Key performance data summary 2020[1]

Commitment	KPI Measurement	2010 Baseline	2018	2019	2020
Action on drinks					
We'll reduce the sugar in our soft drinks by 10% between 2015 and 2020, and that's in addition to the 5% reduction achieved in the previous 5 years.[2]	Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%)		11.1	12.9	**15.3**
	Reduction in the average sugar per litre in our soft drinks portfolio since 2010 (%)		15.8	17.6	**19.8**
We'll aim for 50% of our sales to come from low or no calorie drinks.[3]	Percentage of volume sold which is low or no calorie (%)	33	45	46	**48**
We'll continuously evolve our recipes and portfolio to offer a greater choice of drinks.	Number of products which have had their recipes changed to reduce sugar since 2010 (number)				**211**
	Number of new low and no calorie products launched since 2010 (number)				**705**
We'll make it easier for consumers to cut down on sugar with straightforward product information and smaller pack sizes.	Percentage of total sparkling soft drinks volume sold in packs that are 250ml or less (%)[4]		5.0	5.0	**3.7**
Action on packaging					
We'll make sure that 100% of our packaging is recyclable or reusable.	Percentage of all packaging that is recyclable (%)[5]		97.9	98.3	**98.0**
We'll work with local and national partners to collect 100% of our packaging in Western Europe.	PET packaging collected for recycling as a percentage of total PET packaging put onto the market (%)	Packaging collection rates differ by country. For full information, see our country data sheets.			
	Packaging collected for recycling as a percentage of total packaging put onto the market (%)[6]		74	77	**79**
We'll make sure that at least 50% of the material we use for our PET bottles comes from recycled plastic (rPET).	Percentage of PET used that is rPET (%)	16.0	27.6	30.5	**41.3**
Action on society					
We'll foster a diverse and inclusive culture in our business and make sure that women hold at least 40% of our management positions.	Percentage of women in management positions (senior manager level and above) (%)		35.2	35.5	**35.6**
We'll expand the contribution we make to society by increasing our employee volunteering and supporting local community partnerships.	Total community investment contribution (million €)		5	8.8	**9.1**
	Percentage of pre-tax profits (%)		0.41	0.60	**1.31**
	Total number of volunteering hours (hours)		11,955	25,839	**9,061**
Action on water					
We'll protect the sustainability of the water sources we use for future generations.	Sites with Water Management Plans and Source Vulnerability Assessments in place (%)	100	100	100	**100**
We'll reduce the water we use in manufacturing by 20% – and address water impacts in our supply chain.	Water use ratio[7]	1.82	1.61	1.60	**1.57**
	Percentage reduction in water use ratio since 2010 (%)		11.25	11.74	**13.72**
We'll replenish 100% of the water we use in areas of water stress.	Water replenished as a percentage of total water used in our beverages where sourced from areas of water stress (%)[8]		141	160	**275**
Action on climate[9]					
We'll cut GHG emissions by 30% across our entire value chain by 2030, versus 2019.	Scope 1 emissions (tonnes of CO_2e)	304,162	238,900	229,713	**196,919**
	Scope 2 emissions - market based approach (tonnes of CO_2e)	280,727	6,025	6,051	**4,815**
	Scope 2 emissions - location based approach (tonnes of CO_2e)	259,925	174,472	170,245	**144,011**
	Scope 3 emissions (tonnes of CO_2e)	4,788,175	3,512,547	3,561,980	**3,144,035**
	Total GHG emissions Scope 1, 2 and 3 (full value chain) (tonnes of CO_2e)	5,373,064	3,757,473	3,797,744	**3,345,769**
	Absolute reduction in total value chain GHG emissions (Scope 1, 2, 3) since 2010 (%)		30.1	29.3	**37.7**
	Absolute reduction in total value chain GHG emissions (Scope 1, 2, 3) since 2019 (%)				**11.9**
	Energy use ratio[10]	0.382	0.315	0.317	**0.309**
We'll purchase 100% renewable electricity by 2020.	Percentage of electricity purchased that comes from renewable sources (%)	1.2	100	100	**100**

Key performance data summary 2020 continued

Commitment	KPI Measurement	2010 Baseline	2018	2019	2020
Action on supply chain					
We'll continue to embed sustainability, ethics and human rights into our supply chain.	Spend with suppliers covered by our Supplier Guiding Principles (%)		91	97	**97**
We'll make sure 100% of our main agricultural ingredients and raw materials come from sustainable sources.	Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (PSA)[11] (%)		88	96	**100**
	Percentage of pulp and paper sourced through suppliers in compliance with our PSA (%)		94	100	**100**

Indicates independent assurance by DNV.

(1) Please note, data for previous years may not be available in all cases as new targets have been set in 2017; and combined data for CCEP prior to its formation may not be available in all cases.
(2) Sparkling soft drinks and non-carbonated soft drinks only. Does not include water or juice.
(3) Total CCEP sales. Does not include coffee, alcohol, beer or freestyle. Low calorie beverages ≤20kcal/100ml. Zero calorie beverages <4kcal/100ml.
(4) Based upon 2020 CCEP sparkling soft drinks sales volume, at an stock keeping unit (SKU) level.
(5) Packaging is the packaging in the hand of the consumer (Ready to drink (RTD) packaging). Recyclability criteria based upon market specific recyclability assessments.
(6) Represents an aggregated number, based on packaging collection rates by material in each of our markets which is then applied to our own packaging volumes. The way that packaging collection rates are calculated may differ across our markets and therefore this aggregated number should be treated as an estimate.
(7) Water use ratio, litres of water per litre of finished product produced.
(8) Water replenishment calculated on production volume from 19 CCEP sites based in areas of water stress, as determined by WRI/Aqueduct analysis, and total water volumes replenished. May differ to The Coca-Cola Company (TCCC) calculations, which are based on total sales volumes.
(9) 2017 and 2018 data have been restated due to more accurate data becoming available. Our baseline figures for 2019 have been restated to include new emission sources and more accurate data.
(10) Energy use ratio, MJ/litre of product produced.
(11) The PSA replace the Sustainable Agriculture Guiding Principles.

Action on packaging

Materials

Packaging footprint (GRI 301-1 / GRI 301-2)

	2018		2019		2020	
Total weight of material used	Metric Tonnes	Packaging footprint %	Metric Tonnes	Packaging footprint %	**Metric Tonnes**	**Packaging footprint %**
Primary pacakging						
PET (Virgin, rPET, Plant PET)	223,205	33.7	221,219	32.1	**198,924**	**34.7**
Glass	142,727	21.5	148,669	21.7	**89,837**	**15.7**
Steel	71,295	10.8	73,969	10.8	**54,279**	**9.5**
Aluminium	91,944	13.9	95,029	13.9	**108,716**	**19.0**
Carton	741	0.1	822	0.1	**763**	**0.1**
Pouches / Multifilm	4,116	0.6	4,684	0.7	**3,856**	**0.7**
LDPE	587	0.1	0	0.0	**0**	**0.0**
HDPE	11,436	1.7	21,033	3.1	**18,066**	**3.2**
PP	579	0.1	8,744	1.3	**7,588**	**1.3**
Other (primary)	18,083	2.7	413	0.1	**199**	**0.0**
Secondary packaging						
Plastic	36,227	5.5	45,134	6.6	**37,927**	**6.6**
Cardboard	57,210	8.6	60,867	8.9	**48,393**	**8.5**
Tertiary packaging						
LDPE	4,784	0.7	4,688	0.7	**4,205**	**0.7**
Total packaging weight	**662,934**		**685,271**		**572,753**	
Total non-recycled content packaging weight	**452,772**	**68.3**	**473,330**	**69.1**	**371,420**	**64.8**
Total recycled content packaging material weight	**210,162**	**31.7**	**211,941**	**30.9**	**201,333**	**35.2**

	2018	2019	2020
Recycled or plant-based content	%	%	**%**
PET that is rPET (%)	27.6	30.5	**41.3**
PET that is Plant PET (%)	3.1	1.4	**0.5**
Recycled aluminium, steel and glass content (%)[(1)]	35.3	32.7	**34.0**

	2018	2019	2020
Packaging use ratio[(2)]	47.03	47.91	**43.76**

	2019		2020	
Number of packages introduced into the marketplace[(3)]	Number	%	**Number**	**%**
PET	7.48bn	29.0	**6.43bn**	**28.3**
Refillable PET	1.11bn	4.3	**970m**	**4.3**
Glass	610m	2.3	**340m**	**1.5**
Refillable glass	2.94bn	11.4	**1.75bn**	**7.8**
Aluminium can	7.10bn	27.6	**8.40bn**	**37.0**
Steel	3.10bn	12.2	**2.37bn**	**10.4**
Pouch	739m	2.9	**713m**	**3.1**
Carton	49m	0.2	**42m**	**0.2**
Other	124m	0.5	**90m**	**0.3**
Dispensed (including Freestyle and fountain)[(4)]	2.40bn	9.6	**1.60bn**	**7.1**
Aluminium bottle	0	0	**0**	**0**
Total packaging units introduced[(5)]	**23.25bn**	**100**	**21.11bn**	**100**
Total refillable bottles (PET and glass)	**4.05bn**	**15.7**	**2.71bn**	**12.8**
Percentage of PET packaging that is refillable PET		13.2		**12.5**
Percentage of glass packaging that is refillable glass		85.0		**85.6**

(1) Based upon supplier-provided data.
(2) Packaging use ratio: calculated based upon total 2020 tonnage weight of all packaging (including trippage for refillable packaging) divided by the litres sold in 2020. Packaging includes all primary packaging (aluminium cans, PET bottles, glass bottles, etc.), secondary packaging (e.g. cardboard trays and LDPE wrap for cases), and tertiary packaging (LPDE pallet wrap).
(3) Our packaging footprint includes the breakdown of the number of packages we introduce into the marketplace. This is based on individual units of packaging sold.
(4) Based on 500ml servings.
(5) Dispensed (Including Freestyle and fountain) excluded.

Action on packaging continued

Manufacturing waste (GRI 306-2)

	2018		2019		2020	
Waste by disposal type	Metric Tonnes	% of Total Waste	Metric Tonnes	% of Total Waste	**Metric Tonnes**	**% of Total Waste**
Recycled	102,148.04	90.89	109,396.42	92.05	**91,843.27**	**91.09**
Composting	2,728.71	2.43	3,443.76	2.90	**3,072.49**	**3.05**
Waste to energy recovery	6,502.04	5.79	5,051.36	4.25	**4,522.96**	**4.49**
Incineration	194.35	0.17	361.15	0.30	**246.95**	**0.24**
Landfill	813.53	0.72	589.67	0.50	**1,140.19**	**1.13**
Total waste produced at CCEP manufacturing operations	**112,386.67**		**118,842.35**		**100,825.86**	

Hazardous/non-hazardous waste (GRI 306-2)(6)

	2018		2019		2020	
Waste type	Metric Tonnes	% of Total Waste	Metric Tonnes	% of Total Waste	**Metric Tonnes**	**% of Total Waste**
Hazardous waste	530.9	0.5	1,005.8	0.8	**360.8**	**0.4**
Non-hazardous waste	111,855.7	99.5	117,836.5	99.2	**100,465**	**99.6**

(6) Please note that previous years data has been restated due to more accurate data becoming available.

Action on climate

GHG Emissions[1], [2]

Greenhouse gases – 2020 (tonnes CO_2e) (GRI 305-1 / GRI 305-2 / GRI 305-3)

Scope	Carbon dioxide (CO_2)	Nitrous oxide (N_2O)	Methane (CH_4)	Hydrofluoro carbons	% of footprint	Total (tonnes CO_2e)
1. Direct emissions (e.g. fuel used in manufacturing, own vehicle fleet, as well as process and fugitive emissions)	192,509	700	267	3,442	**5.9**	**196,919**
2a. Indirect emissions – market based approach[3] (e.g. electricity)	4,777	11	26	0	**0.1**	**4,815**
2b. Indirect emissions – location based approach[3] (e.g. electricity)	142,897	336	778	0		**144,011**
3. Third party emissions, including those related to our ingredients, packaging, cold drink equipment, third party transportation and distribution, waste in our operations and business travel	3,126,133	15,633	2,269	0	**94.0**	**3,144,035**
Total GHG emissions Scope 1, 2 (4) and 3 (Full value chain)	**3,323,420**	**16,345**	**2,562**	**3,442**		**3,345,769**

Our operational carbon footprint (tonnes CO_2e)[5], [6] (GRI 305-1 / GRI 305-2 / GRI 305-3)

Metric tonnes CO_2e by emission source	2010	2018	2019	2020
Scope 1				
Operations and commercial sites	199,663	175,126	168,292	**147,608**
CCEP fleet	99,953	63,775	61,421	**49,311**
Business travel	4,546	0	0	**0**
Scope 2				
Operations and commercial sites	280,727	6,025	6,051	**4,815**
Scope 3				
Ingredients	1,060,380	970,234	934,250	**846,743**
Packaging	1,830,353	1,562,382	1,597,886	**1,424,558**
Cold drink equipment	1,508,682	638,745	608,063	**531,135**
Transportation (including business travel)	300,213	272,642	282,163	**216,468**
Operations and commercial sites	88,546	68,544	139,619	**125,132**
Total GHG emissions Scope 1, 2 [4] and 3 (full value chain)	**5,373,064**	**3,757,473**	**3,797,745**	**3,345,769**

Total value chain carbon footprint

Percentage	2010	2018	2019	2020
Cold drink equipment	28.1	17.0	16.0	**15.9**
Operations and commercial sites	10.6	6.6	8.3	**8.3**
Distribution	7.5	9.0	9.0	**7.9**
Ingredients	19.7	25.8	24.6	**25.3**
Packaging	34.1	41.6	42.1	**42.6**

Action on climate continued

Our normalised carbon footprint (GRI 305-4)[6]

Metric tonnes CO_2e by emission source	2010	2018	2019	2020
GHG Scope 1 & 2 emissions per litre of product produced (g CO_2e/litre) (market based Scope 2 approach)	44.87	19.38	18.55	**17.22**
GHG Scope 1 & 2 emissions per Euro of revenue (g CO_2e/Euro) (market based Scope 2 approach)		20.73	19.61	**19.03**
GHG Scope 1, 2, and 3 (full value chain) emissions per litre of product sold (g CO_2e/litre) (market based Scope 2 approach)	378.2	265.6	266.1	**259.0**

GHG emission reductions (absolute and normalised) (GRI 305-5)[6]

Metric tonnes CO_2e by emission source	2018	2019	2020
Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2010 (%)	30.1	29.3	**37.7**
Absolute reduction in total value chain greenhouse gas emissions (Scope 1, 2, 3) since 2019 (%)			**11.9**
Relative reduction in total value chain GHG emissions (Scope 1, 2, 3) since 2010 (%)	29.8	29.7	**31.5**
Relative reduction in total value chain GHG emissions (Scope 1, 2, 3) since 2019 (%)			**2.7**

Energy and renewable energy

Energy use ratio (GRI 302-3)

	2010	2018	2019	2020
Energy consumed (MJ) per litre of product produced	0.382	0.315	0.317	**0.309**

CCEP energy sources and use (GRI 302-1)[6]
Direct energy consumption by Primary Energy Source (Scope 1) (GRI 302-4 / GRI 302-5)[6]

	2018		2019		**2020**	
Source	MWh	GJ	MWh	GJ	**MWh**	**GJ**
Diesel (CCEP fleet)	251,366	904,919	239,080	860,687	**189,130**	**680,870**
Petrol (CCEP fleet)	7,239	26,059	13,534	48,722	**17,914**	**64,491**
Natural gas	432,387	1,556,593	452,626	1,629,455	**400,351**	**1,441,262**
Propane and LPG	56,186	202,271	52,802	190,085	**43,102**	**155,168**
Light fuel oil/site diesel	29,998	107,994	29,431	105,952	**28,522**	**102,681**
Other (jet-fuel and CNG)	0	0	1	4	**3**	**12**
Geothermal	10,542	37,950	9,624	34,646	**11,264**	**40,551**
Electricity CHP	6,358	22,890	6,577	23,678	**17,404**	**62,655**
Biodiesel	1,270	4,572	300	1,078	**0**	**0**
Electricity solar	449	1,618	427	1,537	**424**	**1,526**
Ground source heat	107	384	107	384	**700**	**2,520**
Electricity water turbine	197	708	170	612	**183**	**658**
Heavy fuel oil	0	0	0	0	**0**	**0**
Total direct energy consumption	**796,099**	**2,865,958**	**804,679**	**2,896,840**	**708,997**	**2,552,394**

CCEP energy sources and use (GRI 302-1)
Direct energy consumption by Primary Energy Source (Scope 2) (GRI 302-1)[6]

	2018		2019		**2020**	
Source	MWh	GJ	MWh	GJ	**MWh**	**GJ**
Electricity purchased and consumed	634,001	2,282,404	621,778	2,238,402	**556,651**	**2,003,944**
Heat and steam purchased and used	23,361	84,100	22,336	80,409	**19,279**	**69,404**
Total direct energy consumption	**657,362**	**2,366,504**	**644,114**	**2,318,811**	**575,930**	**2,073,348**

Action on climate continued

Renewable energy (GRI 302-1)[6]

Source	2018 MWh	2018 GJ	2019 MWh	2019 GJ	**2020 MWh**	**2020 GJ**
Renewable purchased electricity (Grid)	620,170	2,232,614	611,505	2,201,420	**547,137**	**1,969,692**
Renewable non-grid/onsite electricity (Solar PV and water turbine)	5,278	19,003	5,288	19,038	**5,375**	**19,350**
Renewable heat and steam (Biomass – district heating, geothermal & ground source heat pump)	34,009	122,434	32,066	115,439	**31,243**	**112,475**
Total direct energy consumption	**659,457**	**2,374,051**	**648,859**	**2,335,897**	**583,755**	**2,101,517**

Non-renewable energy (GRI 302-1)[6]

Source	2018 MWh	2018 GJ	2019 MWh	2019 GJ	**2020 MWh**	**2020 GJ**
Low carbon purchased electricity (Grid)	0	0	0	0	**0**	**0**
Fossil fuel electricity (Grid)	9,198	33,114	5,581	20,093	**4,746**	**17,087**
Natural gas	432,387	1,556,593	452,626	1,629,455	**400,351**	**1,441,262**
Light fuel oil/ site diesel	29,998	107,994	29,431	105,952	**28,522**	**102,681**
Propane and LPG	56,186	202,271	52,802	190,085	**43,102**	**155,168**
Total non-renewable energy	**527,769**	**1,899,972**	**540,440**	**1,945,585**	**476,721**	**1,716,198**

Cold drink equipment

Energy used in cold drink equipment (GRI 302-2)[6]

Source	2018 MWh	2018 GJ	2019 MWh	2019 GJ	**2020 MWh**	**2020 GJ**
Energy used in customer locations for cold drink equipment	2,004,182	7,215,056	1,922,827	6,922,177	**1,812,778**	**6,526,002**

Note on sources of data and calculation methodologies under the WRI/WBCSD Greenhouse Gas (GHG) Protocol, we measure our emissions in three 'Scopes', except for CO_2e emissions from biologically sequestered carbon, which is reported separately. Please note that prior years data may be restated due to more accurate data becoming available. Data is consolidated from a number of sources across our business and is analysed centrally. We use a variety of methodologies to gather our emissions data and measure each part of our operational carbon footprint, including natural gas and purchased electricity data, refrigerant gas losses, CO_2 fugitive gas losses and transport fuel, water supply, wastewater and waste management.

We use emission factors relevant to the source data including UK Department for Business, Environment and Industrial Strategy (BEIS) 2020 and IEA 2018 emission factors. Scope 1 figures include direct sources of emissions such as the fuel we use for manufacturing and our own vehicles plus our fugitive emissions of CO_2. Scope 2 figures include indirect sources from the generation of electricity we use at our sites. We report against this on both a location based and a market based approach. Commitments and key performance indicators are tracked using the market based approach. Scope 3 figures include emissions from purchased goods and services (specifically the packaging we put on the market and the ingredients we use in our products); fuel and energy related activities not already included in Scope 1 and 2 (e.g. emissions from well-to-tank and transmission and distribution); upstream transportation and distribution; waste generated in operations; business travel (including employee business travel by rail and air); upstream leased assets (including the home charging of company vehicles); use of sold products (including CO_2 emissions released by consumers); end of life treatment of sold products; and downstream leased assets (including the electricity used by our hot and cold drink equipment at our customers' premises). This accounts for over 90% of our Scope 3 emissions. Additional Scope 3 emissions, from capital goods, employee commuting and the use of sold products, are not included in our value chain figures below, and we will report on these separately as part of our 2020 CDP response. All other Scope 3 categories are not currently applicable to CCEP.

(1) Under the WRI/WBCSD GHG Protocol, we measure our emissions in three 'Scopes', except CO_2e from biologically sequestered carbon, which is reported separately. In 2020, CCEP's biologically sequestered carbon was 7,539 tonnes.
(2) Please note we do not have PFCs or SF6 emissions.
(3) Includes on- and off-site solar, geothermal, biomass, and combined heat and power (CHP) generation.
(4) Market based approach only.
(5) Calculated using the Scope 2 market based approach.
(6) Please note that previous years data has been restated due to more accurate data becoming available.

Action on water

Water stewardship

Total water withdrawal (GRI 303-1 / GRI 303-5)(1)

	2018		2019		**2020**	
By source	Volume (1,000m^3)	%	Volume (1,000m^3)	%	**Volume (1,000m^3)**	**%**
Municipal	14,904	73.04	14,966	73.37	**14,080**	**76.59**
Borehole	5,501	26.96	5,432	26.63	**4,303**	**23.41**
Rainwater	0.4	0.00	1	0.01	**1**	**0.01**
Total water withdrawn	**20,405**		**20,398**		**18,385**	

Water use ratio (GRI 303-1 / GRI 303-5)(1)

	2010	2018	2019	**2020**
Litres of water used/litre of finished product produced	0.382	1.614	1.605	**1.569**

Total wastewater discharge (GRI 303-4 / GRI 306-1 / GRI 306-5)

	2018	2019	**2020**
By volume	Volume (m^3)	Volume (m^3)	**Volume (m^3)**
Discharged for treatment by municipal water treatment works	4,641,532	4,526,656	**4,044,922**
Treated onsite	3,142,935	2,931,670	**2,577,870**
Surface water	0	0	**0**
Total wastewater discharged	**7,784,467**	**7,458,326**	**6,622,792**

Water in water-stressed areas (GRI 303-3)(1)

	2018		2019		**2020**	
	Volume (m^3)	% of total production volume	Volume (m^3)	% of total production volume	**Volume (m^3)**	**% of total production volume**
Total production volume in areas of water stress	6,279,316	49.42	6,353,890	50.01	**5,687,042**	**48.54**
Total water withdrawal from sites in areas of water stress	10,388,975	50.90	10,498,520	51.30	**9,097,192**	**49.48**

	2018	2019	**2020**
Number of sites in areas of water stress	20	20	**23**

Water replenishment (GRI 303-2)

	2018	2019	**2020**
Volume of water replenished	Volume (m^3)	Volume (m^3)	**Volume (m^3)**
Belgium	80,200	189,800	**263,200**
France	3,971,000	4,372,000	**9,650,000**
Germany	37,300	37,300	**37,300**
Great Britain	1,467,700	1,812,500	**2,033,700**
Spain	3,278,950	3,782,450	**3,642,850**
Total volume replenished	**8,835,150**	**10,194,050**	**15,627,050**
Replenishment as a percentage of the water we used in our drinks, where sourced from areas of water stress	141%	160%(2)	**275%(2)**

(1) Please note that previous years data has been restated due to more accurate data becoming available.
(2) Water replenishment calculated on production volume from 19 CCEP sites based in areas of water stress, as determined by WRI/Aqueduct analysis, and total water volumes replenished. May differ to TCCC calculations, which are based on total sales volumes.

Action on drinks

Portfolio

	2018	2019	2020
Reduction in the average sugar per litre in our soft drinks portfolio since 2015 (%)[1]	11.1	12.9	**15.3**
Reduction in average sugar per litre in our soft drinks portfolio since 2010 (%)[1]	15.8	17.6	**19.8**
Number of products which have had their recipes changed to reduce sugar since 2010 (number)			**211**
Number of new low and no calorie products launched since 2010 (number)			**705**
Percentage of our volume sold which is low or no sugar (%)[2]	45	46	**48**
Number of organic products in our portfolio (number)	52	94	**56**
Percentage of our volume sold that is organic (%)	0.3	0.3	**0.4**
Percentage of total sparkling soft drinks volume sold in packs which are 250ml or less (%)[3]	5.0	5.0	**3.7**
Tonnes of sugar removed from our products since 2010 (tonnes)			**245,300**
Percentage of products in our portfolio that carry GDA labelling and front-of-pack labelling (%)[4]	98	97	**96**
Percentage of total products sold that offer nutrition benefits such as fiber, vitamins, minerals or functional food ingredients (%)	4.9	5.2	**6.2**
Percentage of products that we sell that contain alcohol (%)[5]	0.2	0.1	**0.1**
Product portfolio by unit cases volume:			
• Coca-Cola Trademark (%)	63	63.5	**66.0**
• Sparkling flavours and energy (%)	22.5	22.5	**22.5**
• Juices, RTD teas, RTD coffees, isotonics (%)	7.5	8.5	**5.0**
• Water (%)	7	5.5	**6.5**
Number of products in our portfolio that are genetically modified or derived from genetically modified organisms (number)[6]	0	0	**0**
Number of products in our portfolio that are tested on animals (number)	0	0	**0**

(1) Sparkling soft drinks and non-carbonated soft-drinks only. Does not include water or juice.
(2) Total CCEP sales. Does not include coffee, alcohol, beer or freestyle. Low calorie beverages ≤20kcal/100 ml. Zero calorie beverages <4kcal/100ml.
(3) Based upon 2020 CCEP sparkling soft drinks sales volume, at an SKU level.
(4) Waters do not require GDA labelling. The remaining 2% of our portfolio that do not use GDA labelling are the drinks of our brand partner Monster Energy, which chooses not to put this labelling on the front of packs. This means it is aligned with other energy drink brands.
(5) In two of the countries where we operate, we do produce or distribute alcoholic drinks such as beer, wine and spirits.
(6) We insist that our suppliers adhere to the same standards and demand suitably verified certificates of compliance with EU regulations 1829/2003 and 1830/2003 on genetically modified food and feed, and traceability and labelling respectively. CCEP follows TCCC's policy on Nanotechnology.

Action on society (Our people)

Diversity and employment

Workplace profile

	2018		2019		2020		
	Number	%	Number	%	Number	%	GRI
Total employees	23,310		23,357		22,106		GRI 102-8
Male (number/%)	17,672	75.8	17,498	74.9	16,584	75.0	GRI 102-8
Female (number/%)	5,638	24.2	5,859	25.1	5,522	25.0	GRI 102-8
Full-time employees	22,023		21,982		20,847		GRI 102-8
Male (number/%)	17,151	97.1	16,914	97.0	16,076	96.9	GRI 102-8
Female (number/%)	4,872	86.4	5,068	87.0	4,771	86.4	GRI 102-8
Part-time employees	1,287		1,274		1,259		GRI 102-8
Male (number/%)	521	2.9	517	3.0	508	3.1	GRI 102-8
Female (number/%)	766	13.6	757	13.0	751	13.6	GRI 102-8
Permanent contract	21,213	91.0	21,072	90.6	20,633	93.3	GRI 102-8
Male (number/%)	16,199	91.7	15,912	91.3	15,580	93.9	GRI 102-8
Female (number/%)	5,014	88.9	5,160	88.6	5,053	91.5	GRI 102-8
Temporary contract	1,668	7.2	1,709	7.3	1,041	4.7	GRI 102-8
Male (number/%)	1,202	6.8	1,212	7.0	728	4.4	GRI 102-8
Female (number/%)	466	8.3	497	8.5	313	5.7	GRI 102-8
Total employee turnover rate (%)		13.0		14.4		12.9	GRI 401-1
Voluntary turnover rate (number/%)	1,068	5	1,142	5	672	3	GRI 401-1
Male (number/%)	712	4	716	4.1	453	2.7	GRI 401-1
Female (number/%)	356	6.3	426	7.3	219	4.0	GRI 401-1
New hire rate (Number/%)	1,230	5	1,306	6	592	2.7	GRI 401-1
Male (number/%)	711	4	750	4.3	384	2.3	GRI 401-1
Female (number/%)	519	9.2	556	9.5	208	3.8	GRI 401-1
Absentee rate (%)		7.7		4.8		6.1	GRI 403-9
Male (%)		4.2		3.6		6.4	GRI 403-9
Female (%)		3.5		1.2		5.0	GRI 403-9
Employees that receive regular performance appraisals							GRI 404-3
Management (%)		100		100		93	GRI 404-3
Non-management (%)		99		99		48	GRI 404-3
Average training days per employee (hours)		13.2		14.4		14.3	GRI 404-1
Employees covered by collective bargaining agreements (%)		84.5		84.5		84.9	GRI 102-41
Females in leadership roles (%) (including ELT-senior manager grade)		35.2[1]		35.5		35.6	GRI 405-1
Females in non-management roles (%)		22.6		23.9		23.7	GRI 405-1
Females on Board of Directors (%)		17.6		23.5		29.4	GRI 405-1
Board of Directors members over 40 (%)		100		100		100	GRI 405-1
Equal remuneration (median compensation of men vs women) (%)[2]							GRI 405-2
Executive level		116		114		111	
Management level (Excl. Executive level)		105		106		104	GRI 405-2
Non-management		100		102		102	GRI 405-2
CEO to employee pay ratio		76:1		67:1[3]		54:1[4]	GRI 102-39

Percentages represent percentage of total workforce.
Additional data splits available in CCEPs full GRI table.

(1) We reported 35.6% of women in senior management positions in 2018 based on 759 females and 1,376 males in senior management as at 31 December 2018. Following a project to regrade senior managers, the number of females and males in senior management as at 31 December 2018 has been restated to 751 females and 1,380 males so that the number of women in senior management has been restated to 35.2%.
(2) 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. Management level includes ELT, Vice Presidents, Directors, Associate Directors and Senior Manager levels. Where disclosed, Executive level includes ELT and Vice Presidents.
(3) Excludes value of CEO long-term incentive (LTI) award. If LTI award included the ratio would be 169:1.
(4) Excludes value of CEO LTI award. If LTI award included the ratio would be 97:1.

Action on society (Our people) continued

Safety (GRI 403-9)

Lost-time incident rate by country [1]

Number of lost-time incidents per 100 full-time equivalent employees	2018	2019	2020
Belgium and Luxembourg	0.50	0.83	**0.80**
France	1.46	0.90	**0.67**
Germany	1.92	1.77	**1.31**
Great Britain	0.70	0.63	**0.57**
Iceland	1.26	1.54	**0.00**
The Netherlands	0.13	0.12	**0.24**
Norway	0.31	0.00	**0.52**
Spain and Portugal	0.77	0.90	**0.78**
Sweden	0.13	0.28	**0.28**
CCEP Total	**1.14**	**1.07**	**0.82**

(1) Data for Bulgaria shared service centre not captured.

Code of Conduct violations by type (GRI 205)

	Number	% [1]
Code of Conduct reports by type	**2020**	
Avoiding conflicts of interest	**2**	**3**
Creating an inclusive and respectful workplace	**29**	**40**
Delivering high quality products	**2**	**3**
Integrity with our business records [2]	**15**	**21**
Preventing bribery and corruption	**1**	**1**
Dealing fairly with customers, business partners and suppliers	**3**	**4**
Environmental sustainability	**1**	**1**
Using our assets responsibly – non-financial	**13**	**19**
Work in a safe and healthy environment	**6**	**8**
Grand Total	**72**	**100**
Number of employees resigned or dismissed	**33**	
Number of disciplined employees still employed [3]	**26**	

(1) Percentage versus overall reports.
(2) Not limited only to our financial records. Business records include records such as payroll, timecards, travel and expense reports, job applications, quality reports, field sales measures, customer agreements and inventory and sales reports.
(3) Some cases involve more than one employee.

Action on society (Community)

Community investment (GRI 413-1)

	2018		2019		2020	
Type of investment	Contribution €	% of total	Contribution €	% of total	**Contribution €**	**% of total**
Cash contribution	3,249,686	65	6,005,122	68	**5,549,034**	**61**
In kind contribution	952,155	19	1,129,151	13	**2,871,011**	**32**
Total volunteer time	372,401	8	961,997	11	**337,349**	**3.5**
Total management costs (cash and time)	396,929	8	685,748	8	**338,345**	**3.5**
Total contribution	**4,971,172**		**8,782,018**		**9,095,739(1)**	
% of pre-tax profit	**0.41**		**0.60**		**1.31**	

Community investment by country (GRI 413-1)

	2018		2019		2020	
Type of investment	Total Community Investment €	Volunteer Hours	Total Community Investment €	Volunteer Hours	**Total Community Investment €**	**Volunteer Hours**
Belgium and Luxembourg	708,586	700	1,039,350	1,000	**845,642**	**267**
Bulgaria	–	–	62,859	600	**49,382**	**224**
France and Monaco	497,057	3,920	1,313,252	3,348	**1,713,297**	**1,260**
Germany	379,006	2,645	1,142,389	5,001	**797,367**	**484**
Great Britain	1,075,221	1,451	1,699,749	4,974	**2,077,171**	**1,267**
Iceland	212,349	0	80,000	0	**90,572**	**0**
The Netherlands	143,277	873	250,881	1,155	**852,588**	**2,226**
Norway	190,210	0	286,668	20	**217,561**	**53**
Spain and Portugal	1,712,829	2,310	2,451,196	8,664	**2,147,379**	**2,132**
Sweden	36,637	56	255,949	1,077	**255,885**	**146**
Corporate/Central CCEP	16,000	0	199,725	0	**48,895**	**1.002**
Total	**4,971,172**	**11,955**	**8,782,018**	**25,839**	**9,095,739(1)**	**9,061**

(1) Includes data revisions captured after the publication of our 2020 Integrated Report in March 2021.