



Human Rights POLICY

We DELIVER SUSTAINABLY.

We do what is right, not easy, and lead with integrity, always in line with our values.

We act with purpose, considering the environment, communities, and the planet.

Respect for human rights is fundamental to the sustainability of Coca-Cola HBC and the communities in which we operate.

In our Company we are committed to ensuring that people are treated with dignity and respect.



Coca-Cola HBC's **Human Rights Policy** is committed to international human rights principles encompassed in the United Nations Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The **Human Rights Policy** applies to Coca-Cola HBC, the entities that it owns, the entities in which it holds a majority interest, and the facilities that it manages. The Company is committed to upholding the principles in this Policy. Our Supplier Guiding Principles apply to our suppliers and are aligned with the expectations and commitments of this Policy.

2

CONTENT:

- **Respect for Human Rights**
- **Community and Stakeholder Engagement**
- **Vulnerable individuals and communities**
- **Valuing Diversity and Equal opportunities**
- **Freedom of Association and Collective Bargaining**
- **Safe and Healthy Workplace**
- **Workplace Security**
- **Slavery, Forced Labor and Human Trafficking**
- **Child Labor**
- **Land tenure, water resources and environmental impacts**
- **Work Hours, Wages and Benefits**

Respect for Human Rights

Coca-Cola HBC respects human rights. We are committed to identifying, preventing and mitigating any adverse human rights impacts in relation to our business activities through human rights due diligence and preventive compliance processes.

Community and Stakeholder Engagement

We recognize our impact on the communities in which we operate. We are committed to engaging with stakeholders in those communities to ensure that we listen to, learn from, and consider their views as we conduct our business.

Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

Vulnerable individuals and communities

We are committed to respecting human rights of all individuals regardless of race, sex, gender identity colour, national or social origin, religion, age, disability, sexual orientation, political opinion, who may be at heightened risk of becoming vulnerable or marginalized, including but not limited to migrants, indigenous people, refugees and minorities.

We respect the basic human rights enshrined in the national laws and United Nations Declaration of Human Rights and Human Rights Chapter.



Valuing Diversity and Equal opportunities

We value the diversity of our people and the contributions they make. We have a long-standing commitment to equal opportunity and do not accept any form of discrimination and harassment.

Coca-Cola HBC is an equal opportunities employer, and we are dedicated to maintaining inclusive workplaces that are free from discrimination or harassment based on race, sex, gender identity, colour, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law.

The basis for recruitment, hiring, placement, training, compensation, and advancement at the Company is qualification, performance, skills, and experience. We are committed to equality and to equal remuneration.

Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to Company employees but also to the business partners with whom we work. For more details, please see our Inclusion and Diversity and Anti-Harassment Policy.

Freedom of Association and Collective Bargaining

We respect our 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, we are committed to establishing a constructive dialogue with their freely chosen representatives. We are committed to bargaining in good faith with such representatives.



Safe and Healthy Workplace

We provide a safe and healthy workplace and comply with applicable safety and health laws, regulations, and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks.

We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

Slavery, Forced Labor and Human Trafficking

We prohibit the holding of any person in slavery or servitude, the use of all forms of forced, bonded or compulsory labor and the engagement in any form of human trafficking.

Child Labor

We comply with all local laws on the minimum age of employment, as provided in the ILO Convention 138. We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required, as provided for in ILO Convention 182.



Land tenure, water resources and environmental impacts

We are committed to ensuring minimal impact on the environment, particularly avoiding impacts that may also result in increased risk to human rights such as access to water, sanitation, and clean environments. As a major buyer of several agricultural commodities, we source our ingredients via third parties and we are committed to buy sustainably certified crops, thus supporting and promoting the protection of the land rights of local farmers and communities.

Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labor market on the basis of qualification, performance, skills, and experience. We are committed to equal remuneration. We operate in full compliance with applicable wage, work hours, overtime, and benefits laws.

Guidance and Reporting for Employees

We are committed to creating workplaces in which open and honest communications among all employees are valued and respected. Our policy is to follow all applicable labor and employment laws wherever we operate.

If you believe that a conflict arises between the language of the policy and the laws, customs and practices of the place where you work, if you have questions about this policy or if you would like to report a potential violation of this policy, you can raise those questions and concerns through existing processes, which make every effort to maintain confidentiality. You may ask questions or report potential violations to local Management, People and Culture Department, Legal Department or Business Resilience Team. Alternatively, you can choose to report any potential violations of this policy by using the Coca-Cola HBC's Ethics and Compliance helpline, Speak Up! line, which will, if desired, allow you to report your concerns anonymously. Coca-Cola HBC is committed to investigating, addressing, and responding to the concerns of employees and to taking appropriate corrective action in response to any violation.

This Policy has been approved by the Coca-Cola HBC Executive Leadership Team on February 19 2024 and signed by Chief Executive Officer. This Policy will be regularly reviewed, updated and communicated to employees and relevant stakeholders.

Chief Executive Officer
Zoran Bogdanovic

CEO Signature

