

GRI Index

Key: ✓ Full coverage
 ½ Partial coverage
 ✗ No coverage
 - Not relevant

Indicator	Description	Coverage	Page reference	Notes
	Profile			
	1. Strategy and Analysis			
1.1	Statement from the most senior decision maker of the organization about the relevance of sustainability to the organization and its strategy.	✓	A message from our CEOs	
1.2	Description of key impacts, risks, and opportunities.	✓	Identifying the key issues Business principles CCE 2020 commitments About this report	
	2. Organizational Profile			
2.1	Name of the organization	✓	Introducing our business	
2.2	Primary brands, products, and/or services.	✓	Introducing our business	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	✓	Introducing our business	
2.4	Location of organization's headquarters.	✓	Introducing our business	
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	✓	External link: www.thecoca-colacompany.com External link: www.cokecce.com	
2.6	Nature of ownership and legal form.	✓	Introducing our business Corporate governance	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	✓	Introducing our business	

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2.8	Scale of the reporting organization, including: <ul style="list-style-type: none"> • Number of employees; • Net sales (for private sector organizations) or net revenues (for public sector organizations); • Total capitalization broken down in terms of debt and equity (for private sector organizations); and • Quantity of products or services provided. 	✓	Introducing our business	Financial information not provided.
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	-	Developing our portfolio	
2.10	Awards received in the reporting period.	✓	Talking with our consumers and customers Community investment Education centres Health and safety 2012 Olympics	
	3. Report Parameters			
	Report Profile			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	✓	About this report	
3.2	Date of most recent previous report (if any).	✓	Previous reports	
3.3	Reporting cycle (annual, biennial, etc.)	✓	About this report	
3.4	Contact point for questions regarding the report or its contents.	✓	Contact us	
	Report Scope and Boundary			
3.5	Process for defining report content <ul style="list-style-type: none"> • Determining materiality; • Prioritizing topics within the report; and • Identifying stakeholders the organization expects to use the report. 	✓	Identifying the key issues Stakeholder engagement	
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	✓	About this report	
3.7	State any specific limitations on the scope or boundary of the report.	-		
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	-	Not relevant	

Indicator	Description	Coverage	Page reference	Notes
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	✓		Throughout site
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	✓		Throughout site
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	✓		Throughout site
	GRI Content Index			
3.12	Table identifying the location of the Standard Disclosures in the report.	✓	GRI Index	
	Assurance			
3.13	Policy and current practice with regard to seeking external assurance for the report.	✓	Assurance statement	
	4. Governance, Commitments, and Engagement			
	Governance			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	✓	Corporate governance	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).	✓	Corporate governance	
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	✓	Corporate governance	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	✓	Corporate governance	
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	✓	Corporate governance	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	✓	Corporate governance	

Indicator	Description	Coverage	Page reference	Notes
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	✓	Corporate governance	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	✓	Business principles Supplier guiding principles Responsible marketing	
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	✓	Corporate governance	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	✓	Corporate governance	
	Commitments to External Initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	✓	Business principles	
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	✓	Industry partnerships Global water strategy Key initiatives	
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations		Food and Drink Federation British Soft Drinks Association Business in the Community	
4.14	List of stakeholder groups engaged by the organization.	✓	Identifying the key issues Stakeholder engagement	
4.15	Basis for identification and selection of stakeholders with whom to engage.	✓	Identifying the key issues Stakeholder engagement	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	✓	Identifying the key issues Stakeholder engagement	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	✓	Identifying the key issues	
	5. Management Approach and Performance Indicators			
	Economic Performance Indicators			

Indicator	Description	Coverage	Page reference	Notes
	Aspect: Economic Performance			
DMA	Management Approach disclosures	✓	Economic impact	
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	½	Economic impact External link: http://ir.cokecce.com/ External link: www.thecoca-colacompany.com/investors	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	✗		
EC3	Coverage of the organization's defined benefit plan obligations.	✓	Compensation	
EC4	Significant financial assistance received from government.	✗		
	Aspect: Market Presence			
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation. (Additional indicator)	½	Compensation	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	✓	Working with our suppliers Economic impact	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.	✗		
	Aspect: Indirect Economic Impacts Core			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in kind, or pro bono engagement.	✓	Education centres	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts. (Additional indicator)	✓	Economic impact	
	Environmental Performance Indicators			
DMA	Management Approach disclosures	✓	Corporate Governance Business principles CCE 2020 commitments	
	Aspect: Materials			
EN1	Materials used by weight or volume.	✓	Our approach (water) Packaging, recycling and waste	

Indicator	Description	Coverage	Page reference	Notes
EN2	Percentage of materials used that are recycled input materials.	✓	Using recycled materials	
	Aspect: Energy			
EN3	Direct energy consumption by primary energy source.	✗		
EN4	Indirect energy consumption by primary source.	✗		
EN5	Energy saved due to conservation and efficiency improvements. (Additional indicator)	✓	Reducing emissions from manufacturing Reducing emissions from cooling Reducing emissions from transport	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. (Additional indicator)	½	Managing our emissions Product carbon footprint	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved. (Additional indicator)	✓	Product carbon footprint Reducing emissions from cooling	
	Aspect: Water			
EN8	Total water withdrawal by source.	✓	Our approach to water	
EN9	Water sources significantly affected by withdrawal of water. (Additional indicator)	✗		
EN10	Percentage and total volume of water recycled and reused. (Additional indicator)	✗		
	Aspect: Biodiversity			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	✗		
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	✗		
EN13	Habitats protected or restored. (Additional indicator)	✗		
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity. (Additional indicator)	✗		
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. (Additional indicator)	✗		
	Aspect: Emissions, Effluents, and Waste			
EN16	Total direct and indirect greenhouse gas emissions by weight.	✓	Operations carbon footprint	
EN17	Other relevant indirect greenhouse gas emissions by weight.	✗		

Indicator	Description	Coverage	Page reference	Notes
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved. (Additional)	✓	Reducing emissions from manufacturing Reducing emissions from cooling Reducing emissions from transport	
EN19	Emissions of ozone-depleting substances by weight.	✗		
EN20	NOx, SOx, and other significant air emissions by type and weight.	✗		
EN21	Total water discharge by quality and destination.	✗		
EN22	Total weight of waste by type and disposal method.	✓	Recycling our own waste	
EN23	Total number and volume of significant spills.	✗		
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. (Additional indicator)	✗		
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff. (Additional indicator)	✗		
	Aspect: Products and Services			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	✓	Product carbon footprint Reducing emissions from cooling Encouraging consumers to recycle	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	✗		
	Aspect: Compliance			
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	✗		
	Aspect: Transport			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce. (Additional indicator)	✓	Reducing emissions from transport	
	Aspect: Overall			
EN30	Total environmental protection expenditures and investments by type. (Additional indicator)	✗		
	Labor Practices and Decent Work Performance Indicators			

Indicator	Description	Coverage	Page reference	Notes
DMA	Management Approach disclosures	✓	Our people Training and development Health and safety Diversity and inclusion	
	Aspect: Employment			
LA1	Total workforce by employment type, employment contract, and region.	✓	Our people	
LA2	Total number and rate of employee turnover by age group, gender, and region.	✓	Our people	
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations. (Additional indicator)	1/2	Compensation	
	Aspect: Labor/Management Relations			
LA4	Percentage of employees covered by collective bargaining agreements.	TBC		
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.	1/2	Compensation	
	Aspect: Occupational Health and Safety			
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs. (Additional indicator)	✓	Health and safety	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region.	1/2	Health and safety	
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	-		Not relevant in Great Britain
LA9	Health and safety topics covered in formal agreements with trade unions. (Additional indicator)	1/2	Health and safety	
	Aspect: Training and Education			
LA10	Average hours of training per year per employee, by employee category.	1/2	Training and development	
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. (Additional indicator)	1/2	Training and development	
LA12	Percentage of employees receiving regular performance and career development reviews. (Additional indicator)	✓	Training and development	
	Aspect: Diversity and Equal Opportunity			

Indicator	Description	Coverage	Page reference	Notes
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	1/2	Our people Diversity and inclusion	
LA14	Ratio of basic salary of men to women by employee category.	x		
	Human Rights Performance Indicators			
DMA	Management Approach disclosures	✓	Working with our suppliers Supplier guiding principles Diversity and inclusion	
	Aspect: Investment and Procurement Practices			
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	x		
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	1/2	Supplier guiding principles	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. (Additional indicator)	x		
	Aspect: Non-discrimination			
HR4	Total number of incidents of discrimination and actions taken.	x		
	Aspect: Freedom of Association and Collective Bargaining Core			
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	✓	Employee engagement	
	Aspect: Child Labor			
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	x		
	Aspect: Forced and Compulsory Labor			
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	x		
	Aspect: Security Practices			
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations. (Additional indicator)	-		Not relevant in Great Britain
	Aspect: Indigenous Rights			

Indicator	Description	Coverage	Page reference	Notes
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	-		Not relevant in Great Britain
	Society Performance Indicators			
DMA	Management Approach disclosures	✓	Diversity and inclusion Communities	
	Aspect: Community			
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	x		
	Aspect: Corruption			
SO2	Percentage and total number of business units analysed for risks related to corruption.	x		
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	✓	Diversity and inclusion	
SO4	Actions taken in response to incidents of corruption.	x		
	Aspect: Public Policy			
SO5	Public policy positions and participation in public policy development and lobbying.	✓	Communities	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country (Additional indicator)	✓	Communities	
	Aspect: Anti-Competitive Behaviour			
SO7	Total number of legal actions for anticompetitive behaviour, anti-trust, and monopoly practices and their outcomes. (Additional indicator)	x		
	Aspect: Compliance Core			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	x		
	Product Responsibility Performance Indicators			
DMA	Management Approach disclosures	✓	Health, wellbeing and nutrition Product quality Our policies	
	Aspect: Customer Health and Safety			

Indicator	Description	Coverage	Page reference	Notes
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	✓	Product quality	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes. (Additional indicator)	✗		
Aspect: Product and Service Labelling Core				
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	✓	Health, wellbeing and nutrition Nutritional labelling	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes. (Additional indicator)	✗		
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction. (Additional indicator)	✓	Talking with consumers and customers	
Aspect: Marketing Communications				
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	✓	Our policies	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	✗		
Aspect: Customer Privacy				
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. (Additional indicator)	✗		
Aspect: Compliance				
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	✗		