

respect
Communication
Rights
TRUST
Dignity
community

The Coca-Cola Company and Human Rights

*What all leaders need
to know and do*

The Coca-Cola Company

Our Commitment to Respect Human Rights

The Coca-Cola Company takes Human Rights seriously. The success of our Company has been built on our high standards of quality, integrity and excellence. The Company expects these standards to be diligently applied to its respect for Human Rights.

As Muhtar Kent said in his EOM on December 10, 2014, “at The Coca-Cola Company, our commitment to human rights extends across all aspects of our business conduct, including the ways we interact with suppliers, colleagues, customers, consumers and communities. This commitment is foundational to our 2020 Vision, and we work diligently to uphold the fundamental principles of international human and workplace rights everywhere we operate.”

This brochure is provided to help guide you in your day-to-day work, both individually by integrating the Company’s [Human Rights Policy](#) into your own actions, and as a leader by instilling a commitment to human rights in the work of your team. We meet our commitment to respect Human Rights across all aspects of our business when it is part of our normal way of working.

So What is Expected?

- Make respect for Human Rights, aligned with our Human Rights Policy, part of the way you work. In other words, walk the talk. Keep Human Rights at the core of your regular team meetings and display, through your own behavior, what “respect” looks like.
- The Human Rights Policy applies both within and outside Company facilities. When engaging with suppliers, customers, communities and any other group that might be affected by what we do (or even what we don’t do), apply the same Human Rights standards that you would apply with your co-workers.
- For any new business process, acquisition or activity, look at it through a Human Rights lens. This is more commonly called due diligence. The best way to avoid Human Rights infringements is to ensure that Human Rights are considered early and kept in-focus during the process, acquisition or activity.
- If you are involved in supply chain issues, or engage with any vendor, ensure that you are following the Company’s [Supplier Guiding Principles](#), which are also aligned with the Human Rights Policy.
- Human Rights risks can appear in any country and in any context. As a leader, you need to be attuned to new or emerging Human Rights risks and report them through internal channels. Human Rights are dynamic and operations may inadvertently impact one or more Human Rights both internal and external to the Company.

- Be proactive. If you become aware of a possible human rights infringement report it immediately. Reporting can be done directly through higher levels of management, Human Resources, Company legal counsel or the [EthicsLine](#).
- Similarly, if a complaint is made to you, take it seriously and work with Human Resources to initiate an investigation. If management determines that corrective action is needed, follow through and take such actions immediately, based on guidance provided by Human Resources and/or Legal.
- Consistency is important in the application of the Company’s Human Rights policy. If you are unsure what a particular right may mean in any given situation, consult the Global Workplace Rights team at humanrights@coca-cola.com before taking action.
- Encourage your team to be alert to Human Rights risks and foster an environment where those concerns can be freely and immediately shared and addressed appropriately.
- Download The Coca-Cola Company Human Rights App (through the KO App Store) as a tool to help you and your team in identifying and managing Human Rights risks.
- Use the Company’s Human Rights resources, including the Human Rights Policy, Supplier Guiding Principles, Human Rights Due Diligence Checklists, Implementation Guides and other resources found on Journey:
 - <http://www.coca-colacompany.com/our-company/human-rights-policy>
 - <http://www.coca-colacompany.com/our-company/supplier-guiding-principles>

We are a company built on values and Human Rights are amongst those core values. By integrating human rights into everything we do, as Muhtar Kent said in his 2014 Human Rights video, “together we can make sure our business lives up to the very best ideals of The Coca-Cola Company and all the well-loved brands we proudly represent, every day, all around the world.”

For questions or more information, email:
humanrights@coca-cola.com

The Coca-Cola Company

Human Rights Policy



Respect for human rights is fundamental to the sustainability of The Coca-Cola Company and the communities in which we operate. In our Company and across our system, we are committed to ensuring that people are treated with dignity and respect.

The Coca-Cola Company's **Human Rights Policy** is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The **Human Rights Policy** applies to The Coca-Cola Company, the entities that it owns, the entities in which it holds a majority interest, and the facilities that it manages. The Company is committed to working with and encouraging our bottling partners to uphold the principles in this Policy and to adopt similar policies within their businesses. The Supplier Guiding Principles applies to our bottling partners and our suppliers and are aligned with the expectations and commitments of this Policy.

Respect for Human Rights

The Coca-Cola Company respects human rights. It is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

Community and Stakeholder Engagement

The Company recognizes its impact on the communities in which it operates. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

Valuing Diversity

The Company values the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, training, compensation and advancement at the Company is qualifications, performance, skills and experience.

Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to Company employees but also to the business partners with whom we work.

Freedom of Association and Collective Bargaining

The Company respects our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

Safe and Healthy Workplace

The Company provides a safe and healthy workplace and complies with applicable safety and health laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

The Company reserves the right to amend this policy at any time. Nothing in this policy says or implies that a contract exists between the Company and its employees or that participation in this program is a guarantee of continued employment with The Coca-Cola Company.

Workplace Security

The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

Forced Labor and Human Trafficking

The Company prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking.

Child Labor

The Company prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Work Hours, Wages and Benefits

The Company compensates employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

Guidance and Reporting for Employees

The Coca-Cola Company creates workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to following all applicable labor and employment laws wherever we operate.

If you believe that a conflict arises between the language of the policy and the laws, customs and practices of the place where you work, if you have questions about this policy or if you would like to report a potential violation of this policy, you should raise those questions and concerns through existing processes, which make every effort to maintain confidentiality. You may ask questions or report potential violations to local Management, Human Resources, Legal Department or Strategic Security. Employees can also report suspected violations through the EthicsLine secured internet website at www.KOethics.com or by calling the appropriate toll-free number for your location, which can be found on the www.KOethics.com website. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. The Company is committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.

For Individuals in the European Union: Please note that EthicsLine phone or web services only allow you to report financial, accounting and auditing matters. Should you wish to report issues under the Human and Workplace Rights Policy, such reports should be made directly to local Management, Human Resources, Local Ombuds persons or Legal Department.

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