

2020 Global Reporting Index

Material Issues – GRI Standards Mapping

Based on the material issues identified by our stakeholders, we've mapped these against the Global Reporting Initiative's (GRI) Standard and identified the external boundaries associated with each. The reporting information in the Sustainability Stakeholder Report (SSR) 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⁽¹⁾ where CCEP has operations. This report has been prepared in accordance with the GRI Standards: Core option of the 2020 GRI Standards. In addition, in conjunction with our 2020 Sustainability Stakeholder Report, it complements and serves as part of our 2020 Communication on Progress (COP) to the United Nations Global Compact (UNGC).

	GRI Standards	External Boundary
Action on Drinks	Customer health and safety Marketing and labelling Socioeconomic compliance	Customers Consumers TCCC
Action on Packaging	Materials Waste Environmental compliance Marketing and labelling	TCCC Suppliers Customers Consumers
Action on Society	Economic performance Indirect economic impacts Anti-corruption Employment Occupational health and safety Training and education Diversity and equal opportunity Local communities Public policy Socioeconomic compliance	Local communities Employees Suppliers
Action on Water	Water Waste Environmental compliance	Communities
Action on Climate	Energy Emissions Environmental compliance	TCCC Suppliers Customers Consumers
Action on Supply Chain	Procurement practices Anti-competitive behavior Materials Water Supplier environmental assessment Human rights assessment Supplier social assessment	TCCC Suppliers

The tables below show 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 [2020 Sustainability Stakeholder Report](#). For some indicators, information is also included from the CCEP [2020 Integrated Report](#).

References abbreviated as follows:

SSR 2020 Sustainability Stakeholder Report

IR 2020 Integrated Report

(1) Andorra, Belgium, continental France, Germany, Great Britain, Iceland, Luxembourg, Monaco, the Netherlands, Norway, Portugal, Spain and Sweden.

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

Damian Gammell
Chief Executive Officer
Coca-Cola European Partners
May 2021



CONTENT FINALISED AT BEGINNING OF MAY 2021 RELATED TO CCEP'S OPERATIONS IN WESTERN EUROPE

General standard disclosures

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 102: General Disclosures				
Organisational Profile				
GRI 102-1	Name of the organisation	Coca-Cola European Partners plc (CCEP)		
GRI 102-2	Activities, brands, products and services	IR – Our portfolio p. 4-5 / What we do and how we do it p. 8-9		
GRI 102-3	Location of headquarters	IR – Useful addresses p. 223	Uxbridge, United Kingdom	
GRI 102-4	Location of operations	SSR – Our approach to reporting IR – Our operations p. 6-7		
GRI 102-5	Ownership and legal form	IR – Business and financial review p. 54-61 / Notes to the consolidated financial statement p. 133	CCEP is an independent, publicly traded company which is listed and traded on the New York Stock Exchange (NYSE) and the Amsterdam (AEX), 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. 4-5 / Our operations p. 6-7 / What we do and how we do it p. 8-9		
GRI 102-7	Scale of the organisation	SSR – Our approach to reporting IR – Performance indicators p. 2-3 / Our operations p. 6-7		
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 contractors. We do not have material seasonal variations in employment numbers. Data has been compiled as of December 31, 2020. See Methodology for more details.	Principle 6

Employee data by country

Belgium and Luxembourg		Number	%	Male Number	% Male	Female Number	% Female
Total employees		2,135		1,720	80.6	415	19.4
Full-time employees		1,933	90.5	1,584	92.1	349	84.1
Part-time employees		202	9.5	136	7.9	66	15.9
Permanent contract employees		1,973	92.4	1,572	91.4	401	96.6
Temporary contract employees		162	7.6	148	8.9	14	3.4
Bulgaria		Number	%	Male Number	% Male	Female Number	% Female
Total employees		842		312	37.1	530	62.9
Full-time employees		828	98.3	311	99.7	517	97.5
Part-time employees		14	1.7	1	0.3	13	2.5
Permanent contract employees		804	95.5	302	96.8	502	94.7
Temporary contract employees		38	4.5	10	3.2	28	5.3
France and Monaco		Number	%	Male Number	% Male	Female Number	% Female
Total employees		2,570		1,933	75.2	637	24.8
Full-time employees		2,414	93.9	1,806	93.4	608	95.4
Part-time employees		156	6.1	127	6.6	29	4.6
Permanent contract employees		2,428	94.5	1,845	95.4	583	91.5
Temporary contract employees		42	1.6	23	1.2	19	3.0
Germany		Number	%	Male Number	% Male	Female Number	% Female
Total employees		7,061		5,717	81.0	1,344	19.0
Full-time employees		6,633	93.9	5,557	97.2	1,076	80.1
Part-time employees		428	6.1	160	2.8	268	19.9
Permanent contract employees		6,484	91.8	5,284	92.4	1,200	83.3
Temporary contract employees		307	4.3	252	4.4	55	4.1

Disclosure number	Disclosure title	Cross-reference or answer						Additional information
	Great Britain	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	3,328		2,290	68.8	1,038	31.2	
	Full-time employees	3,053	91.7	2,242	97.9	811	78.1	
	Part-time employees	275	8.3	48	2.1	227	21.9	
	Permanent contract employees	3,231	97.1	2,231	97.4	1,000	96.3	
	Temporary contract employees	56	1.7	36	1.6	20	1.9	
	Iceland	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	164		128	78.0	36	22.0	
	Full-time employees	164	100	128	100	36	100	
	Part-time employees	0	0	0	0	0	0	
	Permanent contract employees	154	93.9	122	95.3	32	88.9	
	Temporary contract employees	10	6.1	6	4.7	4	11.1	
	The Netherlands	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	765		546	71.4	219	28.6	
	Full-time employees	664	86.8	521	95.4	143	65.3	
	Part-time employees	101	13.2	25	4.6	76	34.7	
	Permanent contract employees	659	86.1	497	91.0	162	74.0	
	Temporary contract employees	85	11.1	42	7.7	43	19.6	
	Norway	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	5490		410	74.7	139	25.3	
	Full-time employees	540	98.4	406	99.0	134	96.4	
	Part-time employees	9	1.6	4	1.0	5	3.6	
	Permanent contract employees	540	98.4	404	98.5	136	97.8	
	Temporary contract employees	9	1.6	6	1.5	3	2.2	
	Portugal	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	377		248	65.8	129	34.2	
	Full-time employees	377	100	248	100	129	100	
	Part-time employees	0	0	0	0	0	0	
	Permanent contract employees	354	93.9	233	94.0	121	93.8	
	Temporary contract employees	23	6.1	15	6.0	8	6.2	
	Spain	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	3,635		2,802	77.1	833	22.9	
	Full-time employees	3,565	98.1	2,797	99.8	768	92.2	
	Part-time employees	70	1.9	5	0.2	65	7.8	
	Permanent contract employees	3,379	93.0	2,642	94.3	737	88.5	
	Temporary contract employees	256	7.0	160	5.7	96	11.5	
	Sweden	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	679		477	70.3	202	29.7	
	Full-time employees	675	99.4	475	99.6	200	99.0	
	Part-time employees	4	0.6	2	0.4	2	1.0	
	Permanent contract employees	626	92.2	447	93.7	179	88.6	
	Temporary contract employees	53	7.8	30	6.3	23	11.4	
GRI 102-9	Supply chain	SSR – Action on supply chain						
GRI 102-10	Significant changes to the organisation and its supply chain	IR – p.158-159						
GRI 102-11	Precautionary Principle or approach	SSR – Our approach to Environment						
GRI 102-12	External initiatives	SSR – Listening to our stakeholders IR – Our stakeholders p.10-13 SSR – Our approach to Public Policy						

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 102-13	Membership of associations	SSR – Listening to our stakeholders SSR – Action on packaging SSR – Our approach to Public Policy		

Strategy

GRI 102-14	Statement from senior decision-maker	IR – Conversation with our Chairman and CEO p.14-17		
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. 22-37		

Ethics and Integrity

GRI 102-16	Values, principles, standards and norms of behaviour	SSR – Operating with integrity IR – Corporate governance report p.72-81		Principle 10
GRI 102-17	Mechanisms for advice and concerns about ethics	SSR – Operating with integrity IR – Operating with integrity p. 42-43		

Governance

GRI 102-18	Governance structure	IR – Corporate governance p. 74, 77- 78		
GRI 102-19	Delegating authority	IR – Corporate governance p. 74, 77-78		
GRI 102-20	Executive-level responsibility for economic, environmental and social topics	IR – Corporate governance framework p. 74 www.cocacolaep.com/about-us/governance/committees		
GRI 102-21	Consulting stakeholders on economic, environmental and social topics	SSR – Listening to our stakeholders IR – Our stakeholders p.10-13		
GRI 102-22	Composition of the highest governance body and its committees	IR – Board of Directors p. 65-70 www.cocacolaep.com/about-us/governance/board-of-directors www.cocacolaep.com/about-us/governance/committees		
GRI 102-23	Chair of the highest governance body	IR – Director’s biographies p. 66-70 www.cocacolaep.com/about-us/governance/board-of-directors/sol-daurella/		
GRI 102-24	Nominating and selecting the highest governance body	IR – Nomination Committee p. 83-85 www.cocacolaep.com/about-us/governance/committees		
GRI 102-25	Conflicts of interest	IR – Corporate governance p. 75		
GRI 102-26	Role of highest governance body in setting purpose, values and strategy	IR – Roles and responsibilities of the Board p. 74 www.cocacolaep.com/about-us/governance/committees		
GRI 102-27	Collective knowledge of highest governance body	IR – Director training and development programme p. 76		
GRI 102-28	Evaluating the highest governance body’s performance	IR – Board evaluation p. 78, 80, 84		
GRI 102-29	Identifying and managing economic, environmental and social impacts	IR – Corporate governance p. 74, 87 www.cocacolaep.com/about-us/governance/committees		
GRI 102-30	Effectiveness of risk management processes	IR – Principal risks p. 44-51 www.cocacolaep.com/about-us/governance/committees		
GRI 102-31	Review of economic, environmental and social topics	IR – A conversation with our Chairman and CEO p. 14-17 / Our stakeholders p.10-13 / Action on sustainability p. 22-37 www.cocacolaep.com/about-us/governance/committees		
GRI 102-32	Highest governance body’s role in sustainability reporting	IR – Corporate governance p. 74 www.cocacolaep.com/about-us/governance/committees		
GRI 102-33	Communicating critical concerns	IR – Operating with integrity p. 43 / Stakeholder engagement p. 13 www.cocacolaep.com/about-us/governance/committees		
GRI 102-34	Nature and total number of critical concerns	IR - Principal risks p. 43 / Risk factors p.188-196		
GRI 102-35	Remuneration policies	IR – Overview of the remuneration policy p. 95 www.cocacolaep.com/about-us/governance/committees		
GRI 102-36	Process for determining remuneration	IR – Statement from the Remuneration Committee chairman p. 92-94 www.cocacolaep.com/about-us/governance/committees		
GRI 102-37	Stakeholders’ involvement in remuneration	IR – Statement from the Remuneration Committee chairman p. 92-94 www.cocacolaep.com/about-us/governance/committees		
GRI 102-38	Annual total compensation ratio	SSR – Action on society - Our people SSR – Corporate data tables IR – Annual Report on Remuneration p. 103		
GRI 102-39	Percentage increase in annual total compensation ratio	SSR – Corporate data tables IR – Percentage change in CEO remuneration p. 102		

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
Stakeholder Engagement				
GRI 102-40	List of stakeholder groups	SSR – Listening to our stakeholders IR – Our stakeholders p. 10-13		
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 – Our stakeholders p. 10-13		
GRI 102-43	Approach to stakeholder engagement	SSR – Listening to our stakeholders IR – Our stakeholders p. 10-13		
GRI 102-44	Key topics and concerns raised	SSR – Listening to our stakeholders IR – Our stakeholders p. 10-13		
Reporting Practice				
GRI 102-45	Entities included in the consolidated financial statements	IR – Consolidated Income Statement p. 128		
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 2021		
GRI 102-52	Reporting cycle	SSR – Our approach to reporting		
GRI 102-53	Contact point for questions regarding the report	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

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
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.20-21 / Our stakeholders p.10-13		
GRI 103-3	Evaluation of the management approach	SSR – Our approach to reporting IR – Our strategy p.20,21 / Our stakeholders p.10-13		
GRI 201-1	Direct economic value generated and distributed	IR – Performance indicators p.2-3,56	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.24-26 / Measuring and managing risk p.44 / Risk factor p.188-197 Understanding our climate related risk	In 2019, together with TCCC, we completed a climate risk scenario assessment, in line with guidance from the Task Force on Climate related Financial Disclosures (TCFD). The assessment identified the physical and transition risks we could face as a result of climate change. In 2020, we voluntarily published our first disclosure against the recommendations of TCFD and we will continue to do this on an annual basis. In 2021, we will carry out the work to assess how our business may be impacted in the longer term from climate related risks, with a particular focus on our production facilities and the availability of key ingredients in our value chain. This work was planned for 2020 but the timetable was delayed due to COVID-19.	Principle 7
GRI 201-3	Defined benefit plan obligations and other retirement plans	IR – Defined benefit plans p.153-157	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 2020.	
Indirect Economic Impacts				
GRI 103-1	Explanation of the material topic and its boundary	SSR – Our approach to reporting 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.20-21 / Our stakeholders p.10-13		
GRI 103-3	Evaluation of the management approach	IR – Our strategy p.20-21 / Our stakeholders p.10-13		
GRI 203-1	Infrastructure investments and services supported	IR – Action on sustainability p.22-37		
GRI 203-2	Significant indirect economic impacts	IR – Action on sustainability p.22-37		
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 87% of spend was within our local countries of operation in 2020.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
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 SSR – Code of conduct Gifts, Entertainment and Anti-bribery Policy IR – Operating with Integrity p. 42-43		
GRI 103-3	Evaluation of the management approach	SSR – Operating with integrity IR – Operating with integrity p. 42-43		
GRI 205-2	Communication and Training about anti-corruption policies and procedures	SSR – Operating with integrity IR – Operating with integrity p. 42-43		Principle 10
GRI 205-3	Confirmed Incidents of corruption and action taken	SSR – Operating with integrity SSR – Code of conduct SSR – Corporate data tables IR – Operating with integrity p. 42-43		

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 SSR – Code of conduct IR – Operating with integrity p. 42-43		
GRI 103-3	Evaluation of the management approach	SSR – Operating with integrity IR – Operating with integrity p. 42-43		
GRI 206-1	Legal action for anti-competitive behavior, anti-trust, and monopoly practices	SSR – Operating with integrity SSR – Code of conduct Competition Policy IR – Operating with integrity p. 42-43	No outstanding legal action in 2020.	Principle 10

Tax

GRI 103-1	Explanation of the material topic and its boundary	SRR – Our approach to tax	Our 2020 approach to tax will published on our website in May 2021.	
GRI 103-2	The management approach and its components	SRR – Our approach to tax	Our 2020 approach to tax will published on our website in May 2021.	
GRI 207-1	Approach to tax	SRR – Our approach to tax IR – Business and financial review p. 54-55, 58, 61	Our 2020 approach to tax will published on our website in May 2021.	
GRI 207-2	Tax governance, control, and risk management	SRR – Our approach to tax IR – Principal risks p. 46, 48 / Corporate governance report p. 71, 76 / Audit committee report p. 88-89, 120	Our 2020 approach to tax will published on our website in May 2021.	
GRI 207-3	Stakeholder engagement and management of concerns related to tax	SRR – Our approach to tax IR – Principal risks p. 46, 48 / Audit committee report p. 120	Our 2020 approach to tax will published on our website in May 2021.	
GRI 207-4	Country-by-country reporting	SRR – Our approach to tax	Our 2020 approach to tax will published on our website in May 2021.	

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. 22-23	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
GRI 103-2	The management approach and its components	SSR – Action on packaging IR – This is Forward p. 22-23 / Action on packaging p. 30-31		
GRI 103-3	Evaluation of the management approach	SSR – Action on packaging IR – This is Forward p. 22-23 / Action on packaging p. 30-31		
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. 22-23 / Action on climate p. 24-26		

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 103-3	Evaluation of the management approach	SSR – Action on climate IR – This is Forward p.22-23 / Action on climate p.24-26		
GRI 302-1	Energy consumption within the organisation	SSR – Action on climate SSR – Corporate data tables SSR – Methodology IR – Action on climate p.24-26	We did not sell any energy back to the grid in 2020.	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.24-26		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.24-26		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.24-26		

Water and effluents

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.22-23 / Action on water p.34-35		
GRI 103-3	Evaluation of the management approach	SSR – Action on water IR – This is Forward p.22-23 / Action on water p.34-35		
GRI 303-1	Interactions with water as a shared resource	SSR – Action on water SSR – Corporate data tables IR – Action on water p.34-35		
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.22-23 / Action on climate p.24-26		
GRI 103-3	Evaluation of the management approach	SSR – Action on climate IR – This is Forward p.22-23 / Action on climate p.24-26		
GRI 305-1	Direct (Scope 1) GHG emissions	SSR – Action on climate SSR – Corporate data tables SSR – Methodology IR – Action on climate p.24-26		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.24-26		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.24-26		Principle 8
GRI 305-4	GHG emissions intensity	SSR – Action on climate SSR – Corporate data tables SSR – Methodology IR – Action on climate p.24-26		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.24-26		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.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions	SSR – Action on climate SSR – Corporate data tables SSR – Methodology	We do not have NOx, SOx and other significant air emissions. All air emissions are limited well within the permit limits.	

Waste

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 climate p. 24-26 / Action on packaging p. 30-31 / Action on water p. 34-35		
GRI 103-3	Evaluation of the management approach	SSR – Action on packaging SSR – Action on water IR – Action on packaging p. 30-31 / Action on water p. 34-35		
GRI 306-1	Waste generation and significant waste-related impacts	SSR – Action on packaging SSR – Action on water IR – Action on packaging p. 30-31 / Action on water p. 34-35 SSR – Corporate data tables SSR – Methodology		Principle 8
GRI 306-2	Management of significant waste-related impacts	SSR – Action on water SSR – Corporate data tables SSR – Methodology	<p>We ensure 100% of our wastewater is safely returned to nature, applying the highest standards of treatment, in every case equal to the standard set by local regulations. 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.</p> <p>Through on-site flow meters at the point of discharge, 100% of our operational sites measure, monitor and report total volume of water discharged by destination, to nature after internal treatment or to external waste water treatment. All wastewater is treated physio-chemically and or biologically on-site or off-site to achieve the required quality standard. All water discharged is measured against TCCC's KORE standard requirements, which meet all local regulations.</p>	
GRI 306-3	Waste generated	SSR – Action on packaging IR – Action on packaging p. 30-31 SSR – Corporate data tables SSR – Methodology	<p>We have ambitious targets to make sure that at least 50% of the material we use for our PET bottles comes from rPET by 2023, with the aim to reach 100% recycled or renewable plastic by the end of the decade.</p> <p>To achieve our goal to collect 100% of our packaging and to ensure it is either recycled or refilled, we support policymakers in implementing well designed deposit return schemes and we work with authorised waste contractors in each country. We also encourage consumers to recycle our packaging.</p>	
GRI 306-4	Waste diverted from disposal	SSR – Action on packaging SSR – Action on water IR – Action on packaging p. 30-31 / Action on water p. 34-35 SSR – Corporate data tables SSR – Methodology	In our corporate data tables, we publicly disclose the breakdown of our manufacturing waste by disposal type and by hazardous and non hazardous waste. The disposal type is not split by hazardous/non-hazardous waste.	
GRI 306-5	Waste directed to disposal	SSR – Action on packaging SSR – Action on water IR – Action on packaging p. 30-31 / Action on water p. 34-35 SSR – Corporate data tables SSR – Methodology	In our corporate data tables, we publicly disclose the breakdown of our manufacturing waste by disposal type and by hazardous and non hazardous waste. The disposal type is not split by hazardous/non-hazardous waste.	

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 climate p. 24-26 / Action on packaging p. 30-31 / Action on water p. 34-35		

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 103-3	Evaluation of the management approach	SSR – Action on packaging SSR – Action on water SSR – Action on climate IR – Action on climate p. 24-26 / Action on packaging p. 30-31 / Action on water p. 34-35		
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 2020	

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 supply chain p. 36-37		
GRI 103-3	Evaluation of the management approach	IR – Action on supply chain p. 36-37		
GRI 308-1	New suppliers that were screened using environmental criteria	SSR – Action on supply chain	Our Supplier Guiding Principles require that suppliers 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. 22-23 / Action on society p. 27-29										
GRI 103-3	Evaluation of the management approach	SSR – Action on society - Our people IR – This is Forward p. 22-23 / Action on society p. 27-29										
GRI 401-1	New employee hires and employee turnover	SSR – Corporate data tables		Principle 6								
New employee hires												
	Number	%	Male Number	%	Female Number	%	<20y-29y Number	%	30y-50y Number	%	>50y Number	%
Total CCEP	592	2.7	384	2.3	208	3.8	204	7.1	357	2.8	31	0.5
By country:												
Belgium and Luxembourg	38	1.8	19	1.1	20	4.8	24	1.1	14	0.7	1	0.1
Bulgaria	45	5.3	16	5.1	29	5.5	17	7.4	25	4.2	3	23.1
France	104	4.0	73	3.8	31	4.9	39	9.6	61	4.1	4	0.6
Germany	63	0.9	48	0.8	15	1.1	19	1.9	44	1.3	0	0.0
Great Britain	193	5.8	130	5.7	63	6.1	70	15.0	109	5.5	14	1.6
Iceland	23	14.0	21	16.4	2	5.6	14	28.6	9	11.1	0	0.0
The Netherlands	12	1.6	7	1.3	5	2.3	4	3.0	1	0.5	7	1.3
Norway	10	1.8	6	1.5	4	2.9	3	5.4	7	2.0	0	0.0
Portugal	5	1.3	4	1.6	1	0.8	1	7.7	4	1.5	0	0.0
Spain and Andorra	71	2.0	43	1.5	28	3.4	7	4.7	59	2.5	5	0.5
Sweden	26	3.8	16	3.4	10	5.0	6	5.7	17	4.0	3	2.0

Disclosure number	Disclosure title	Cross-reference or answer		Additional information		UNGC Cross-reference							
GRI 401-1	New employee hires and employee turnover (continued)												
	Voluntary Turnover												
		Number	%	Male Number	%	Female Number	%	<20y-29y Number	%	30y-50y Number	%	>50y Number	%
	Total CCEP	672	3.0	453	2.7	219	4.0	208	7.2	331	2.6	133	2.0
	By country:												
	Belgium and Luxembourg	48	2.2	34	2.0	14	3.4	13	0.6	25	1.2	10	0.5
	Bulgaria	61	7.2	27	8.7	34	6.4	18	7.8	39	6.5	4	30.8
	France	70	2.7	43	2.2	27	4.2	23	5.7	36	2.4	11	1.7
	Germany	113	1.6	88	1.5	25	1.9	44	4.3	50	1.5	19	0.7
	Great Britain	163	4.9	114	5.0	49	4.7	43	9.2	67	3.4	53	6.0
	Iceland	17	10.2	14	10.9	3	8.3	6	12.2	8	9.9	3	8.8
	The Netherlands	32	4.2	18	3.3	14	6.4	9	6.7	17	4.1	6	2.7
	Norway	24	4.3	15	3.7	9	6.5	6	10.7	14	3.9	4	2.9
	Portugal	21	5.6	12	4.8	9	7.0	4	30.8	9	3.4	8	8.1
	Spain	64	1.8	50	1.8	14	1.7	14	9.5	40	1.7	10	0.9
	Sweden	59	7.7	38	8.0	21	10.4	28	26.7	26	6.1	5	3.4
	Total employee turnover												
		Number	%	Male Number	%	Female Number	%	<20y-29y Number	%	30y-50y Number	%	>50y Number	%
	Total CCEP	2,853	12.9	2,000	12.1	853	15.4	997	34.5	1,466	12.5	390	6.0
	By country:												
Belgium and Luxembourg	148	5.9	121	7.0	27	6.5	45	17.9	74	6.2	29	5.0	
Bulgaria	69	8.2	29	9.3	40	7.5	21	9.1	44	7.3	4	30.8	
France	340	13.2	193	10.0	147	23.1	234	57.5	80	5.3	26	3.9	
Germany	324	4.6	241	4.2	83	6.2	163	15.9	117	3.4	44	1.7	
Great Britain	430	12.9	300	13.1	130	12.5	92	19.7	202	10.2	136	15.4	
Iceland	35	4.6	28	21.9	7	19.4	17	34.7	14	17.3	4	11.8	
The Netherlands	161	21.0	114	20.9	47	21.5	82	60.7	47	11.5	32	14.5	
Norway	53	9.7	33	8.0	20	14.4	12	21.4	35	9.8	6	4.4	
Portugal	48	12.7	30	12.1	18	14.0	16	123.1	22	8.3	10	10.1	
Spain	1,098	30.2	807	28.8	291	34.9	235	158.8	785	32.7	78	7.2	
Sweden	146	21.5	104	21.8	42	20.8	80	76.2	46	10.8	20	13.4	
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.38-41		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. We are currently 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.									

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.38-41			
GRI 103-3	Evaluation of the management approach	SSR – Action on society - Our people IR – Our people p.38-41			
GRI 403-1	Occupational health and safety management system	SSR – Action on society - Our people IR – Our people p.38-41			
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 – Action on society - our people p.27 / Our people p.38-41			
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	SSR – Action on society - Our people IR – Action on society - our people p.27 / Our people p.38-41			

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 403-5	Worker training on occupational health and safety	SSR – Action on society - Our people IR – Action on society - our people p.27 / Our people p.38-41		
GRI 403-6	Promotion of worker health	SSR – Action on society - Our people IR – Action on society - our people p.27 / Our people p.38-41		
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	SSR – Action on society - Our people IR – Action on society - our people p.27 / Our people p.38-41		
GRI 403-8	Workers covered by an occupational health and safety management system	SSR – Action on society - Our people IR – Our people p.38-41		
GRI 403-9	Work- related injuries	SSR – Action on society - Our people IR – Performance indicators p.3 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.																												
GRI 103-2	The management approach and its components	SSR – Action on society - Our people IR – Our people p.38-41																													
GRI 103-3	Evaluation of the management approach	SSR – Action on society - Our people IR – Our people p.38-41																													
GRI 404-1	Average hours of training per year per employee	SSR – Action on society - Our people SSR – Corporate data tables	In 2020 the average hours per FTE of training and development (hours) were 14.3. The average amount spent per FTE on training and development was €524.																												
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 Directors and above</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;">95</td> </tr> <tr> <td colspan="2">By country:</td> </tr> <tr> <td>Belgium</td> <td style="text-align: right;">100</td> </tr> <tr> <td>Bulgaria</td> <td style="text-align: right;">100</td> </tr> <tr> <td>France</td> <td style="text-align: right;">94</td> </tr> <tr> <td>Germany</td> <td style="text-align: right;">98</td> </tr> <tr> <td>Great Britain</td> <td style="text-align: right;">90</td> </tr> <tr> <td>Iceland</td> <td style="text-align: right;">100</td> </tr> <tr> <td>The Netherlands</td> <td style="text-align: right;">100</td> </tr> <tr> <td>Norway</td> <td style="text-align: right;">100</td> </tr> <tr> <td>Portugal</td> <td style="text-align: right;">100</td> </tr> <tr> <td>Spain</td> <td style="text-align: right;">94</td> </tr> <tr> <td>Sweden</td> <td style="text-align: right;">100</td> </tr> </tbody> </table>		%	Total CCEP	95	By country:		Belgium	100	Bulgaria	100	France	94	Germany	98	Great Britain	90	Iceland	100	The Netherlands	100	Norway	100	Portugal	100	Spain	94	Sweden	100
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Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
			Senior managers and above	
				%
			Total CCEP	99
			By country:	
			Belgium	100
			Bulgaria	100
			France	98
			Germany	99
			Great Britain	97
			Iceland	100
			Luxembourg	100
			The Netherlands	100
			Norway	100
			Portugal	100
			Spain	99
			Sweden	100
			Employees below manager	
				%
			Total CCEP	50
			By country:	
			Belgium	98
			Bulgaria	99
			France	90
			Germany	5
			Great Britain	99
			Iceland	90
			Luxembourg	100
			The Netherlands	99
			Norway	97
			Portugal	59
			Spain	15
			Sweden	87
			Total of CCEP employees by gender	
				Female % Male %
			Total CCEP	69 55
			By country:	
			Belgium	99 98
			Bulgaria	99 99
			France	88 93
			Germany	22 11
			Great Britain	99 99
			Iceland	93 92
			Luxembourg	100 100
			The Netherlands	98 99
			Norway	98 97
			Portugal	66 63
			Spain	32 24
			Sweden	89 90

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference																																										
Diversity and Equal Opportunity																																														
GRI 103-1	Explanation of the material topic and its boundary	SSR – Action on society – Our people SSR – GRI Index (GRI Standards Mapping) IR – Culture at CCEP p.16 / Our people p.38-41	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.16 / Our people p.38-41																																												
GRI 103-3	Evaluation of the management approach	SSR – Action on society – Our people IR – Culture at CCEP p.16 / This is Forward p.22-23 / Action on society p.27-29 / Our people p.38-41																																												
GRI 405-1	Diversity of governance bodies and employees	SSR – Action on society – Our people SSR – Corporate data tables SSR – Country data tables IR – This is Forward p.22-23 / Board of Directors p.65 / Diversity of the Board p.84	CCEP does not capture minority group information on all employees across all of our territories, in accordance with local law. We will work to continue to evolve our reporting on this indicator in the future, where possible.	Principle 6																																										
GRI 405-2	Ratio of basic salary and remuneration of women to men	SSR – Corporate data tables SSR – Country data tables	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. Male/female pay ratio																																											
			<table border="1"> <thead> <tr> <th></th> <th>Management</th> <th>Non-Management</th> </tr> </thead> <tbody> <tr> <td colspan="3">By country:</td> </tr> <tr> <td>Belgium</td> <td>116%</td> <td>79%</td> </tr> <tr> <td>Bulgaria</td> <td>111%</td> <td>106%</td> </tr> <tr> <td>France</td> <td>101%</td> <td>87%</td> </tr> <tr> <td>Germany</td> <td>104%</td> <td>84%</td> </tr> <tr> <td>Great Britain</td> <td>104%</td> <td>119%</td> </tr> <tr> <td>Iceland</td> <td>81%</td> <td>67%</td> </tr> <tr> <td>Luxembourg</td> <td>110%</td> <td>86%</td> </tr> <tr> <td>The Netherlands</td> <td>110%</td> <td>96%</td> </tr> <tr> <td>Norway</td> <td>108%</td> <td>96%</td> </tr> <tr> <td>Portugal</td> <td>88%</td> <td>106%</td> </tr> <tr> <td>Spain and Andorra</td> <td>105%</td> <td>97%</td> </tr> <tr> <td>Sweden</td> <td>99%</td> <td>95%</td> </tr> </tbody> </table>		Management	Non-Management	By country:			Belgium	116%	79%	Bulgaria	111%	106%	France	101%	87%	Germany	104%	84%	Great Britain	104%	119%	Iceland	81%	67%	Luxembourg	110%	86%	The Netherlands	110%	96%	Norway	108%	96%	Portugal	88%	106%	Spain and Andorra	105%	97%	Sweden	99%	95%	
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Human Rights Assessment

GRI 103-1	Explanation of the material topic and its boundary	SRR – Operating with integrity SSR – Action on supply chain SSR – GRI Index (GRI Standards Mapping) IR – Action on supply chain p.36-37	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	SRR – Operating with integrity SSR – Action on supply chain IR – Action on supply chain p.36-37	
GRI 103-3	Evaluation of the management approach	SRR – Operating with integrity SSR – Action on supply chain IR – Action on supply chain p.36-37	
GRI 412-2	Employee training on human rights policies or procedures	SRR – Operating with integrity SSR – Action on supply chain IR – Action on supply chain p.36-37	Coca-Cola European Partners was created in May 2016 as a result of a merger between Coca-Cola Enterprises, Coca-Cola Iberian Partners and Coca-Cola Erfrischungsgetränke AG. CCEP's new Human Rights Policy was released in 2018, and training programmes were rolled out throughout the year. All procurement managers who interact with suppliers are given training on the Supplier Guiding Principles and the Principles for Sustainable Agriculture introduced in 2021, formerly known as our Sustainable Agriculture Guiding Principles, as well as on Human Rights, as part of their induction.

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
Local Communities				
GRI 103-1	Explanation of the material topic and its boundary	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. 22-23 / Action on society p. 27-29		
GRI 103-3	Evaluation of the management approach	SSR – Action on society - Community IR – This is Forward p. 22-23 / Action on society p. 27-29		
GRI 413-1	Operations with local community engagement, impact assessments and development programmes	SSR – Action on society - Community SSR – Corporate data tables IR – Action on society p. 27-29	We have community partnership programmes across 100% of our operations. We have developed and rolled out a toolkit to help our markets understand the impact of local community partnerships.	
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		
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 and how we do it p. 8-9 / Sustainability p. 22-37		
GRI 103-3	Evaluation of the management approach	SSR – Listening to our Stakeholders IR – What we do and how we do it p. 8-9 / Sustainability p. 22-37		
GRI 415-1	Political contributions	SSR – Listening to our Stakeholders SSR – Our approach to Public Policy IR – Political donations p. 109	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 3 million EUR 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 and how we do it p. 8-9 / Succeeding in a changing landscape p. 18-19 / Our people p. 38-41 / This is Forward p. 22-23 / Principal risk p. 46, 49 / Risk factors p. 194		
GRI 103-3	Evaluation of the management approach	SSR – Action on drinks IR – What we do and how we do it p. 8-9 / Succeeding in a changing landscape p. 18-19 / Our people p. 38-41 / This is Forward p. 22-23 / Principal risk p. 46, 49 / Risk factors p. 194		
GRI 416-1	Assessment of the health and safety impacts of products and service categories	SSR – Action on drinks IR – Principal risk p. 46, 49 / Risk factors p. 188-194	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 2020.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
Marketing and Labelling				
GRI 103-1	Explanation of the material topic and its boundary	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. 22-23 / Action on drinks p. 32-33		
GRI 103-3	Evaluation of the management approach	SSR – Action on drinks IR – This is Forward p. 22-23 / Action on drinks p. 32-33		
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 2020.	
GRI 417-3	Incidents of non-compliance concerning marketing communications	SSR – Action on drinks	Zero issues of non-compliance in 2020.	

Socioeconomic Compliance

GRI 103-1	Explanation of the material topic and its boundary	SRR – 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	SRR – Operating with integrity SSR – Action on drinks IR – Corporate governance report p. 72-81		
GRI 103-3	Evaluation of the management approach	SRR – Operating with integrity SSR – Action on drinks IR – Corporate governance report p. 72-81		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	SPR – Operating with integrity	Zero issues of non-compliance in 2020.	