

# 2019 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 Stakeholder 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 2019 Global Reporting Initiative's (GRI) Standards.

	GRI Standards	External Boundary
<b>Action on Drinks</b>	Customer Health and Safety Marketing and Labelling Socioeconomic Compliance	Customers Consumers TCCC
<b>Action on Packaging</b>	Materials Environmental Compliance Marketing and Labelling	TCCC Suppliers Customers Consumers
<b>Action on Society</b>	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
<b>Action on Water</b>	Water Effluents and Waste Environmental Compliance	Communities
<b>Action on Climate</b>	Emissions Energy Effluent and Waste	TCCC Suppliers Customers Consumers
<b>Action on Supply Chain</b>	Materials Water Procurement Practices Supplier Environmental Assessment Supplier Social Assessment Human Rights 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 [2019 Sustainability Stakeholder Report](#). For some indicators, information is also included from the CCEP [2019 Integrated Report](#).

References abbreviated as follows:

SSR 2019 Sustainability Stakeholder Report

IR 2019 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 2020



# General standard disclosures

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
<b>GRI 102: General Disclosures</b>				
<b>Organisational Profile</b>				
GRI 102-1	Name of the organisation	Coca-Cola European Partners plc (CCEP)		
GRI 102-2	Activities, brands, products and services	<a href="#">IR – Our Portfolio p. 4-5 / What we do p. 8-9</a>		
GRI 102-3	Location of headquarters	<a href="#">IR – Useful Addresses p. 219</a>	Uxbridge, United Kingdom	
GRI 102-4	Location of operations	<a href="#">SSR – Our approach to reporting</a> <a href="#">IR – Our Operations p. 6-7</a>		
GRI 102-5	Ownership and legal form	<a href="#">IR – Business and Financial Review p. 26-33 / Notes to the Consolidated Financial Statement p. 131</a>	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	<a href="#">SSR – Our approach to reporting</a> <a href="#">IR – Our Portfolio p. 4-5 / Our Operations p. 6-7 / What we do p. 8-9</a>		
GRI 102-7	Scale of the organisation	<a href="#">SSR – Our approach to reporting</a> <a href="#">IR – Performance Indicators p. 2-3 / Our Operations p. 6-7</a>		
GRI 102-8	Information on employees and other workers	<a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Country Data Tables</a> <a href="#">SSR – Methodology</a>	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, 2019. See Methodology for more details.	<b>Principle 6</b>

## Employee data by country

<b>Belgium and Luxembourg</b>		Number	%	Male Number	% Male	Female Number	% Female
Total employees		2,201		1,783	81.0%	418	19.0%
Full-time employees		2,019	91.7%	1,662	93.2%	357	85.4%
Part-time employees		182	8.3%	121	6.8%	61	14.6%
Permanent contract employees		2,003	91.0%	1,600	89.7%	403	96.4%
Temporary contract employees		198	9.0%	183	10.3%	15	5.6%
<b>Bulgaria</b>		Number	%	Male Number	% Male	Female Number	% Female
Total employees		917		320	34.9%	597	65.1%
Full-time employees		912	99.5%	319	99.7%	593	99.3%
Part-time employees		5	0.5%	1	0.3%	4	0.7%
Permanent contract employees		811	88.4%	283	88.4%	528	88.4%
Temporary contract employees		106	11.6%	37	11.6%	69	11.6%
<b>France and Monaco</b>		Number	%	Male Number	% Male	Female Number	% Female
Total employees		2,659		1,980	74.5%	679	25.5%
Full-time employees		2,496	93.9%	1,850	93.4%	646	95.1%
Part-time employees		163	6.1%	130	6.6%	33	4.9%
Permanent contract employees		2,478	93.2%	1,868	94.3%	610	89.8%
Temporary contract employees		123	4.6%	78	3.9%	45	6.6%
<b>Germany</b>		Number	%	Male Number	% Male	Female Number	% Female
Total employees		7,525		6,094	80.9%	1,431	19.1%
Full-time employees		7,069	93.9%	5,923	97.2%	1,146	80.1%
Part-time employees		456	6.1%	171	2.8%	285	19.9%
Permanent contract employees		6,851	91.0%	5,593	91.8%	1,258	87.9%
Temporary contract employees		340	4.5%	278	4.6%	62	4.3%

Disclosure number	Disclosure title	Cross-reference or answer						Additional information
	<b>Great Britain</b>	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	3,576		2,453	68.6%	1,123	31.4%	
	Full-time employees	3,280	91.7%	2,398	97.8%	882	78.5%	
	Part-time employees	296	8.3%	55	2.2%	241	21.5%	
	Permanent contract employees	3,360	94.0%	2,306	94.0%	1,054	93.9%	
	Temporary contract employees	165	4.6%	116	4.7%	49	4.4%	
	<b>Iceland</b>	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	163		122	74.8%	41	25.2%	
	Full-time employees	122	100%	122	100%	41	100%	
	Part-time employees	0	0%	0	0%	0	0%	
	Permanent contract employees	154	94.5%	117	95.9%	37	90.2%	
	Temporary contract employees	9	5.5%	5	4.1%	4	9.8%	
	<b>The Netherlands</b>	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	819		604	73.7%	215	26.3%	
	Full-time employees	716	87.4%	574	95.0%	142	66.0%	
	Part-time employees	103	12.6%	30	5.0%	73	34.0%	
	Permanent contract employees	686	83.8%	534	88.4%	152	70.7%	
	Temporary contract employees	103	12.6%	52	8.6%	51	23.7%	
	<b>Norway</b>	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	613		451	73.6%	162	26.4%	
	Full-time employees	586	95.5%	434	99.5%	152	97.4%	
	Part-time employees	6	1.0%	2	0.5%	4	2.6%	
	Permanent contract employees	581	98.1%	432	99.1%	149	95.5%	
	Temporary contract employees	12	1.9%	4	0.9%	8	4.5%	
	<b>Portugal</b>	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	391		260	66.5%	131	33.5%	
	Full-time employees	391	100%	260	100%	131	100%	
	Part-time employees	0	0%	0	0%	0	0%	
	Permanent contract employees	345	88.2%	231	88.8%	114	87.0%	
	Temporary contract employees	46	11.8%	29	11.2%	17	13.0%	
	<b>Spain and Andorra</b>	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	3,705		2,873	77.5%	832	22.5%	
	Full-time employees	3,645	98.4%	2,867	99.8%	778	93.5%	
	Part-time employees	60	1.6%	6	0.2%	54	6.5%	
	Permanent contract employees	3,164	85.4%	2,487	86.6%	677	81.4%	
	Temporary contract employees	540	14.6%	385	13.4%	155	18.6%	
	<b>Sweden</b>	Number	%	Male Number	% Male	Female Number	% Female	
	Total employees	787		558	70.9%	229	29.1%	
	Full-time employees	624	79.3%	505	99.8%	119	99.0%	
	Part-time employees	3	0.4%	1	0.2%	2	1.0%	
	Permanent contract employees	638	90.2%	461	91.1%	177	88.1%	
	Temporary contract employees	69	9.8%	45	8.9%	24	11.9%	
<b>GRI 102-9</b>	Supply chain	<a href="#">SSR – Action on Supply Chain</a>						
<b>GRI 102-10</b>	Significant changes to the organisation and its supply chain	<a href="#">IR</a> – p.157-158						
<b>GRI 102-11</b>	Precautionary Principle or approach	<a href="#">SSR – Our Approach to Environment</a>						
<b>GRI 102-12</b>	External initiatives	<a href="#">SSR – Listening to our Stakeholders</a> <a href="#">SSR – Our Public Policy Engagement</a> <a href="#">IR</a> – Business Model p.18-19						
<b>GRI 102-13</b>	Membership of associations	<a href="#">SSR – Listening to our Stakeholders</a> <a href="#">SSR – Action on Packaging</a> <a href="#">SSR – Our Public Policy Engagement</a>						

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
<b>Strategy</b>				
GRI 102-14	Statement from senior decision-maker	<a href="#">IR – Conversation with our Chairman and CEO p.11-13</a>		
GRI 102-15	Key impacts, risks and opportunities	<a href="#">SSR – Listening to our Stakeholders</a> <a href="#">SSR – Action on Drinks</a> <a href="#">SSR – Action on Packaging</a> <a href="#">SSR – Action on Society – Our People</a> <a href="#">SSR – Action on Society – Community</a> <a href="#">SSR – Action on Water</a> <a href="#">SSR – Action on Climate</a> <a href="#">SSR – Action on Supply Chain</a> <a href="#">IR – Action on Sustainability p.34-43</a>		
<b>Ethics and Integrity</b>				
<b>GRI 102-16</b>	Values, principles, standards and norms of behaviour	<a href="#">SPR – Operating with Integrity</a> <a href="#">IR – Corporate Governance Report p.67</a>		<b>Principle 10</b>
<b>GRI 102-17</b>	Mechanisms for advice and concerns about ethics	<a href="#">SPR – Operating with Integrity</a> <a href="#">IR – Operating with Integrity p.25</a>		
<b>Governance</b>				
<b>GRI 102-18</b>	Governance structure	<a href="#">IR – Corporate Governance p. 69, 72-73</a>		
<b>GRI 102-19</b>	Delegating authority	<a href="#">IR – Corporate Governance p. 69, 72-73, 216</a>		
<b>GRI 102-20</b>	Executive-level responsibility for economic, environmental and social topics	<a href="#">IR – Corporate Governance Framework p.69</a> <a href="https://www.cocacolaep.com/about-us/governance/committees/">https://www.cocacolaep.com/about-us/governance/committees/</a>		
<b>GRI 102-21</b>	Consulting stakeholders on economic, environmental and social topics	<a href="#">SSR – Listening to our stakeholders</a> <a href="#">IR – Business Model p.18-19</a>		
<b>GRI 102-22</b>	Composition of the highest governance body and its committees	<a href="#">IR – Board of Directors p.59-64</a> <a href="https://www.cocacolaep.com/about-us/governance/board-of-directors/">https://www.cocacolaep.com/about-us/governance/board-of-directors/</a> <a href="https://www.cocacolaep.com/about-us/governance/committees/">https://www.cocacolaep.com/about-us/governance/committees/</a>		
<b>GRI 102-23</b>	Chair of the highest governance body	<a href="#">IR – Director's Biographies p.60</a> <a href="https://www.cocacolaep.com/about-us/governance/board-of-directors/sol-daurella/">https://www.cocacolaep.com/about-us/governance/board-of-directors/sol-daurella/</a>		
<b>GRI 102-24</b>	Nominating and selecting the highest governance body	<a href="#">IR – Nomination Committee p.77-80</a> <a href="https://www.cocacolaep.com/about-us/governance/committees/">https://www.cocacolaep.com/about-us/governance/committees/</a>		
<b>GRI 102-25</b>	Conflicts of interest	<a href="#">IR – Corporate Governance p.70</a>		
<b>GRI 102-26</b>	Role of highest governance body in setting purpose, values and strategy	<a href="#">IR – Roles and Responsibilities of the Board p.69,72</a> <a href="https://www.cocacolaep.com/about-us/governance/committees/">https://www.cocacolaep.com/about-us/governance/committees/</a>		
<b>GRI 102-27</b>	Collective knowledge of highest governance body	<a href="#">IR – Director training and development programme p.71</a>		
<b>GRI 102-28</b>	Evaluating the highest governance body's performance	<a href="#">IR – Board evaluation p.73,75,79</a>		
<b>GRI 102-29</b>	Identifying and managing economic, environmental and social impacts	<a href="#">IR – Corporate Governance p.69,82</a> <a href="https://www.cocacolaep.com/about-us/governance/committees/">https://www.cocacolaep.com/about-us/governance/committees/</a>		
<b>GRI 102-30</b>	Effectiveness of risk management processes	<a href="#">IR – Principal Risks p.44-49</a> <a href="https://www.cocacolaep.com/about-us/governance/committees/">https://www.cocacolaep.com/about-us/governance/committees/</a>		
<b>GRI 102-31</b>	Review of economic, environmental and social topics	<a href="#">IR – A conversation with our Chairman and CEO p.10-13 / Business Model p.18-19 / Action on Sustainability p.34-43</a> <a href="https://www.cocacolaep.com/about-us/governance/committees/">https://www.cocacolaep.com/about-us/governance/committees/</a>		
<b>GRI 102-32</b>	Highest governance body's role in sustainability reporting	<a href="#">IR – Corporate Governance p.69</a> <a href="https://www.cocacolaep.com/about-us/governance/committees/">https://www.cocacolaep.com/about-us/governance/committees/</a>		
<b>GRI 102-33</b>	Communicating critical concerns	<a href="#">IR – Operating with Integrity p.24 / Stakeholder Engagement p.53-55</a> <a href="https://www.cocacolaep.com/about-us/governance/committees/">https://www.cocacolaep.com/about-us/governance/committees/</a>		
<b>GRI 102-34</b>	Nature and total number of critical concerns	<a href="#">IR – Principal risks p.45-47 / Risk factors p.186-187</a>		
<b>GRI 102-35</b>	Remuneration policies	<a href="#">IR – Overview of the Remuneration Policy p.89-96</a> <a href="https://www.cocacolaep.com/about-us/governance/committees/">https://www.cocacolaep.com/about-us/governance/committees/</a>		
<b>GRI 102-36</b>	Process for determining remuneration	<a href="#">IR – Statement from the Remuneration Committee Chairman p.87-88</a> <a href="https://www.cocacolaep.com/about-us/governance/committees/">https://www.cocacolaep.com/about-us/governance/committees/</a>		
<b>GRI 102-37</b>	Stakeholders' involvement in remuneration	<a href="#">IR – Statement from the Remuneration Committee Chairman p.87-88</a> <a href="https://www.cocacolaep.com/about-us/governance/committees/">https://www.cocacolaep.com/about-us/governance/committees/</a>		
<b>GRI 102-38</b>	Annual total compensation ratio	<a href="#">SSR – Action on Society – Our People</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">IR – Annual Report on Remuneration p.88</a>		
<b>GRI 102-39</b>	Percentage increase in annual total compensation ratio	<a href="#">SPR – Corporate Data Table</a> <a href="#">IR – Percentage change in CEO Remuneration p.101</a>		

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
<b>Stakeholder Engagement</b>				
GRI 102-40	List of stakeholder groups	<a href="#">SSR – Listening to our Stakeholders</a> <a href="#">IR – Business Model p. 18-19</a>		
GRI 102-41	Collective bargaining agreements	<a href="#">SSR – Corporate Data Tables</a>		<b>Principle 3</b>
GRI 102-42	Identifying and selecting stakeholders	<a href="#">SSR – Listening to our Stakeholders</a> <a href="#">IR – Business Model p. 18-19</a>		
GRI 102-43	Approach to stakeholder engagement	<a href="#">SSR – Listening to our Stakeholders</a> <a href="#">IR – Business Model p. 18-19</a>		
GRI 102-44	Key topics and concerns raised	<a href="#">SSR – Listening to our Stakeholders</a> <a href="#">IR – Business Model p. 18-19</a> , Summary of key stakeholder engagement p. 53-55		
<b>Reporting Practice</b>				
GRI 102-45	Entities included in the consolidated financial statements	<a href="#">IR – Consolidated Income Statement p. 126</a>		
GRI 102-46	Defining report content and topic boundaries	<a href="#">SSR – Our Approach to Reporting</a> <a href="#">SSR – Listening to our Stakeholders</a>		
GRI 102-47	List of the material topics	<a href="#">SSR – Listening to our Stakeholders</a> SSR – GRI Index (GRI Standards Mapping)		
GRI 102-48	Restatements of information	<a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Country Data Tables</a> <a href="#">SSR – Methodology</a>		
GRI 102-49	Changes in reporting	<a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Country Data Tables</a> <a href="#">SSR – Methodology</a>		
GRI 102-50	Reporting period	<a href="#">SSR – Our approach to Reporting</a>		
GRI 102-51	Date of most recent report	May 2020		
GRI 102-52	Reporting cycle	<a href="#">SSR – Our Approach to Reporting</a>		
GRI 102-53	Contact point for questions regarding the report	<a href="https://www.ccep.com/contact">https://www.ccep.com/contact</a>		
GRI 102-54	Claims of reporting in accordance with the GRI Standards	<a href="#">SSR – Our Approach to Reporting</a>	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	<a href="#">SSR – Assurance Statement</a>		

# Topic-specific standards

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
<b>GRI 200: Economic Standards</b>				
<b>Economic Performance</b>				
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	<a href="#">SSR – Our Approach to Reporting</a> <a href="#">IR – Our Strategy p. 16-17 / Business Model p. 18-19</a>		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Our Approach to Reporting</a> <a href="#">IR – Our Strategy p. 16-17 / Business Model p. 18-19</a>		
GRI 201-1	Direct economic value generated and distributed	<a href="#">IR – Performance Indicators p. 2-3, 136</a>	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	<a href="#">SSR – Action on Climate</a> <a href="#">IR – Action on Climate p. 41 / Measuring and Managing Risk p. 44-45, 47 / Risk Factor p. 190-191</a> <a href="#">Understanding our climate related risk</a>	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. The findings are informing our strategic decisions and helping us prepare for the potential impacts of climate change. In 2020, we will carry out further work to assess how our business may be impacted in the longer term from climate related risks, with a particular focus on our manufacturing sites and the availability of key ingredients in our value chain.	<b>Principle 7</b>
GRI 201-3	Defined benefit plan obligations and other retirement plans	<a href="#">IR – Defined Benefit Plans p. 152-156</a>	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 2019.	
<b>Indirect Economic Impacts</b>				
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Sustainability</a> 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	<a href="#">SSR – Our Approach to Reporting</a> <a href="#">IR – Our Strategy p. 16-17 / Business Model p. 18-19</a>		
GRI 103-3	Evaluation of the management approach	<a href="#">IR – Our Strategy p. 16-17 / Business Model p. 18-19</a>		
GRI 203-1	Infrastructure investments and services supported	<a href="#">IR – Action on Sustainability p. 34-43</a>		
GRI 203-2	Significant indirect economic impacts	<a href="#">IR – Action on Sustainability p. 34-43</a>		
<b>Procurement Practices</b>				
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Supply Chain</a> 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	<a href="#">SSR – Action on Supply Chain</a>		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Supply Chain</a>		
GRI 204-1	Proportion of spending on local suppliers	<a href="#">SSR – Action on Supply Chain</a>	Approximately 86% of spend was within our local countries of operation in 2019.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
<b>Anti-Corruption</b>				
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Operating with Integrity</a> 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	<a href="#">SSR – Operating with Integrity</a> <a href="#">SSR – Code of Conduct</a> Gifts, Entertainment and Anti-bribery Policy <a href="#">IR – Operating with Integrity</a> p. 24-25		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Operating with Integrity</a> <a href="#">IR – Operating with Integrity</a> p. 24-25		
GRI 205-2	Communication and Training about anti-corruption policies and procedures	<a href="#">SSR – Operating with Integrity</a> <a href="#">IR – Operating with Integrity</a> p. 24-25		<b>Principle 10</b>
GRI 205-3	Confirmed Incidents of corruption and action taken	<a href="#">SSR – Operating with Integrity</a> <a href="#">SSR – Code of Conduct</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">IR – Operating with Integrity</a> p. 24-25		

### Anti-Competitive Behavior

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Operating with Integrity</a> 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	<a href="#">SSR – Operating with Integrity</a> <a href="#">SSR – Code of Conduct</a> <a href="#">IR – Operating with Integrity</a> p. 24-25		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Operating with Integrity</a> <a href="#">IR – Operating with Integrity</a> p. 24-25		
GRI 206-1	Legal action for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">SSR – Operating with Integrity</a> <a href="#">SSR – Code of Conduct</a> <a href="#">Competition Policy</a> <a href="#">IR – Operating with Integrity</a> p. 24-25	No outstanding legal action in 2019	<b>Principle 10</b>

## GRI 300: Environmental Standards

### Materials

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Packaging</a> SSR – GRI Index (GRI Standards Mapping) <a href="#">IR – This is Forward</a> p. 34-35	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	<a href="#">SSR – Action on Packaging</a> <a href="#">IR – This is Forward</a> p. 34-35 / <a href="#">Action on Packaging</a> p. 37		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Packaging</a> <a href="#">IR – This is Forward</a> p. 34-35 / <a href="#">Action on Packaging</a> p. 37		
GRI 301-1	Materials used by weight or volume	<a href="#">SSR – Action on Packaging</a> <a href="#">SSR – Corporate Data Tables</a>	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	<a href="#">SSR – Action on Packaging</a> <a href="#">SSR – Corporate Data Tables</a>		

### Energy

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Climate</a> 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	<a href="#">SSR – Action on Climate</a> <a href="#">IR – This is Forward</a> p. 34-35 / <a href="#">Action on Climate</a> p. 41-42		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Climate</a> <a href="#">IR – This is Forward</a> p. 34-35 / <a href="#">Action on Climate</a> p. 41-42		
GRI 302-1	Energy consumption within the organisation	<a href="#">SSR – Action on Climate</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Methodology</a> <a href="#">IR – Action on Climate</a> p. 41-42	We did not sell any energy back to the grid in 2019.	<b>Principles 7, 8</b>
GRI 302-2	Energy consumption outside of the organisation	<a href="#">SSR – Action on Climate</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Methodology</a> <a href="#">IR – Action on Climate</a> p. 41-42		<b>Principles 7, 8</b>
GRI 302-3	Energy intensity	<a href="#">SSR – Action on Climate</a> <a href="#">SSR – Corporate Data Tables</a>		<b>Principle 8</b>
GRI 302-4	Reduction of energy consumption	<a href="#">SSR – Action on Climate</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">IR – Action on Climate</a> p. 41-42		<b>Principle 8</b>
GRI 302-5	Reductions in energy requirements of products and services	<a href="#">SSR – Action on Climate</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">IR – Action on Climate</a> p. 41-42		

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
<b>Water</b>				
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Water</a> 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	<a href="#">SSR – Action on Water</a> IR – This is Forward p. 34-35 / Action on Water p. 40		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Water</a> IR – This is Forward p. 34-35 / Action on Water p. 40		
GRI 303-1	Interactions with water as a shared resource	<a href="#">SSR – Action on Water</a> <a href="#">SSR – Corporate Data Tables</a> IR – Action on Water p. 40		
GRI 303-2	Management of water discharge-related impacts	<a href="#">SSR – Action on Water</a> <a href="#">SSR – Corporate Data Tables</a>		
GRI 303-3	Water withdrawal	<a href="#">SSR – Action on Water</a> <a href="#">SSR – Corporate Data Tables</a>		<b>Principles 7, 8</b>
GRI 303-4	Water discharge	<a href="#">SSR – Action on Water</a> <a href="#">SSR – Corporate Data Tables</a>		
GRI 303-5	Water consumption	<a href="#">SSR – Action on Water</a> <a href="#">SSR – Corporate Data Tables</a>		

## Emissions

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Climate</a> 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	<a href="#">SSR – Action on Climate</a> IR – This is Forward p. 34-35 / Action on Climate p. 41-42		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Climate</a> IR – This is Forward p. 34-35 / Action on Climate p. 41-42		
GRI 305-1	Direct (Scope 1) GHG emissions	<a href="#">SSR – Action on Climate</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Methodology</a> IR – Action on Climate p. 41-42		<b>Principles 7, 8</b>
GRI 305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">SSR – Action on Climate</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Methodology</a> IR – Action on Climate p. 41-42		<b>Principles 7, 8</b>
GRI 305-3	Other indirect (Scope 3) GHG emissions	<a href="#">SSR – Action on Climate</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Methodology</a> IR – Action on Climate p. 41-42		<b>Principle 8</b>
GRI 305-4	GHG emissions intensity	<a href="#">SSR – Action on Climate</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Methodology</a> IR – Action on Climate p. 41-42		<b>Principles 8, 9</b>
GRI 305-5	Reduction of GHG emissions	<a href="#">SSR – Action on Climate</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Methodology</a> IR – Action on Climate p. 41-42		<b>Principles 8, 9</b>
GRI 305-6	Emissions of ozone-depleting substances (ODS)	<a href="#">SSR – Action on Climate</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Methodology</a>	We do not have PFC or SF6 emissions.	
GRI 305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions	<a href="#">SSR – Action on Climate</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Methodology</a>	We do not have NOx, SOx and other significant air emissions. All air emissions are limited well within the permit limits.	

## Effluents and Waste

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Packaging</a> <a href="#">SSR – Action on water</a> 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	<a href="#">SSR – Action on Packaging</a> <a href="#">SSR – Action on water</a> IR – Action on Packaging p. 37 / Action on Water p. 40		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Packaging</a> <a href="#">SSR – Action on water</a> IR – Action on Packaging p. 37 / Action on Water p. 40		
GRI 306-1	Water discharge by quality and destination	<a href="#">SSR – Action on Water</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Methodology</a>		<b>Principle 8</b>



Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 306-2	Waste by type and disposal method	<a href="#">SSR – Action on Water</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Methodology</a>		
GRI 306-3	Significant spills		Zero incidents of significant spills. We define "significant" as having an environmental impact for which authorities give us a fine.	
GRI 306-4	Transport of hazardous waste	SSR – GRI Index (GRI Standards Mapping)	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	<a href="#">SSR – Action on Water</a> <a href="#">SSR – Corporate Data Tables</a>	We ensure that our wastewater is treated to a standard that does not affect 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	<a href="#">SSR – Action on Packaging</a> <a href="#">SSR – Action on Water</a> <a href="#">SSR – Action on Climate</a> 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	<a href="#">SSR – Action on Packaging</a> <a href="#">SSR – Action on Water</a> <a href="#">SSR – Action on Climate</a> IR – Action on Packaging p. 37 / Action on Water p. 40 / Action on Climate p. 41-42		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Packaging</a> <a href="#">SSR – Action on Water</a> <a href="#">SSR – Action on Climate</a> IR – Action on Packaging p. 37 / Action on Water p. 40 / Action on Climate p. 41-42		
GRI 307-1	Non-compliance with environmental laws and regulations	<a href="#">SSR – Action on Packaging</a> <a href="#">SSR – Action on Water</a> <a href="#">SSR – Action on Climate</a>	Zero fines or non-monetary sanctions in 2019.	

## Supplier Environmental Assessment

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Supply Chain</a> 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	<a href="#">SSR – Action on Supply Chain</a> IR – Action on Supply Chain p. 43		
GRI 103-3	Evaluation of the management approach	IR – Action on Supply Chain p. 43		
GRI 308-1	New suppliers that were screened using environmental criteria	<a href="#">SSR – Action on Supply Chain</a>	Our Supplier Guiding Principles (SGPs) 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	<a href="#">SSR – Action on Supply Chain</a>		

## GRI 400: Social Standards

### Employment

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Society – Our People</a> 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	<a href="#">SSR – Action on Society – Our People</a> IR – This is Forward p. 34-35 / Action on Society p. 38		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Society – Our People</a> IR – This is Forward p. 34-35 / Action on Society p. 38		

Disclosure number	Disclosure title	Cross-reference or answer											Additional information	UNGC Cross-reference
GRI 401-1	New employee hires and employee turnover	<a href="#">SSR – Country Data Tables</a>											Employee New hires:	Principle 6
	<b>New employee hires</b>													
		Number	%	Male Number	%	Female Number	%	<20y-29y Number	%	30y-50y Number	%	>50y Number	%	
	Total CCEP	1,306	5.6	750	4.3	556	9.5	530	15.0	711	5.3	65	1.0	
	<b>By country:</b>													
	Belgium and Luxembourg	94	4.3	46	2.1	48	2.2	55	2.5	37	1.7	2	0.1	
	Bulgaria	237	25.8	77	24.1	160	26.8	97	28.6	135	23.8	5	50.0	
	France	233	8.7	156	7.9	77	11.3	119	24.7	109	7.1	5	0.8	
	Germany	222	2.9	141	2.3	81	5.7	95	7.8	115	3.2	12	0.4	
	Great Britain	278	7.7	179	7.3	99	8.8	86	15.8	165	7.8	27	2.9	
	Iceland	40	24.5	33	27.0	7	17.1	20	45.5	20	23.3	0	0	
	The Netherlands	26	3.1	22	3.6	4	1.9	8	5.0	13	3.0	5	2.3	
	Norway	63	10.6	35	8	28	17.9	26	40.0	33	8.3	4	3.1	
	Portugal	13	3.3	5	1.9	8	6.1	4	13.3	8	2.9	1	1.1	
	Spain and Andorra	58	1.6	27	0.9	31	3.7	10	4.3	46	1.8	2	0.2	
	Sweden	42	5.9	29	5.7	13	6.5	10	7.9	30	6.9	2	1.4	
	<b>Voluntary Turnover</b>													
		Number	%	Male Number	%	Female Number	%	<20y-29y Number	%	30y-50y Number	%	>50y Number	%	
	Total CCEP	1,142	4.9	716	4.1	426	7.3	310	8.8	191	1.4	641	10.0	
	<b>By country:</b>													
Belgium and Luxembourg	75	3.4	47	2.1	28	1.3	20	0.9	15	0.7	40	1.8		
Bulgaria	88	9.6	40	12.5	48	8.0	27	8.0	0	0	61	610.0		
France	104	3.9	61	3.1	43	6.3	32	6.6	17	1.1	55	8.6		
Germany	214	2.8	154	2.5	60	4.2	62	5.1	45	1.2	107	4.0		
Great Britain	273	7.6	167	6.8	106	9.4	80	14.7	66	3.1	127	13.8		
Iceland	12	7.4	8	6.6	4	9.8	1	2.3	2	2.3	9	27.3		
The Netherlands	59	7.2	29	4.8	30	14.0	8	5.0	8	1.8	43	19.5		
Norway	53	8.6	34	7.8	19	12.2	20	30.8	4	1.0	29	22.8		
Portugal	20	5.1	13	5.0	7	5.3	0	0	11	4.0	9	10.2		
Spain and Andorra	170	4.6	113	3.9	57	6.9	32	13.8	17	0.7	121	13.1		
Sweden	74	9.4	50	9.9	24	11.9	28	22.2	6	1.4	40	27.8		
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR – Our People p.20-23</a>											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	<a href="#">SSR – Action on Society – Our People</a>											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	<a href="#">SSR – Action on Society – Our People</a> <a href="#">SSR – GRI Index (GRI Standards Mapping)</a>	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	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR – Our People p.20-23</a>	
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR – Our People p.20-23</a>	
GRI 403-1	Occupational health and safety management system	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR – Our People p.20-23</a>	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">SSR – Action on Society – Our People</a>	
GRI 403-3	Occupational health services	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR – Our People p.20-23</a>	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR – Our People p.20-23</a>	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
GRI 403-5	Worker training on occupational health and safety	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR – Our People p.20-23</a>		
GRI 403-6	Promotion of worker health	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR – Our People p.20-23</a>		
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationship	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR – Our People p.20-23</a>		
GRI 403-8	Workers covered by an occupational health and safety management system	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR – Our People p.20-23</a>		
GRI 403-9	Work- related injuries	<a href="#">SSR – Action on Society – Our People</a> <a href="#">SSR – Corporate Data Tables</a>		

## Training and Education

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Society – Our People</a> 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	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR – Our People p.20-23</a>																																																									
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR – Our People p.20-23</a>																																																									
GRI 404-1	Average hours of training per year per employee	<a href="#">SSR – Action on Society – Our People</a> <a href="#">SSR – Corporate Data Tables</a>	In 2019 the average hours per FTE of training and development (hours) were 14.4. The average amount spent per FTE on training and development was €715.																																																								
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">SSR – Action on Society – Our People</a> <a href="#">SSR – Corporate Data Tables</a>	<p><b>Performance Review</b> Employees in Executive and Leadership bands that received an appraisal form.</p> <table border="1"> <thead> <tr> <th></th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Total CCEP</td> <td>100</td> </tr> <tr> <td colspan="2"><b>By country:</b></td> </tr> <tr> <td>Belgium and Luxembourg</td> <td>100</td> </tr> <tr> <td>Bulgaria</td> <td>n/a</td> </tr> <tr> <td>France</td> <td>100</td> </tr> <tr> <td>Germany</td> <td>100</td> </tr> <tr> <td>Great Britain</td> <td>100</td> </tr> <tr> <td>Iceland</td> <td>n/a</td> </tr> <tr> <td>The Netherlands</td> <td>n/a</td> </tr> <tr> <td>Norway</td> <td>n/a</td> </tr> <tr> <td>Portugal</td> <td>n/a</td> </tr> <tr> <td>Spain and Andorra</td> <td>100</td> </tr> <tr> <td>Sweden</td> <td>n/a</td> </tr> </tbody> </table> <p>Senior managers and above that receive a regular performance and career development review.</p> <table border="1"> <thead> <tr> <th></th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Total CCEP</td> <td>99</td> </tr> <tr> <td colspan="2"><b>By country:</b></td> </tr> <tr> <td>Belgium and Luxembourg</td> <td>100</td> </tr> <tr> <td>Bulgaria</td> <td>100</td> </tr> <tr> <td>France</td> <td>100</td> </tr> <tr> <td>Germany</td> <td>n/a</td> </tr> <tr> <td>Great Britain</td> <td>98</td> </tr> <tr> <td>Iceland</td> <td>93</td> </tr> <tr> <td>The Netherlands</td> <td>99</td> </tr> <tr> <td>Norway</td> <td>99</td> </tr> <tr> <td>Portugal</td> <td>n/a</td> </tr> <tr> <td>Spain and Andorra</td> <td>n/a</td> </tr> <tr> <td>Sweden</td> <td>95</td> </tr> </tbody> </table>		%	Total CCEP	100	<b>By country:</b>		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		%	Total CCEP	99	<b>By country:</b>		Belgium and Luxembourg	100	Bulgaria	100	France	100	Germany	n/a	Great Britain	98	Iceland	93	The Netherlands	99	Norway	99	Portugal	n/a	Spain and Andorra	n/a	Sweden	95
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Spain and Andorra	n/a	n/a																																																																								
Sweden	100	100																																																																								

## Diversity and Equal Opportunity

<b>GRI 103-1</b>	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Society – Our People</a> SSR – GRI Index (GRI Standards Mapping) <a href="#">IR</a> – Culture at CCEP p. 12 / Our People p. 20, 22-23	Aspects where impacts occur outside of the organisation are applicable throughout all geographies of our operations.	
<b>GRI 103-2</b>	The management approach and its components	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR</a> – Culture at CCEP p. 12 / Our People p. 20, 22-23		
<b>GRI 103-3</b>	Evaluation of the management approach	<a href="#">SSR – Action on Society – Our People</a> <a href="#">IR</a> – Culture at CCEP p. 12 / Our People p. 20, 22-23 / This is Forward p. 34-35 / Action on Society p. 38 /		
<b>GRI 405-1</b>	Diversity of governance bodies and employees	<a href="#">SSR – Action on Society – Our People</a> <a href="#">SSR – Corporate Data Table</a> <a href="#">SSR – Country Data Tables</a> <a href="#">IR</a> – This is Forward p. 34-35 / Board of Directors p. 59 / Diversity of the Board p. 79	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.	<b>Principle 6</b>

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	<a href="#">SSR – Corporate Data Tables</a> <a href="#">SSR – Country Data Tables</a>	<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. Male/female pay ratio</p> <table border="1"> <thead> <tr> <th></th> <th>Management</th> <th>Non-Management</th> </tr> </thead> <tbody> <tr> <td><b>By country:</b></td> <td></td> <td></td> </tr> <tr> <td>Belgium</td> <td>114%</td> <td>81%</td> </tr> <tr> <td>Bulgaria</td> <td>114%</td> <td>108%</td> </tr> <tr> <td>France</td> <td>103%</td> <td>90%</td> </tr> <tr> <td>Germany</td> <td>107%</td> <td>84%</td> </tr> <tr> <td>Great Britain</td> <td>105%</td> <td>113%</td> </tr> <tr> <td>Iceland</td> <td>80%</td> <td>67%</td> </tr> <tr> <td>Luxembourg</td> <td>110%</td> <td>86%</td> </tr> <tr> <td>The Netherlands</td> <td>108%</td> <td>92%</td> </tr> <tr> <td>Norway</td> <td>109%</td> <td>96%</td> </tr> <tr> <td>Portugal</td> <td>92%</td> <td>105%</td> </tr> <tr> <td>Spain and Andorra</td> <td>104%</td> <td>99%</td> </tr> <tr> <td>Sweden</td> <td>103%</td> <td>94%</td> </tr> </tbody> </table>		Management	Non-Management	<b>By country:</b>			Belgium	114%	81%	Bulgaria	114%	108%	France	103%	90%	Germany	107%	84%	Great Britain	105%	113%	Iceland	80%	67%	Luxembourg	110%	86%	The Netherlands	108%	92%	Norway	109%	96%	Portugal	92%	105%	Spain and Andorra	104%	99%	Sweden	103%	94%	
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## Human Rights Assessment

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Operating with Integrity</a> <a href="#">SSR – Action on Supply Chain</a> SSR – GRI Index (GRI Standards Mapping) <a href="#">IR – Action on Supply Chain p. 43</a>	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	<a href="#">SSR – Operating with Integrity</a> <a href="#">SSR – Action on Supply Chain</a> <a href="#">IR – Action on Supply Chain p. 43</a>	
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Operating with Integrity</a> <a href="#">SSR – Action on Supply Chain</a> <a href="#">IR – Action on Supply Chain p. 43</a>	
GRI 412-2	Employee training on human rights policies or procedures	<a href="#">SSR – Operating with Integrity</a> <a href="#">SSR – Action on Supply Chain</a> <a href="#">IR – Action on Supply Chain p. 43</a>	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 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 (SGPs) and Sustainable Agriculture Guiding Principles (SAGPs), as well as on Human Rights, as part of their induction.

## Local Communities

GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Society – Community</a> 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	<a href="#">SSR – Action on Society – Community</a> <a href="#">IR – This is Forward p. 34-35 / Action on Society p. 39</a>	
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Society – Community</a> <a href="#">IR – This is Forward p. 34-35 / Action on Society p. 39</a>	
GRI 413-1	Operations with local community engagement, impact assessments and development programmes	<a href="#">SSR – Action on Society – Community</a> <a href="#">SSR – Corporate Data Tables</a> <a href="#">IR – Action on Society p.39</a>	We have community partnership programmes across 100% of our operations. We are also developing a new metrics toolkit to enhance our understanding of the impact of our community investments. We piloted the toolkit in France, GB, Germany and Spain in 2019 and expect to roll this out across all our territories in 2020.

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
<b>Supplier Social Assessment</b>				
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Supply Chain</a> 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	<a href="#">SSR – Action on Supply Chain</a>		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Supply Chain</a>		
GRI 414-1	New suppliers that were screened using social criteria	<a href="#">SSR – Action on Supply Chain</a>		
<b>Public Policy</b>				
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Listening to our Stakeholders</a> 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	<a href="#">SSR – Listening to our Stakeholders</a> <a href="#">IR – What we do p. 8-9 / Sustainability p.34-43</a>		
GRI 103-3	Evaluation of the management approach	<a href="#">SPR – Listening to our Stakeholders</a> <a href="#">IR – What we do p. 8-9 / Sustainability p.34-43</a>		
GRI 415-1	Political contributions	<a href="#">SSR – Listening to our Stakeholders</a> <a href="#">SSR – Our Public Policy Engagement</a> <a href="#">IR – Political donations p.109</a>	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.	
<b>Customer Health and Safety</b>				
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Drinks</a> 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	<a href="#">SSR – Action on Drinks</a> <a href="#">IR – What we do p. 8-9 / Succeeding in a Changing Landscape p.14-15 / Our People p.20-23 / This is Forward p.34-35 / Principal Risk p.45 / Risk Factors p.188</a>		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Drinks</a> <a href="#">IR – What we do p. 8-9 / Succeeding in a Changing Landscape p.14-15 / Our People p.20-23 / This is Forward p.34-35 / Principal Risk p.45 / Risk factors p.188</a>		
GRI 416-1	Assessment of the health and safety impacts of products and service categories	<a href="#">SSR – Action on Drinks</a> <a href="#">IR – Principal Risk p.45 / Risk Factors p.186-187</a>	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	<a href="#">SSR – Action on Drinks</a>	Zero issues of non-compliance in 2019.	
<b>Marketing and Labelling</b>				
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Action on Drinks</a> 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	<a href="#">SSR – Action on Drinks</a> <a href="#">IR – This is Forward p.34-35 / Action on Drinks p.36</a>		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Action on Drinks</a> <a href="#">IR – This is Forward p.34-35 / Action on Drinks p.36</a>		
GRI 417-1	Requirements for product and service information and labelling	<a href="#">SSR – Action on Drinks</a>	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	<a href="#">SSR – Action on Drinks</a>	Zero issues of non-compliance in 2019.	
GRI 417-3	Incidents of non-compliance concerning marketing communications	<a href="#">SSR – Action on Drinks</a>	Zero issues of non-compliance in 2019.	

Disclosure number	Disclosure title	Cross-reference or answer	Additional information	UNGC Cross-reference
<b>Socioeconomic Compliance</b>				
GRI 103-1	Explanation of the material topic and its boundary	<a href="#">SSR – Operating with Integrity</a> <a href="#">SSR – Action on Drinks</a> 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	<a href="#">SSR – Operating with Integrity</a> <a href="#">SSR – Action on Drinks</a> IR – Corporate Governance Report p.67-76		
GRI 103-3	Evaluation of the management approach	<a href="#">SSR – Operating with Integrity</a> <a href="#">SSR – Action on drinks</a> IR – Corporate Governance Report p.67-76		
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	<a href="#">SSR – Operating with Integrity</a>	Zero issues of non-compliance in 2019.	