

# Supplier Guiding Principles

*The Coca-Cola Company*

## Values and Commitments at The Coca-Cola Company

The reputation of The Coca-Cola Company is built on trust and respect. Our employees and those who do business with us around the world know we are committed to earning their trust with a set of values that represent the highest standards of quality, integrity, excellence, compliance with the law, and respect for human rights and the unique customs and cultures in communities where we operate.

Our Company has always endeavored to conduct business responsibly and ethically. We respect international human rights principles, including the United Nations Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We actively participate in the United Nations Global Compact. These corporate values are formalized in the Company's Human Rights Statement and Workplace Rights Policy.

Our acknowledgment of these international principles is consistent with our dedication to enriching the workplace, respecting all human rights, preserving the environment and strengthening the communities where we operate.

## The Supplier Guiding Principles – Reflecting the Company's Values

The Supplier Guiding Principles (SGP) are a vital pillar of The Coca-Cola Company's human rights and workplace accountability programs. These programs are driven by the belief that good corporate citizenship is essential to our long-term business success and must be reflected in our relationships and actions in our workplaces and the workplaces of those who are authorized to directly supply our business.

Recognizing that there are differences in laws, customs, and economic conditions that affect business practices around the world, we believe that shared values must serve as the foundation for relationships between The Coca-Cola Company and its suppliers, starting with the commitment to respect all human rights. The Supplier Guiding Principles communicate our values and expectations and emphasize the importance of responsible workplace policies and practices that comply, at a minimum, with applicable environmental laws and with local labor laws and regulations. The principles outlined below reflect the values we uphold in our own policies, and we expect our direct suppliers to follow the spirit and intent of these guiding principles to ensure respect for all human rights.

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### Freedom of Association and Collective Bargaining

Respect 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, establish a constructive dialogue with their freely chosen representatives and bargain in good faith with such representatives.

### Prohibit Child Labor

Adhere to minimum age provisions of applicable laws and regulations.

### Prohibit Forced Labor and Abuse of Labor

Prohibit physical abuse of employees and prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor or any form of human trafficking.

### Eliminate Discrimination

Maintain workplaces that are free from discrimination or physical or verbal harassment. The basis for recruitment, hiring, placement, training, compensation, and advancement should be qualifications, performance, skills and experience.

### Work Hours and Wages

Compensate employees relative to the industry and local labor market. Operate in full compliance with applicable wage, work hours, overtime and benefits laws, and offer employees opportunities to develop their skills and capabilities, and provide advancement opportunities where possible.

### Provide a Safe and Healthy Workplace

Provide a secure, safe and healthy workplace. Maintain a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks.

### Protect the Environment

Conduct business in ways which protect and preserve the environment. Meet applicable environmental laws, rules, and regulations.

### Business Integrity

Conduct business with integrity, respecting relevant laws and avoiding bribes and fraudulent practices.

### Grievance Procedure and Remedy

Provide workers with a mechanism to express grievances without fear of reprisal and ensure concerns are appropriately addressed in a timely manner.

### Management Systems

Have appropriate and effective systems in place to control actions ensuring lawful compliance and respect for all human rights.

# Supplier Guiding Principles

## Compliance with Applicable Laws and Standards

We expect our suppliers to share our commitment to respect all human rights. Suppliers to The Coca-Cola Company and suppliers authorized by The Coca-Cola Company are required to meet the following standards, at a minimum, with respect to their operations as a whole:

### **Laws and Regulations**

Supplier will comply with all applicable local and national laws, rules, regulations and requirements in the manufacturing and distribution of our products and supplies and in the provision of services.

### **Child Labor**

Supplier will comply with all applicable local and national child labor laws.

### **Forced Labor**

Supplier will not use forced, bonded, prison, military or compulsory labor or any form of human trafficking.

### **Abuse of Labor**

Supplier will comply with all applicable local and national laws on abuse of employees and will not physically abuse employees.

### **Freedom of Association and Collective Bargaining**

Supplier will comply with all applicable local and national laws on freedom of association and collective bargaining.

### **Discrimination**

Supplier will comply with all applicable local and national discrimination laws.

### **Wages and Benefits**

Supplier will comply with all applicable local and national wages and benefits laws.

### **Work Hours & Overtime**

Supplier will comply with all applicable local and national work hours and overtime laws.

### **Health & Safety**

Supplier will comply with all applicable local and national health and safety laws.

### **Environment**

Supplier will comply with all applicable local and national environmental laws.

### **Business Integrity**

Supplier will comply with all applicable local and national laws and will not use bribes or fraudulent practices

### **Demonstration of Compliance**

Supplier must be able to demonstrate compliance with the Supplier Guiding Principles at the request and satisfaction of The Coca-Cola Company

If the eight Core Conventions of the International Labor Organization establish higher standards than local law, the ILO standards need to be met by the supplier. These minimum requirements are a part of all agreements between The Coca-Cola Company and its direct and authorized suppliers. We expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the Supplier Guiding Principles.

The Company routinely utilizes independent third-parties to assess suppliers' compliance with the SGP. The assessments generally include confidential interviews with employees and contingent workers. If a supplier fails to uphold any aspect of the SGP requirements, the supplier is expected to implement corrective actions. The Company reserves the right to terminate an agreement with any supplier that cannot demonstrate that they are upholding the SGP requirements.

For more information, or to access this brochure in additional languages, please visit our website at: [www.thecocacola.com](http://www.thecocacola.com)