

HUMAN RIGHTS

AT COCA-COLA AMATIL WE MAKE A DISTINCT AND POSITIVE CONTRIBUTION TO THE WORLD WE LIVE IN AND RESPECT FOR HUMAN RIGHTS IS FUNDAMENTAL TO THIS.



OUR AMBITION

We aim to **provide a workplace for our people that is safe, diverse, respectful** and expect that our supply chain partners operate in the same way.

OUR COMMITMENT AND APPROACH

Coca-Cola Amatil is committed to identifying, preventing, and mitigating any adverse human rights impacts that may result from our business activities. This commitment is made clear in our *Human Rights Policy* and our *Code of Conduct*.

The Amatil *Human Rights Policy* is guided by international human rights principles. We expect our partners and suppliers to uphold the principles set out in the *Human Rights Policy* and encourage them to adopt similar policies within their businesses. Our policy commits Coca-Cola Amatil to support human rights in the communities in which we operate, including via our philanthropic work. This helps ensure we are engaging with local communities and considering their views as we conduct our business.

In 2019 we rolled out a comprehensive training program on our *Human Rights Policy* in all our countries of operation. This program was delivered online to employees with internet access and offline to all others, with a completion rate of 91.5%¹.

Human rights in our supply chain

Coca-Cola Amatil's *Responsible Sourcing Guidelines* – together with The Coca-Cola Company's *Supplier Guiding Principles* – provide our supply partners with the standards and procedures we expect them to adhere to, and ensures human rights remains a principal focus in our shared value chains. Where we identify any evidence of modern slavery we work with our supply partners to remediate the issue.

- 1 Proportion of employees that had completed the training as of 1 February 2021.
- 2 Supplier spend data is for Australia, New Zealand and Indonesia only. The proportion of supplier screening is measured based on the value of spend with suppliers who have been subject to one of Amatil's screening tools, compared to total supplier spend for the calendar year. Amatil applies different screening tools according to the level of spend, sector, and location of each supplier.



91.5%
of employees trained on our Human Rights Policy



OVER
90%
OF SUPPLIER SPEND SCREENED²
using responsible sourcing criteria including human rights considerations



WORKPLACE AGREEMENTS

Across our six countries of operation Coca-Cola Amatil respects our employees' right to form, join or not to join a labour union without fear of reprisal, intimidation, or harassment. Around 75 per cent of our employees are currently covered by collective bargaining agreements.