

MODERN SLAVERY STATEMENT

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Coca-Cola European Partners (CCEP) during the year ending 31 December 2016 to prevent modern slavery and human trafficking in our business and supply chain.

Coca-Cola European Partners is one of Europe's

LEADING CONSUMER GOODS COMPANIES.

We sell, make and distribute drinks to over



300m
CONSUMERS

13
COUNTRIES IN
WESTERN EUROPE



— APPROXIMATELY —

24,500
EMPLOYEES



20,000
SUPPLIERS ACROSS
OUR MARKETS



14.2bn
LITRES SOLD
IN 2016

Introduction

We consider human and workplace rights – as articulated in the United Nations' Universal Declaration of Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work – to be inviolable. Respect for human rights is fundamental to the sustainability of Coca-Cola European Partners and the communities in which we operate. We are committed to ensuring that all people are treated with dignity and respect.

We support the 10 principles of the UN Global Compact, and take a proactive approach to respecting these rights in our workplace, in our supply chain, and in the communities in which we operate. We provide a safe and healthy workplace and comply with applicable health and safety laws, regulations and internal requirements.

We have a zero-tolerance approach to Modern Slavery of any kind within our operations and supply chain. Together with The Coca-Cola Company – we expressly prohibit any form of human trafficking within our system or by any company that directly supplies or provides services to our business. We prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking within our company and by any company that directly supplies or provides services to our business.

Our business

CCEP is one of Europe's leading consumer goods companies. We sell, make and distribute drinks to over 300 million consumers, across 13 countries in Western Europe. CCEP was formed in May 2016 through a merger between the bottling operations of Coca-Cola Enterprises, Inc., Coca-Cola Iberian Partners S.A.U. and Coca-Cola Erfrischungsgetränke GmbH.

We have approximately 24,500 highly engaged employees who have local knowledge of our customers and market-place.

Our supply chain

Our suppliers are critical partners for our business. We believe collaboration and innovation throughout our supply chain are essential in advancing our sustainable growth. We source products from over 20,000 suppliers. Our procurement covers commodities and services such as ingredients, packaging, energy, capital equipment, building and facilities, fleet and logistics, sales and marketing, IT, telecoms, general administration and professional services.

We purchase the entire requirement of our concentrates and syrups for Coca-Cola trademark beverages from The Coca-Cola Company. Many of the purchases of our key agricultural ingredients, such as sugar and juices, are done together with The Coca-Cola Company, and other Coca-Cola bottlers. As a result, we address many of the issues that we face in our supply chain, including that of Modern Slavery, as a joint Coca-Cola system. In particular, in partnership with The Coca-Cola Company, we have developed Supplier Guiding Principles (SGPs) and Sustainable Agriculture Guiding Principles (SAGPs). Our SGPs and SAGPs apply to all of our suppliers, including for those non-Coca-Cola Company brands that we produce and distribute, such as Capri-Sun and our energy brands.

Supplier Guiding Principles (SGPs)

Our SGPs, which are built into all new supplier contracts, outline minimum requirements for all of our suppliers. They address the following key areas:

- Laws and regulations
- Child labour
- Forced labour
- Freedom of association and collective bargaining
- Abuse of labour
- Discrimination
- Wages and benefits
- Work hours and overtime
- Health and safety
- Environment
- Demonstration of compliance

Sustainable Agriculture Guiding Principles (SAGPs)

Developed in partnership with The Coca-Cola Company, our SAGPs cover the Coca-Cola system's key agricultural ingredients, and define the standards we expect our agricultural commodity suppliers to adhere to in terms of human and workplace rights, the environment, and management systems. Amongst others, these SAGPs cover the following areas:

- Human and workplace rights
- Freedom of association and collective bargaining
- Prohibit child labour, forced labour and abuse of labour
- Eliminate discrimination
- Work hours and wages
- Safe and healthy workplace
- Community and traditional rights

Policies

We are currently in the process of developing a set of sustainability commitments and targets together with The Coca-Cola Company, which will be released in Q4 2017. We uphold our sustainability standards through our Human Rights Policy, Code of Business Conduct (COBC), Supplier Guiding Principles, and Sustainable Agriculture Guiding Principles.

Human Rights Policy

Our human rights policy is aligned to that of The Coca-Cola Company. It expressly prohibits the use of all forms of child labour and forced labour – including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking. It is guided by international human rights principles, including the UN's Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The policy provides a consistent approach to workplace rights worldwide and embeds it as an integral part of our culture, strategy and day-to-day operations.

Code of Business Conduct (COBC)

One of the cornerstones of a strong Ethics and Compliance framework is a company's COBC, which applies to all employees and holds specific ethics and compliance standards to address ethical, legal and regulatory concerns in the everyday practices of the company. Each of CCEP's legacy businesses have COBCs in place, which apply to different sets of employees. We are currently in the process of developing a COBC that will apply to all employees, and aim to make this publicly available in the latter half of 2017. CCEP's COBC will set the standards that we expect of everyone who works for or with us, as the COBC strongly aligns with our company purpose and behaviours. It will support CCEP's culture in promoting the prevention and detection of potential COBC violations, and will provide guidance on the correct decision making in ethical situations. It also includes guidance and policy on whistleblowing. Maintaining a strong COBC is one of the ways we comply with the ten universal principles of the UN Global Compact, and supports compliance with the US Foreign Corrupt Practices Act, the UK Bribery Act, and Sapin II. The COBC will be approved by CCEP's Board of Directors, and compliance and monitoring of violations will be overseen by CCEP's Ethics and Compliance Committees. The COBC will apply to all CCEP employees, and includes reference to Modern Slavery. A full employee communication and training programme will be released after its launch.

Supplier Guiding Principles (SGPs)

Our SGPs are aligned with those of the Coca-Cola system. These set out the minimum requirements we expect of our suppliers in areas such as workplace policies and practices, health and safety, human rights, environmental protection and business integrity. These SGPs reflect our commitment to respect human rights across our business system and global supply chain. We work with suppliers to build SGPs into all new contracts and into multi-year contracts as they renew. In addition, we have amended our standard supplier contracts to include specific anti-slavery obligations on suppliers, including the express undertaking that neither the supplier nor any other person in its supply chain uses (or has attempted to use) trafficked, bonded, child or forced labour. Any breach of this undertaking enables CCEP to immediately terminate the supply agreement. All procurement managers working directly with suppliers are provided with training on our SGPs when they begin their roles, and this information is refreshed on a regular basis.

Sustainable Agriculture Guiding Principles (SAGPs)

Developed in partnership with The Coca-Cola Company, our SAGPs cover the Coca-Cola system's key agricultural ingredients, and define the standards we expect our agricultural ingredient suppliers to adhere to in terms of human and workplace rights – including prohibitions on modern slavery and child labour, the environment, and management systems. We apply these common SAGPs to the key agricultural ingredients that we purchase – this includes beet and cane sugar, pulp and paper, orange, apple, and lemon juices, as well as tea and coffee. Procurement managers working directly with agricultural ingredient suppliers are provided with training on our SAGPs when they begin their roles, and this information is refreshed on a regular basis.

Audit processes

We expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the SGPs. Together with The Coca-Cola Company, we routinely verify compliance by using independent third parties to assess suppliers' compliance with the SGPs. As part of the Coca-Cola system, we have relied on independent audits commissioned by The Coca-Cola Company to monitor supplier compliance with the SGPs. The assessments generally include confidential interviews with employees and on-site contract workers. These audits include checks to ensure suppliers are not using child labour, forced labour, or any form of modern slavery, amongst the other covered areas of our SGPs.

Along with The Coca-Cola Company, CCEP is a member of the AIM-PROGRESS forum, a global group promoting responsible sourcing practices and the harmonisation of supplier audits as a way of reducing duplication and costs for suppliers. Our SGP audits are aligned with AIM-PROGRESS and are recognised by its members. Similarly, we recognise audits carried out on behalf of other signatory companies.

If a supplier fails to uphold any aspect of the SGP requirements, the supplier is expected to implement corrective actions. We reserve the right to conduct unannounced audits at our discretion and to terminate an agreement with any supplier that cannot demonstrate that it is upholding the SGP requirements, including if it is found to be engaging in modern slavery. Our employees are required to report any violation of our policies and laws, including our SGPs, SAGPs and COBC.

Risk and risk mitigation

Modern Slavery has been assessed as a part of our corporate Enterprise Risk Management process, and responsibility for managing its risk sits with a designated risk owner. During 2017, as part of CCEP's annual compliance risk assessment process, Modern Slavery will be reviewed with its relevant compliance risk owner, who will review risk reports, and the effectiveness of controls to manage this risk.

Due to the human resources policies, governance and controls within our own operations – including our offices, manufacturing, distribution, and sales functions – there is a low risk of an incidence of child labour or any form of forced labour within our own operations.

We also employ contract labour within our operations – including temporary labour within our manufacturing operations and sales teams, consultancy and temporary contracts in our head offices, and third-party contractors for services such as cleaning. While these areas are not under our direct control, and therefore carry a higher risk of non-compliance; all contract labour procurement is governed by our SGPs.

Our standard supplier contractual agreement terms have been amended to include obligations on suppliers to comply with the Modern Slavery Act. We train our employees to ensure they understand the risks associated with contract labour and to carefully manage the labour agencies engaged. We also require them to provide training, a safe work environment and to avoid using termination practices that circumvent legal obligations.

Our Human Rights Policy and SGPs outline our commitments and expectations for treatment of all workers. Any allegation of worker abuse - including abuse of contract labourers - is a very serious issue that we fully investigate. We conduct continuous assessments of our operations and of key authorised contract labour suppliers to ensure the responsible treatment of contract labourers. We utilise The Coca-Cola Company's contract labour risk-mitigation checklists and other tools to help us manage contract labour appropriately.

Our biggest potential exposure to Modern Slavery is within our key agricultural ingredient supply chains, and within the supply chains for some of our packaging materials. As we source these ingredients primarily together with The Coca-Cola Company, we are working with them to source 100% of our key agricultural ingredients sustainably by 2020. We track this through compliance with our SAGPs, which includes prohibitions on modern slavery, forced labour, and child labour. We work together with third-party partners, such as The Rainforest Alliance, the Sustainable Agricultural Initiative Platform (SAI), Bonsucro, FSC, and UTZ, amongst others, to develop pathways to compliance for our main agricultural suppliers; and to track progress.

Modern slavery training

Each of the legacy businesses which make up CCEP had existing training programmes covering their respective COBCs, SGPs and SAGPs. All procurement managers who interact with suppliers are given training on SGPs and SAGPs, and these are refreshed regularly. Following our establishment of new sustainability commitments and targets, and a new COBC, we will be training and educating our employees on these new policies; including covering Modern Slavery. We expect to begin rolling out these programmes in late 2017, and throughout 2018.

Steps taken in 2016 to prevent modern slavery in our supply chain

Our standard supplier contractual agreement terms have been amended to include obligations on suppliers to comply with the Modern Slavery Act. During the past year, we have established CCEP as a new business, and have worked to update our Human Rights Policy, SGPs and SAGPs.

As the majority of the risk of Modern Slavery within our supply chain falls on our key agricultural ingredients, the majority of our due diligence and compliance efforts have been here. With The Coca-Cola Company, we are working to help the suppliers of our key agricultural ingredients comply with all aspects of our SAGPs – including those covering human and workplace rights, including modern slavery. In particular:

- All of our sugar beet suppliers are now signed up to comply with our SAGPs by 2020.
- Every new paper, pulp and cardboard contracts now includes a requirement for third party certification through the Forest Stewardship Council (FSC) and suppliers have until 2020 to comply.
- We are working with The Coca-Cola Company to sustainably source the coffee used in our Chaqwa coffee brand, through certification schemes including UTZ, Rainforest Alliance and Fairtrade.

Assessment of effectiveness in preventing modern slavery

We will continue to review our approach to Modern Slavery in the year ahead, and will report on our progress in future Modern Slavery Statements.

This statement was approved by the Boards of Coca-Cola European Partners plc and Coca-Cola European Partners Great Britain Limited.

Signed



Damian Gammell
Chief Executive Officer, Coca-Cola European Partners plc



Leendert den Hollander
VP and General Manager, Coca-Cola European Partners Great Britain Ltd.

June 2017