

Modern Slavery Statement 2020

This Modern Slavery Statement is provided by Coca-Cola South Pacific Pty Ltd (**CCSP**) for the calendar year 1 January 2020 to 31 December 2020 pursuant to its obligations under the *Modern Slavery Act 2018* (Cth).

Respect for human rights is fundamental to The Coca-Cola Company (**TCCC**) and its subsidiaries, including CCSP (together referred to as **the Company**). The Company is committed to ensuring that people connected to its supply chain are treated with dignity and respect. The Company works diligently with its bottling system, supply chain, peers and stakeholders to collectively identify and address the issue of modern slavery.

Structure, operations and supply chains

TCCC is the largest manufacturer, distributor and marketer of non-alcoholic beverage concentrates, syrups, and sparkling and still beverages in the world. TCCC's products are sold in more than 200 countries. TCCC owns, authorises third parties to prepare and pack, and markets more than 500 non-alcoholic beverage brands. It also owns and markets four of the world's top five non-alcoholic sparkling beverage brands: *Coca-Cola*®, *diet Coke*®, *Fanta*® and *Sprite*®.

CCSP is an indirect wholly owned Australian subsidiary of TCCC. CCSP provides services to TCCC to support the marketing and beverage quality standards of TCCC's beverage brands that are prepared, packed and sold in Australia by TCCC's authorised bottler, Coca-Cola Amatil (Aust) Pty Ltd (now Coca-Cola Europacific Partners).

CCSP's registered office is located at Level 9, 40 Mount Street, North Sydney NSW. It employs approximately 115 staff and does not own or control any entities.

Risks of modern slavery practices and actions to address those risks

The Company has a comprehensive framework in place to help identify and address modern slavery risks in its supply chain. In evaluating the supply chain, the potential risk areas are geographical corridors with high rates of migrant workers and agricultural commodity inputs. The United Nations Guiding Principles on Human Rights and Business Reporting Framework encourages companies to focus their human rights assessment on "*the most severe actual and potential impacts on human rights associated with their activities and business relationships.*" These risks are called a company's salient human rights risks.

With the help of an organization called Shift (<https://shiftproject.org/>), the Company has focused on identifying human rights risks within the Company and value chain throughout the world. The Company mapped and prioritised its human rights risks according to scale, scope and ability to remediate, which were then discussed and evaluated in workshops with participants from all functions across four continents, involving more than 180 experts. The risk ranking that resulted from these workshops was further discussed in a broad consultation process with more than 57 civil society groups, including NGOs, socially responsible investors, Global Union Federations and many others. To ensure a broad variety of stakeholders participated openly in this engagement, the consultation process was conducted and led by Bennett Freeman, a consultant and speaker on business and human rights, sustainability and responsible investment.

These salient issues are not new for the Company. Although the Company has engaged in all these topics, the Company's extensive mapping and consultation process confirmed that much of the Company's human rights focus is appropriate, equipping the Company to move in a more strategic and prioritised direction in addressing these issues. In addition, the regional consultations gave the Company a deeper view into risk profiles. The consultations also raised the awareness of colleagues on these issues and strengthened engagement on tackling salient human rights risks. As a result, the Company launched its first stand-alone Human Rights Report <https://www.coca-colacompany.com/content/dam/journey/us/en/policies/pdf/human-workplace-rights/addressing-global-issues/the-coca-cola-companys-human-rights-report.pdf> which offers a comprehensive picture of the Company's human rights engagement approaches as well as impacts on people and communities. Forced Labour and Human Trafficking is one of the salient human rights identified and the Company continues to monitor action and progress as outlined in this summary. The Company will review progress and publish an updated Human Rights Report as appropriate.

TCCC's **Human Rights Policy** <https://www.coca-colacompany.com/content/dam/journey/us/en/policies/pdf/human-workplace-rights/california-transparency-in-supply-chain-act/human-rights-policy-pdf-english.pdf>, **Supplier Guiding Principles** <https://www.coca-colacompany.com/content/dam/journey/us/en/policies/pdf/human-workplace-rights/supplier-guiding-principles/sgp-brochure-eng.pdf> and **Principles for Sustainable Agriculture** <https://www.coca-colacompany.com/policies-and-practices/principles-for-sustainable-agriculture> prohibit 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.

TCCC's Human Rights Policy applies to Company owned and controlled operations worldwide, including CCSP, and clearly articulates the Company and CCSP's corporate commitment to respect human rights in its operations.

The Supplier Guiding Principles apply to the Company's supplier partners, including CCSP's supplier partners, and independent bottlers and align with the Company's overall vision for respecting human rights. They set out the minimum requirements the Company expects of suppliers in areas such as human rights, health and safety, workplace policies and practices, environmental protection and business integrity. Physical audits are conducted for suppliers over a specified spend level and for those suppliers who are considered to be in a high-risk category. Written reports are produced with any risk factors noted and recommendations provided to our suppliers. The Supplier Guiding Principles are embedded into contractual agreements and purchase orders between the Company or CCSP and its suppliers. The Company expects partners and suppliers to develop and implement appropriate internal business processes to ensure compliance with the Supplier Guiding Principles. The Company closely monitors the implementation of its Supplier Guiding Principles by utilising independent third parties to assess supplier and bottler compliance.

The Principles for Sustainable Agriculture (PSA) set expectations of the Company's agricultural ingredient suppliers related to upholding human and workplace rights, including prohibitions on modern slavery and child labour, freedom of association and collective bargaining, health and safety, protecting the environment and building more sustainable communities. CCSP has no direct agricultural ingredient suppliers as CCSP does not manufacture any products.

Together, these policies establish a strong and cohesive foundation for the business globally. These policies and practices also align with the United Nations Guiding Principles on Business and Human Rights. TCCC has publicly supported the UNGP on Business and Human Rights from their inception. The Company continues to focus on all three components necessary in a corporate context under the UNGPs:

- A policy commitment to respect human rights.
- A due diligence process to identify, prevent, mitigate and be accountable for adverse human rights impacts.
- Processes to enable the remediation of the adverse human rights impacts the Company causes or to which it contributes. This framework is the foundation of our policies and programs related to human rights.

The Company continuously strives to demonstrate its commitment through its sustainability and community initiatives, as well as its efforts to identify and remedy human rights impacts.

The Company is also determined to empower its employees to do the right thing, and therefore has created a comprehensive system of reporting grievances. The Company's employees are provided multiple internal mechanisms to report violations of Company policy or law. The Company provides third-party services to allow employees and workers in the supply chain to report violations in multiple languages via KOethics.com 24 hours a day. The ethics line is a global web and telephone information and reporting service. Telephone calls are toll-free, and the EthicsLine is open 24 hours a day, seven days a week, with translators available. Employees of CCSP may also report a concern in accordance with CCSP's Whistleblower Policy and Procedure.

Assessing the effectiveness of these actions

Identifying, preventing and mitigating human rights impacts is a critical aspect of our program. Third party audits remain an important tool for assessing the effectiveness of our actions confirming adherence to the Human Rights Policy and Supplier Guiding Principles, including any evidence of any forced labour or human trafficking. **Each year, the Company facilitates more than 2,000 third-party audits of company office locations, bottlers, and suppliers each year and more than 30,000 third-party audits since the audit program began in 2003.**

At the end of 2020, 90% of TCCC's bottling partners and 87% of the Company's direct suppliers demonstrated compliance with our Supplier Guiding Principles. And 93% of the Company's facilities demonstrated compliance with the Company's Human Rights Policy. The Company works with those sites that have not yet achieved compliance to remediate issues, make continuous improvement and then demonstrate progress during the next audit. TCCC is dedicated to bringing Company operations and bottling plants into our target of 98% compliance with our SGP and the Company is dedicated to bringing suppliers into our target of 95% compliance by the end of 2021.

In the year ahead, the Company intends to continue to use its voice to leverage change amongst the global business community. When findings of infringements occur, the Company will continue to pursue remediations. The Company strives to enable any consumer anywhere in the world to enjoy its beverages that have been made in line with the values and with respect for human rights.

This Statement was approved by the Board of Directors of CCSP.

Yours sincerely



Robert Priest
Director



Ravi Kondagunturi
Director