91.4%	238	91.9%	114	90.5%		
	Temporary contract employees	33	8.6%	21	8.1%	12	9.5%		
	Spain and Andorra	Number	%	Male Number	% Male	Female Number	% Female		
	Total employees	3,920		3,111	79.4%	809	20.6%		
	Full-time employees	3,853	98.3%	3,101	99.7%	752	93.0%		
	Part-time employees	67	1.7%	10	0.3%	57	7.0%		
	Permanent contract employees	3,368/ 551	95.9%/ 14.1%	2,698/ 412	86.7%/ 13.2%	670/ 139	82.8%/ 17.2%		
	Temporary contract employees	7	4.4%	7	5.9%	0	4.7%		
	Sweden	Number	%	Male Number	% Male	Female Number	% Female		
	Total employees	671		483	72.0%	188	28.0%		
	Full-time employees	667	99.4%	482	99.8%	185	98.4%		
	Part-time employees	4	0.6%	1	0.2%	3	1.6%		
	Permanent contract employees	641	95.5%	462	95.7%	179	95.2%		
	Temporary contract employees	30	4.6%	21	4.3%	9	4.8%		
	GRI 102-9	Supply chain	SSR – Action on Supply Chain						
	GRI 102-10	Significant changes to the organisation and its supply chain	IR – p. 133-134						
	GRI 102-11	Precautionary Principle or approach	SSR – Our Approach to Environment						
	GRI 102-12	External initiatives	SSR – Listening to our Stakeholders SSR – Our Public Policy Engagement IR – Business Model p. 16-17						
	GRI 102-13	Membership of associations	SSR – Listening to our Stakeholders SSR – Action on Packaging SSR – Our Public Policy Engagement						

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
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Strategy

GRI 102-14	Statement from senior decision-maker	SSR – Action on Sustainability		
GRI 102-15	Key impacts, risks and opportunities	SSR – Listening to our Stakeholders SSR – Action on Drinks SSR – Action on Packaging SSR – Action on Society – Our People SSR – Action on Society – Community SSR – Action on Water SSR – Action on Climate SSR – Action on Supply Chain IR – Action on Sustainability p. 30-39		

Ethics and Integrity

GRI 102-16	Values, principles, standards and norms of behaviour	SPR – Operating with Integrity IR – Corporate Governance Report p. 57		Principle 10
GRI 102-17	Mechanisms for advice and concerns about ethics	SPR – Operating with Integrity IR – Operating with Integrity p. 20-21		

Governance

GRI 102-18	Governance structure	IR – Corporate Governance p. 60-62		
GRI 102-19	Delegating authority	IR – Corporate Governance p. 60-62		
GRI 102-20	Executive-level responsibility for economic, environmental and social topics	IR – Corporate Governance Framework p. 62 http://ir.ccep.com/corporate-governance/committee-composition		
GRI 102-21	Consulting stakeholders on economic, environmental and social topics	SSR – Listening to our stakeholders IR – Business Model p. 16-17		
GRI 102-22	Composition of the highest governance body and its committees	IR – Board of Directors p. 49-54 http://ir.ccep.com/corporate-governance/committee-composition		
GRI 102-23	Chair of the highest governance body	IR – Director’s Biographies p. 50 http://ir.ccep.com/corporate-governance/committee-composition		
GRI 102-24	Nominating and selecting the highest governance body	IR – Nomination Committee p. 67-69 http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-25	Conflicts of interest	IR – Corporate Governance p. 64-65		
GRI 102-26	Role of highest governance body in setting purpose, values and strategy	SSR – Operating with Integrity IR – Roles and Responsibilities of the Board p. 59		
GRI 102-27	Collective knowledge of highest governance body	IR – Director training and development programme p. 64		
GRI 102-28	Evaluating the highest governance body’s performance	IR – Corporate Governance p. 64-65/ Nomination Committee p. 68-69		
GRI 102-29	Identifying and managing economic, environmental and social impacts	IR – Corporate Governance p. 61 http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-30	Effectiveness of risk management processes	SSR – Operating with Integrity IR – Principal Risks p. 40-43 http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-31	Review of economic, environmental and social topics	SSR – Operating with Integrity IR – A conversation with our Chairman and CEO p. 10 / Business Model p. 16-17 / Action on Sustainability p. 30-39 http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-32	Highest governance body’s role in sustainability reporting	SSR – Operating with Integrity IR – Corporate Governance p. 62 http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-33	Communicating critical concerns	SSR – Operating with Integrity IR – Operating with Integrity p. 21 / Stakeholder Engagement p. 45 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	IR – Overview of the Remuneration Policy p. 78 http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-36	Process for determining remuneration	IR – Statement from the Remuneration Committee Chairman p. 76-77 http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-37	Stakeholders’ involvement in remuneration	IR – Statement from the Remuneration Committee Chairman p. 76 http://ir.ccep.com/corporate-governance/governance-documents		
GRI 102-38	Annual total compensation ratio	SSR – Action on Society – Our People SSR – Corporate Data Tables IR – Annual Report on Remuneration p. 80		
GRI 102-39	Percentage increase in annual total compensation ratio	SPR – Corporate Data Table IR – Percentage change in CEO Remuneration p. 83		

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
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Stakeholder Engagement

GRI 102-40	List of stakeholder groups	SSR – Listening to our Stakeholders IR – Business Model p. 16-17		
GRI 102-41	Collective bargaining agreements	SSR – Corporate Data Tables		Principle 3
GRI 102-42	Identifying and selecting stakeholders	SSR – Listening to our Stakeholders IR – Business Model p. 16-17		
GRI 102-43	Approach to stakeholder engagement	SSR – Listening to our Stakeholders IR – Business Model p. 10, 16-17		
GRI 102-44	Key topics and concerns raised	SSR – Listening to our Stakeholders IR – Business Model p. 10, 16-17		

Reporting Practice

GRI 102-45	Entities included in the consolidated financial statements	IR – Consolidated Income Statement p. 104		
GRI 102-46	Defining report content and topic boundaries	SSR – Our Approach to Reporting SSR – Listening to our Stakeholders		
GRI 102-47	List of the material topics	SSR – Listening to our Stakeholders SSR – GRI Index (GRI Standards Mapping)		
GRI 102-48	Restatements of information	SSR – Corporate Data Tables SSR – Country Data Tables SSR – Methodology		
GRI 102-49	Changes in reporting	SSR – Corporate Data Tables SSR – Country Data Tables SSR – Methodology		
GRI 102-50	Reporting period	SSR – Our approach to Reporting		
GRI 102-51	Date of most recent report	May 2019		
GRI 102-52	Reporting cycle	SSR – Our Approach to Reporting		
GRI 102-53	Contact point for questions regarding the report	https://www.ccep.com/contact		
GRI 102-54	Claims of reporting in accordance with the GRI Standards	SSR – Our Approach to Reporting	This report has been prepared in accordance with GRI Standards: Core option.	
GRI 102-55	GRI content index	SSR – GRI Index (GRI Standards Mapping)		
GRI 102-56	External assurance	SSR – Assurance Statement		

TOPIC-SPECIFIC STANDARDS

GRI 200: Economic Standards

Economic Performance

GRI 103-1	Explanation of the material topic and its boundary	SSR – GRI Index (GRI Standards 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	SSR – Our Approach to Reporting IR – Our Strategy p. 14-15 / Business Model p. 16-17		
GRI 103-3	Evaluation of the management approach	SSR – Our Approach to Reporting IR – Our Strategy p. 14-15 / Business Model p. 16-17		
GRI 201-1	Direct economic value generated and distributed	IR – Performance Indicators p. 1	Within our Integrated 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	SSR – Action on Climate IR – Action on Climate p. 37 / Measuring and Managing Risk p. 40 / Other Risks p. 167	In 2018, we started to consider key risk indicators to more accurately monitor risk levels as they change over time. During the year we also developed our scenario analysis and planning to better understand how key risks could impact our organisation. As part of this work, we initiated our first climate change risk assessment and scenario analysis. These scenarios have been documented, and we have developed action plans for how we would respond to them.	Principle 7
GRI 201-3	Defined benefit plan obligations and other retirement plans	IR – Defined Benefit Plans p. 127-131	We do not currently disclose the percentage of salary contributed by employee or employer or level of participation in retirement plans.	
GRI 201-4	Financial assistance received from government		CCEP did not receive any significant financial assistance from government in 2018.	

Indirect Economic Impacts

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Sustainability SSR – GRI Index (GRI Standards 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	SSR – Our Approach to Reporting IR – Our Strategy p. 14-15 / Business Model p. 16-17		
GRI 103-3	Evaluation of the management approach	IR – Our Strategy p. 14-15 / Business Model p. 16-17		
GRI 203-1	Infrastructure investments and services supported	IR – Action on Sustainability p. 30-39		
GRI 203-2	Significant indirect economic impacts	IR – Action on Sustainability p. 30-39		

Procurement Practices

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Supply Chain SSR – GRI Index (GRI Standards 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	SSR – Action on Supply Chain		
GRI 103-3	Evaluation of the management approach	SSR – Action on Supply Chain		
GRI 204-1	Proportion of spending on local suppliers	SSR – Action on Supply Chain	Approximately 75.5% of spend was within our local countries of operation in 2018.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
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Anti-Corruption

GRI 103-1	Explanation of the material topic and its boundary	SSR – Operating with Integrity SSR – GRI Index (GRI Standards 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	SSR – Operating with Integrity IR – Operating with Integrity p. 20-21		
GRI 103-3	Evaluation of the management approach	SSR – Operating with Integrity IR – Operating with Integrity p. 20-21		
GRI 205-2	Communication and Training about anti-corruption policies and procedures	SSR – Operating with Integrity IR – Operating with Integrity p. 20-21		Principle 10
GRI 205-3	Confirmed Incidents of corruption and action taken	SSR – Operating with Integrity SSR – Code of Conduct IR – Operating with Integrity p. 20-21		

Anti-Competitive Behavior

GRI 103-1	Explanation of the material topic and its boundary	SSR – Operating with Integrity SSR – GRI Index (GRI Standards 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	SSR – Operating with Integrity IR – Operating with Integrity p. 20-21		
GRI 103-3	Evaluation of the management approach	SSR – Operating with Integrity IR – Operating with Integrity p. 20-21		
GRI 206-1	Legal action for anti-competitive behavior, anti-trust, and monopoly practices	SSR – Operating with Integrity SSR – Code of Conduct IR – Operating with Integrity p. 20-21		Principle 10

GRI 300: Environmental Standards

Materials

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Packaging SSR – GRI Index (GRI Standards Mapping) IR – This is Forward p. 30-31	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	SSR – Action on Packaging IR – This is Forward p. 30-31 / Action on Packaging p. 33		
GRI 103-3	Evaluation of the management approach	SSR – Action on Packaging IR – This is Forward p. 30-31 / Action on Packaging p. 33		
GRI 301-1	Materials used by weight or volume	SSR – Action on Packaging SSR – Corporate 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	SSR – Action on Packaging SSR – Corporate Data Tables		

Energy

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Climate SSR – GRI Index (GRI Standards 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	SSR – Action on Climate IR – This is Forward p. 30-31 / Action on Climate p. 37-38		
GRI 103-3	Evaluation of the management approach	SSR – Action on Climate IR – This is Forward p. 30-31 / Action on Climate p. 37-38		
GRI 302-1	Energy consumption within the organisation	SSR – Action on Climate SSR – Corporate Data Tables SSR – Methodology IR – Action on Climate p. 37-38	We did not sell any energy back to the grid in 2018.	Principles 7, 8
GRI 302-2	Energy consumption outside of the organisation	SSR – Action on Climate SSR – Corporate Data Tables SSR – Methodology IR – Action on Climate p. 37-38		Principles 7, 8
GRI 302-3	Energy intensity	SSR – Action on Climate SSR – Corporate Data Tables		Principle 8
GRI 302-4	Reduction of energy consumption	SSR – Action on Climate SSR – Corporate Data Tables IR – Action on Climate p. 37-38		Principle 8
GRI 302-5	Reductions in energy requirements of products and services	SSR – Action on Climate SSR – Corporate Data Tables IR – Action on Climate p. 37-38		

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
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Water

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Water SSR – GRI Index (GRI Standards 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	SSR – Action on Water IR – This is Forward p. 30-31 / Action on Water p. 36		
GRI 103-3	Evaluation of the management approach	SSR – Action on Water IR – This is Forward p. 30-31 / Action on Water p. 36		
GRI 303-1	Interactions with water as a shared resource	SSR – Action on Water SSR – Corporate Data Tables IR – Action on Water p. 36		
GRI 303-2	Management of water discharge-related impacts	SSR – Action on Water SSR – Corporate Data Tables		
GRI 303-3	Water withdrawal	SSR – Action on Water SSR – Corporate Data Tables		Principles 7, 8
GRI 303-4	Water discharge	SSR – Action on Water SSR – Corporate Data Tables		
GRI 303-5	Water consumption	SSR – Action on Water SSR – Corporate Data Tables		

Emissions

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Climate SSR – GRI Index (GRI Standards 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	SSR – Action on Climate IR – This is Forward p. 30-31 / Action on Climate p. 37-38		
GRI 103-3	Evaluation of the management approach	SSR – Action on Climate IR – This is Forward p. 30-31 / Action on Climate p. 37-38		
GRI 305-1	Direct (Scope 1) GHG emissions	SSR – Action on Climate SSR – Corporate Data Tables SSR – Methodology IR – Action on Climate p. 37-38		Principles 7, 8
GRI 305-2	Energy indirect (Scope 2) GHG emissions	SSR – Action on Climate SSR – Corporate Data Tables SSR – Methodology IR – Action on Climate p. 37-38		Principles 7, 8
GRI 305-3	Other indirect (Scope 3) GHG emissions	SSR – Action on Climate SSR – Corporate Data Tables SSR – Methodology IR – Action on Climate p. 37-38		Principle 8
GRI 305-4	GHG emissions intensity	SSR – Action on Climate SSR – Corporate Data Tables SSR – Methodology IR – Action on Climate p. 37-38		Principles 8, 9
GRI 305-5	Reduction of GHG emissions	SSR – Action on Climate SSR – Corporate Data Tables SSR – Methodology IR – Action on Climate p. 37-38		Principles 8, 9
GRI 305-6	Emissions of ozone-depleting substances (ODS)	SSR – Action on Climate SSR – Corporate Data Tables SSR – Methodology	We do not have PFC or SF6 emissions.	
GRI 305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions	SSR – Action on Climate SSR – Corporate Data Tables SSR – Methodology	We do not have NOx, SOx and other significant air emissions.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
Effluents and Waste				
GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Packaging SSR – Action on water SSR – GRI Index (GRI Standards 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	SSR – Action on Packaging SSR – Action on water IR – Action on Packaging p. 33 / Action on Water p. 36		
GRI 103-3	Evaluation of the management approach	SSR – Action on Packaging SSR – Action on water IR – Action on Packaging p. 33 / Action on Water p. 36		
GRI 306-1	Water discharge by quality and destination	SSR – Action on Water SSR – Corporate Data Tables SSR – Methodology		Principle 8
GRI 306-2	Waste by type and disposal method	SSR – Action on Water SSR – Corporate Data Tables SSR – 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	SSR – Action on Water SSR – Corporate Data Tables	We ensure that our wastewater is treated to a standard that can support aquatic life. While most of our manufacturing sites pre-treat wastewater on site and then send it to municipal wastewater treatment plants, 13 of our manufacturing sites carry out full wastewater treatment on site.	

Environmental Compliance

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Packaging SSR – Action on Water SSR – Action on Climate SSR – GRI Index (GRI Standards 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	SSR – Action on Packaging SSR – Action on Water SSR – Action on Climate IR – Action on Packaging p. 33 / Action on Water p. 36 / Action on Climate p. 37-38		
GRI 103-3	Evaluation of the management approach	SSR – Action on Packaging SSR – Action on Water SSR – Action on Climate IR – Action on Packaging p. 33 / Action on Water p. 36 / Action on Climate p. 37-38		
GRI 307-1	Non-compliance with environmental laws and regulations	SSR – Action on Packaging SSR – Action on Water SSR – Action on Climate	Zero fines or non-monetary sanctions in 2018.	

Supplier Environmental Assessment

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Supply Chain SSR – GRI Index (GRI Standards 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	SSR – Action on Supply Chain IR – Action on Packaging p. 39		
GRI 103-3	Evaluation of the management approach	IR – Action on Packaging p. 39		
GRI 308-1	New suppliers that were screened using environmental criteria	SSR – Action on Supply Chain	Our Supplier Guiding Principles (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.	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	SSR – Action on Supply Chain		

GRI 400: Social Standards

Employment

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Society – Our People SSR – GRI Index (GRI Standards 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	SSR – Action on Society – Our People IR – This is Forward p. 30-31 / Action on Society p.34																																																																																																																																																																																																																																																																																																																																																																													
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<td>98</td> <td>22.4</td> <td>80</td> <td>5.0</td> <td>1</td> <td>0.2</td> </tr> <tr> <td>Germany</td> <td>132</td> <td>2</td> <td>91</td> <td>1.5</td> <td>41</td> <td>2.8</td> <td>51</td> <td>4.2</td> <td>76</td> <td>2.0</td> <td>5</td> <td>0.2</td> </tr> <tr> <td>Great Britain</td> <td>367</td> <td>10</td> <td>203</td> <td>8.1</td> <td>164</td> <td>14.7</td> <td>145</td> <td>26.0</td> <td>192</td> <td>9.0</td> <td>30</td> <td>3.2</td> </tr> <tr> <td>Iceland</td> <td>24</td> <td>15</td> <td>15</td> <td>12.7</td> <td>9</td> <td>22.5</td> <td>13</td> <td>39.4</td> <td>10</td> <td>11.1</td> <td>1</td> <td>2.9</td> </tr> <tr> <td>The Netherlands</td> <td>31</td> <td>4</td> <td>24</td> <td>4.2</td> <td>7</td> <td>3.3</td> <td>11</td> <td>8.9</td> <td>19</td> <td>4.2</td> <td>1</td> <td>0.5</td> </tr> <tr> <td>Norway</td> <td>46</td> <td>7</td> <td>27</td> <td>5.7</td> <td>19</td> <td>12.8</td> <td>11</td> <td>15.7</td> <td>34</td> <td>8.1</td> <td>1</td> <td>0.8</td> </tr> <tr> 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GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SSR – Action on Society – Our People IR – Our People p. 18-19	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	SSR – Action on Society – Our People	We offer parental leave across the countries where we operate; this varies in length and benefit depending upon the country. As this is our third 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
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Occupational Health and Safety

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Society – Our People SSR – GRI Index (GRI Standards 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	SSR – Action on Society – Our People IR – Our People p. 18-19		
GRI 103-3	Evaluation of the management approach	SSR – Action on Society – Our People IR – Our People p. 18-19		
GRI 403-1	Occupational health and safety management system	SSR – Action on Society – Our People IR – Our People p. 18-19		
GRI 403-2	Hazard identification, risk assessment, and incident investigation	SSR – Action on Society – Our People		
GRI 403-3	Occupational health services	SSR – Action on Society – Our People IR – Our People p. 18-19		
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	SSR – Action on Society – Our People IR – Our People p. 18-19		
GRI 403-5	Worker training on occupational health and safety	SSR – Action on Society – Our People IR – Our People p. 18-19		
GRI 403-6	Promotion of worker health	SSR – Action on Society – Our People IR – Our People p. 18-19		
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	SSR – Action on Society – Our People IR – Our People p. 18-19		
GRI 403-8	Workers covered by an occupational health and safety management system	SSR – Action on Society – Our People IR – Our People p. 18-19		
GRI 403-9	Work- related injuries	SSR – Action on Society – Our People SSR – Corporate Data Tables		

Training and Education

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Society – Our People SSR – GRI Index (GRI Standards Mapping)	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.																													
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GRI 404-1	Average hours of training per year per employee	SSR – Action on Society – Our People SSR – Corporate Data Tables	In 2018 the average hours per FTE of training and development (hours) were 13.2. The average amount spent per FTE on training and development was €590.																													
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	SSR – Action on Society – Our People SSR – Corporate Data Tables	<p>Performance Review Employees in Executive and Leadership bands that received an appraisal form.</p> <table border="1"> <thead> <tr> <th></th> <th style="text-align: right;">%</th> </tr> </thead> <tbody> <tr> <td>Total CCEP</td> <td style="text-align: right;">100%</td> </tr> <tr> <td colspan="2">By country:</td> </tr> <tr> <td>Belgium and Luxembourg</td> <td style="text-align: right;">100%</td> </tr> <tr> <td>Bulgaria</td> <td style="text-align: right;">n/a</td> </tr> <tr> <td>France</td> <td style="text-align: right;">100%</td> </tr> <tr> <td>Germany</td> <td style="text-align: right;">100%</td> </tr> <tr> <td>Great Britain</td> <td style="text-align: right;">100%</td> </tr> <tr> <td>Iceland</td> <td style="text-align: right;">n/a</td> </tr> <tr> <td>The Netherlands</td> <td style="text-align: right;">n/a</td> </tr> <tr> <td>Norway</td> <td style="text-align: right;">n/a</td> </tr> <tr> <td>Portugal</td> <td style="text-align: right;">n/a</td> </tr> <tr> <td>Spain and Andorra</td> <td style="text-align: right;">100%</td> </tr> <tr> <td>Sweden</td> <td style="text-align: right;">n/a</td> </tr> </tbody> </table>		%	Total CCEP	100%	By country:		Belgium and Luxembourg	100%	Bulgaria	n/a	France	100%	Germany	100%	Great Britain	100%	Iceland	n/a	The Netherlands	n/a	Norway	n/a	Portugal	n/a	Spain and Andorra	100%	Sweden	n/a	
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Diversity and Equal Opportunity

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Society – Our People SSR – GRI Index (GRI Standards Mapping) IR – Culture at CCEP p. 11 / Our people p. 18	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	SSR – Action on Society – Our People IR – Culture at CCEP p. 11 / Our people p. 18		
GRI 103-3	Evaluation of the management approach	SSR – Action on Society – Our People IR – This is Forward p. 30-31 / Culture at CCEP p. 11 / Our People p. 18 / Action on Society p. 34 / Corporate Governance Framework p. 62-63		
GRI 405-1	Diversity of governance bodies and employees	SSR – Action on Society – Our People SSR – Corporate Data Table SSR – Country Data Tables IR – This is Forward p. 30-31 / Corporate Governance Framework p. 62-63 / Board of Directors p. 49	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

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference																																										
GRI 405-2	Ratio of basic salary and remuneration of women to men	SSR – Corporate Data Tables SSR – 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.</p> <p>Male/female pay ratio</p> <table border="1"> <thead> <tr> <th></th> <th>Management</th> <th>Non-Management</th> </tr> </thead> <tbody> <tr> <td>By country:</td> <td></td> <td></td> </tr> <tr> <td>Belgium</td> <td>107%</td> <td>85%</td> </tr> <tr> <td>Bulgaria</td> <td>117%</td> <td>104%</td> </tr> <tr> <td>France</td> <td>106%</td> <td>86%</td> </tr> <tr> <td>Germany</td> <td>109%</td> <td>86%</td> </tr> <tr> <td>Great Britain</td> <td>107%</td> <td>117%</td> </tr> <tr> <td>Iceland</td> <td>NA</td> <td>75%</td> </tr> <tr> <td>Luxembourg</td> <td>110%</td> <td>87%</td> </tr> <tr> <td>The Netherlands</td> <td>104%</td> <td>93%</td> </tr> <tr> <td>Norway</td> <td>111%</td> <td>100%</td> </tr> <tr> <td>Portugal</td> <td>98%</td> <td>105%</td> </tr> <tr> <td>Spain and Andorra</td> <td>110%</td> <td>106%</td> </tr> <tr> <td>Sweden</td> <td>107%</td> <td>92%</td> </tr> </tbody> </table>		Management	Non-Management	By country:			Belgium	107%	85%	Bulgaria	117%	104%	France	106%	86%	Germany	109%	86%	Great Britain	107%	117%	Iceland	NA	75%	Luxembourg	110%	87%	The Netherlands	104%	93%	Norway	111%	100%	Portugal	98%	105%	Spain and Andorra	110%	106%	Sweden	107%	92%	
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Human Rights Assessment

GRI 103-1	Explanation of the material topic and its boundary	SSR – Operating with Integrity SSR – Action on Supply Chain SSR – GRI Index (GRI Standards Mapping) IR – Action on Supply Chain p. 39	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	SSR – Operating with Integrity SSR – Action on Supply Chain IR – Action on Supply Chain p. 39	
GRI 103-3	Evaluation of the management approach	SSR – Operating with Integrity SSR – Action on Supply Chain IR – Action on Supply Chain p. 39	
GRI 412-2	Employee training on human rights policies or procedures	SSR – Operating with Integrity SSR – Action on Supply Chain IR – Action on Supply Chain p. 39	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 were rolled out throughout the rest of the year.

Local Communities

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Society – Community SSR – GRI Index (GRI Standards 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	SSR – Action on Society – Community IR – This is Forward p. 30-31 / Action on Society p. 35	
GRI 103-3	Evaluation of the management approach	SSR – Action on Society – Community IR – This is Forward p. 30-31 / Action on Society p. 35	
GRI 413-1	Operations with local community engagement, impact assessments and development programmes	SSR – Action on Society – Community SSR – Corporate Data Tables	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	SSR – Action on Supply Chain SSR – GRI Index (GRI Standards 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	SSR – Action on Supply Chain	
GRI 103-3	Evaluation of the management approach	SSR – Action on Supply Chain	
GRI 414-1	New suppliers that were screened using social criteria	SSR – Action on Supply Chain	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
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Public Policy

GRI 103-1	Explanation of the material topic and its boundary	SSR – Listening to our Stakeholders SSR – GRI Index (GRI Standards 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	SSR – Listening to our Stakeholders IR – What we do p. 6-7 / Sustainability p. 30-39	
GRI 103-3	Evaluation of the management approach	SPR – Listening to our Stakeholders IR – What we do p. 6-7 / Sustainability p. 30-39	
GRI 415-1	Political contributions	SSR – Listening to our Stakeholders SSR – Our Public Policy Engagement IR – Political donations p. 89	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	SSR – Action on Drinks SSR – GRI Index (GRI Standards 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	SSR – Action on Drinks IR – What we do p. 6-7 / Responding to a Changing Landscape p. 12-13 / Our People p. 18-19 / This is Forward p. 30-31 / Principal Risk p. 41 / Risk Factors p. 162	
GRI 103-3	Evaluation of the management approach	SSR – Action on Drinks IR – What we do p. 6-7 / Responding to a Changing Landscape p. 12-13 / Our People p. 18-19 / This is Forward p. 30-31 / Principal Risk p. 41 / Risk factors p. 162	
GRI 416-1	Assessment of the health and safety impacts of products and service categories	SSR – Action on Drinks IR – Principal Risk p. 41 / Risk Factors p. 162	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	SSR – Action on Drinks	Zero issues of non-compliance in 2018.

Marketing and Labelling

GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on Drinks SSR – GRI Index (GRI Standards 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	SSR – Action on Drinks IR – This is Forward p. 30-31 / Action on Drinks p. 32	
GRI 103-3	Evaluation of the management approach	SSR – Action on Drinks IR – This is Forward p. 30-31 / Action on Drinks p. 32	
GRI 417-1	Requirements for product and service information and labelling	SSR – 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	SSR – Action on Drinks	Zero issues of non-compliance in 2018.
GRI 417-3	Incidents of non-compliance concerning marketing communications	SSR – Action on Drinks	Zero issues of non-compliance in 2018.

Socioeconomic Compliance

GRI 103-1	Explanation of the material topic and its boundary	SSR – Operating with Integrity SSR – Action on Drinks SSR – GRI Index (GRI Standards 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	SSR – Operating with Integrity SSR – Action on Drinks IR – Corporate Governance Report p. 57-66	
GRI 103-3	Evaluation of the management approach	SSR – Operating with Integrity SSR – Action on drinks IR – Corporate Governance Report p. 57-66	
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	SSR – Operating with Integrity	Zero issues of non-compliance in 2018.