

# Modern Slavery Statement 2021



This Modern Slavery Statement is provided by Coca-Cola South Pacific Pty Ltd (**CCSP**) for the calendar year 1 January 2021 to 31 December 2021 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's Human Rights Policy, Supplier Guiding Principles and Principles for Sustainable Agriculture prohibit the use of all forms of forced labour, including child labour, prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.

## **Structure, operations and supply chains**

TCCC manufactures and sells beverage concentrates and syrups and finished beverages, including sparkling soft drinks, water, sports drinks, plant-based drinks and tea and coffee.

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. This includes 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 Europacific Partners Australia Pty Ltd.

CCSP's registered office is located at Level 9, 40 Mount Street, North Sydney NSW. It employs approximately 114 staff. It does not own or control any entities.

## **Risks of modern slavery practices and actions taken to assess and 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. For example, certain geographical areas tend to heavily employ agricultural migrant workers who are at higher risk of forced labour as they can often be trapped by debt or have their government paperwork withheld. Auditing firms are therefore required to look more closely at topics like:

- maximum and overtime wage rates;
- maximum overtime hours that can be expected and that are consistent with local laws;
- summary of the living conditions, if applicable; and
- legalities regarding terminating employment or visas required for exiting countries.

The Company's Human Rights 2022 Overview <https://www.coca-colacompany.com/content/dam/journey/us/en/policies/pdf/human-workplace-rights/human-rights-principles/human-rights-overview-2022.pdf> provides comprehensive information regarding key areas of human right focus, due diligence and the policies that underpin the Company's commitments, in particular its:

- **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>.

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.

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](http://KOethics.com) 24 hours a day. 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 and 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 and there have been more than 35,000 third-party audits since the audit program began in 2003.

At the end of 2021, 93% of TCCC’s bottling partners and 92% of the Company’s suppliers demonstrated compliance with our Supplier Guiding Principles and 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 cycle.

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

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