



# ESG REPORT 2022

 **Coca-Cola HBC**  
Poland & Baltics



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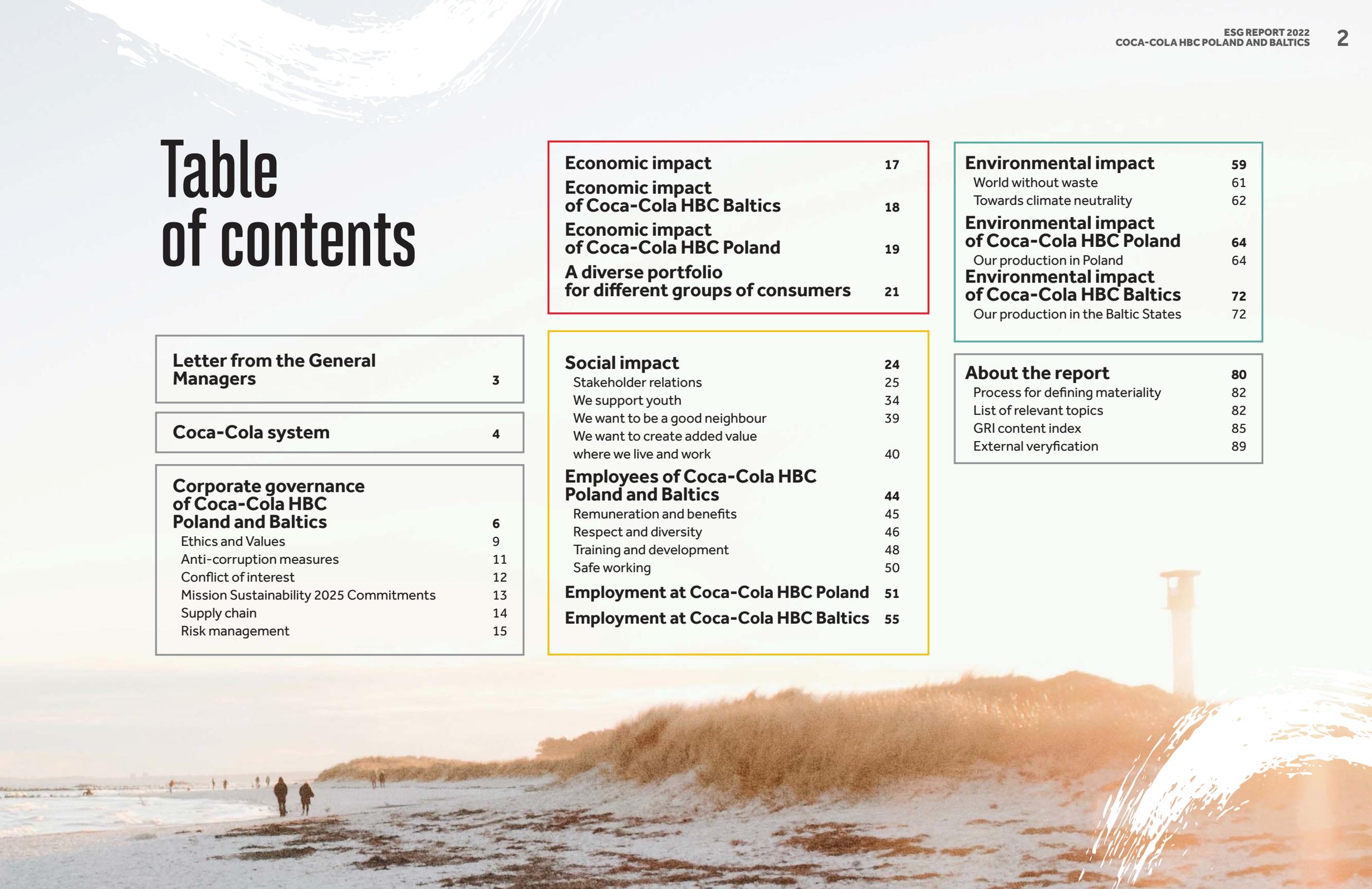
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# Letter from the General Managers

LETTER FROM  
THE GENERAL  
MANAGERSCOCA-COLA  
SYSTEM

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**Dear Sir or Madam,**

2022 was a special year for our business unit. We celebrated the 50th anniversary of Coca-Cola's presence in Poland, entered a new level of waste collection thanks to our packaging return system in Latvia, made new investments into our facilities and people – including local communities - while working hard to produce some of the best business results in the company's history.

We have always been a committed investor and an active participant in socio-economic life in the countries where we operate. Over the past decade alone, we have allocated PLN 1.3 billion (EUR 277 million) to local development, including a state-of-the-art high-bay warehouse launched last year, which significantly increased the operational and logistical capabilities of the Radzymin plant – Coca-Cola HBC's largest in Central and Eastern Europe. Recent months have also been marked by the development of our portfolio of products for all occasions and times of day and the adjustment of our offerings to the dynamically changing macroeconomic conditions. We have acquired more brands, introduced new flavors and low-calorie variants for popular beverages, and modified the capacity of our packaging – all aimed at further responding to both consumer needs and opportunities.

At the same time, we faced the challenges of the extremely difficult situation across our eastern border. The war has left no-one indifferent. We are where our employees and consumers need us, which is why almost immediately Coca-Cola systems from various countries, together with the Coca-Cola Foundation, got involved in humanitarian aid. So far, we have provided support to the Ukrainian people of more than USD 20 million (over EUR 21 million). We also helped in the winter by supporting the Red Cross with EUR 4.7 million, which provided food kits and beverages to the people in need. As a local branch, we have delivered more than 250,000 liters of our beverages and four reception points have been set up with the donated funds. At the same time, our employees have been engaged in volunteering and opening the doors of their homes to families fleeing Ukraine.

The foundation of our operations at every level is sustainability. 2022 was especially marked by relentless efforts to recover packaging – in Latvia, where a beverage packaging return system was introduced in 2022, the level of its packaging collection more than tripled in just 10 months. We are pleased that deposit system solutions are in place in all the Baltic countries where we operate. In Poland, the final shape of the deposit return system law is still being worked on. As the Coca-Cola system, within

the framework of an industry coalition, we are taking an active part in efforts to create an effective consumer- and environment-friendly deposit system in Poland as well, and we hope that appropriate regulations will be created soon.

As part of our "World Without Waste" ambition, we have reduced the amount of plastic used in Poland in our water brand Kropla Beskidu bulk packaging by 40%, thanks to the innovations we have introduced. In 2022, we also continued our educational activities in the areas of collection, recycling and a deposit return system. Thanks to a grant from The Coca-Cola Foundation, together with more than 3,000 volunteers, we collected 3.5 tons of waste from four Polish forests as part of the Clean Forests campaign carried out together with Clean Poland Association.

We are consistently striving to achieve net zero emissions by 2040 throughout our supply chain, as part of our net zero strategy. We reduced the level of CO<sub>2</sub> emission generated by Poland and Baltics by 40% from 2010.

We also invest in our teams – their potential and personal and professional development – through various educational, mentoring and development programs. At Coca-Cola, we equally value the potential of both

genders, believing that diversity serves efficiency. In line with our sustainability mission, we want 50% of our managerial staff globally to be women by 2025. In Poland and the Baltics, this ratio is already 67% at the Coca-Cola Company and 55% at Coca-Cola HBC for senior managers team. For years, we have also been supporting young people in choosing their educational and professional paths. Since 2018, more than 201,000 young people have already benefited from our #YouthEmpowered program in Poland and the Baltics and we won't stop there.

We are proud to hand you our ESG Report for 2022. We are grateful that by working with such employees, partners and customers we can achieve ambitious goals for climate neutrality and a sustainable packaging agenda, as well as positively impact our socio-economic environment.



**Ruža Tomić-Fontana**  
General Manager  
Coca-Cola HBC Poland and Baltics



**Natalia Stroe**  
Country Manager for Poland and Baltics,  
Coca-Cola Poland Services

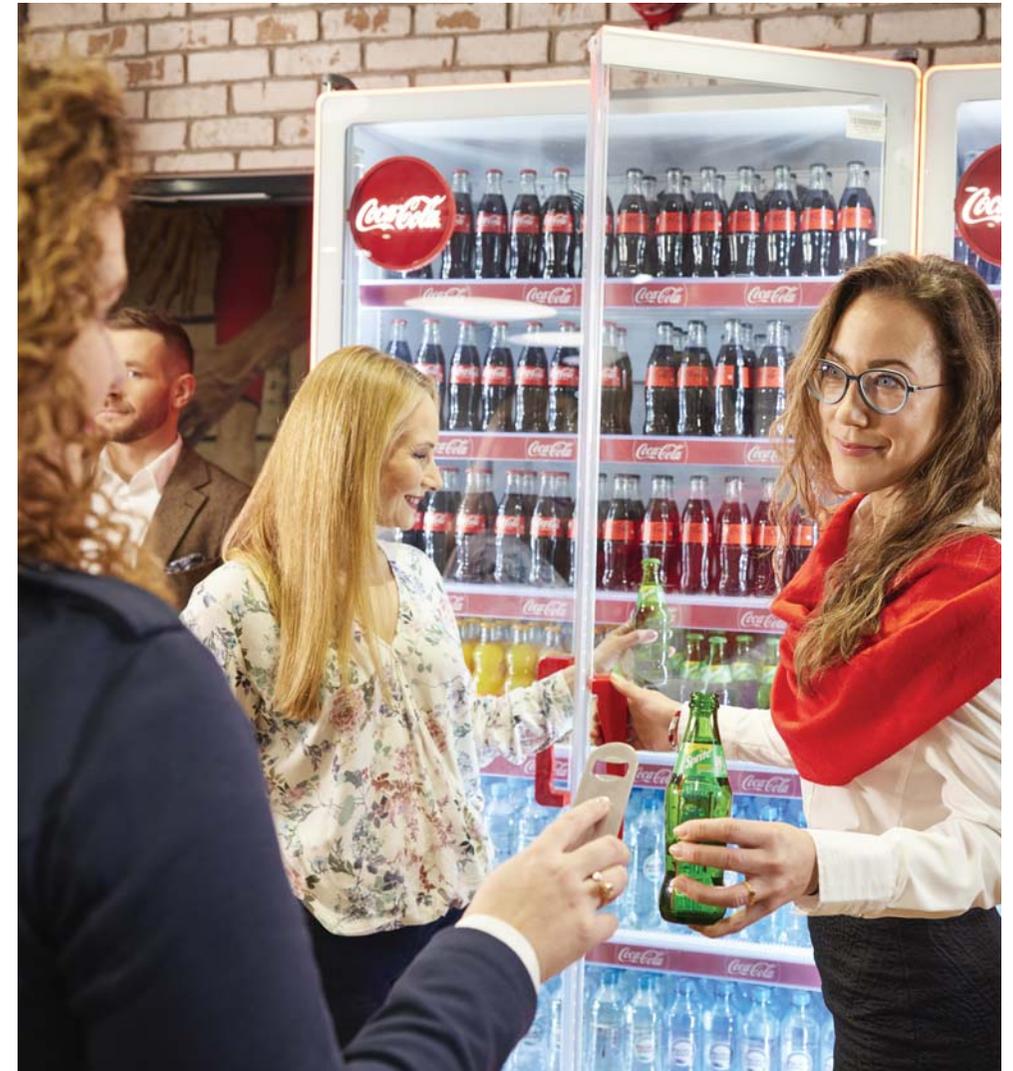
# Coca-Cola system

The global Coca-Cola System is made up of The Coca-Cola Company and some 300 partner companies, including the Coca-Cola HBC AG Group, of which the Coca-Cola HBC Poland and Baltics business unit is a part.

The headquarters of The Coca-Cola Company is located in Atlanta, Georgia, USA. The Coca-Cola Company manufactures and sells concentrates, beverage bases and syrups to bottlers. It also owns brands and is responsible for consumer brand marketing initiatives. Coca-Cola Poland Services is a subsidiary of The Coca-Cola Company.

Coca-Cola HBC Poland and Baltic is a division of the Coca-Cola Hellenic Bottling Company, the world's second largest bottler of The Coca-Cola Company beverages in terms of sales, reaching over 715 million consumers. The Coca-Cola HBC Group's international headquarters are in Switzerland and the company is listed on the London Stock Exchange, as well as on the Athens and New York stock exchanges under a secondary listing. The financial results of Coca-Cola HBC Poland & Baltics are presented collectively in the [Integrated Annual Report of Coca-Cola HBC Group](#).

**[2-6]** The Coca-Cola system in each location follows the same pattern - the owner of the brands, The Coca-Cola Company, and the bottling company.



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# BUSINESS UNIT

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# Corporate governance of Coca-Cola HBC Poland and Baltics

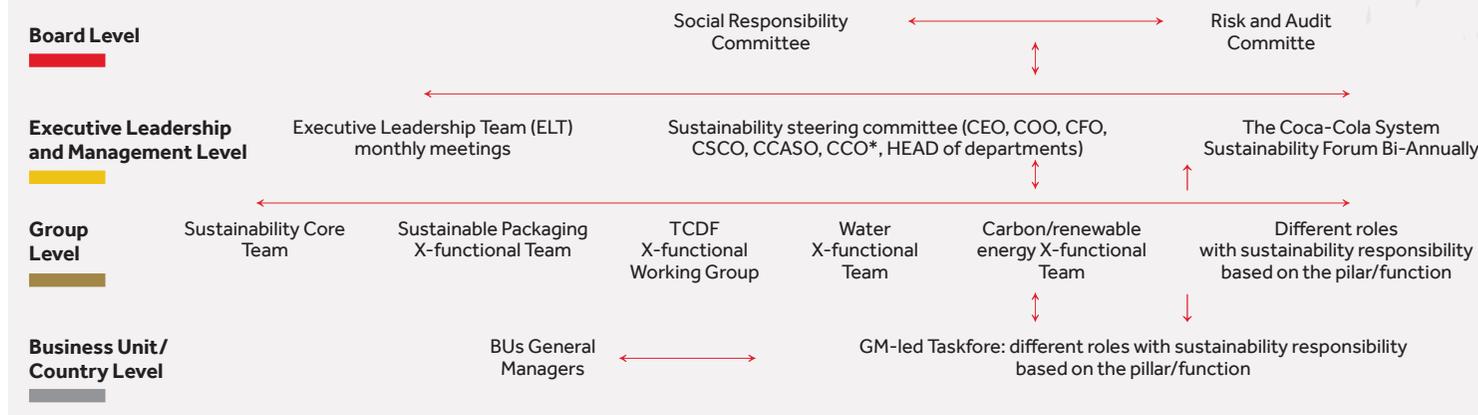
**[2-1][2-2][3-3 Governance]**

Our business unit, Coca-Cola HBC Poland and Baltics, is responsible for the production, distribution and sales of beverages in four countries: Estonia, Latvia, Lithuania and Poland.

Formally, Coca-Cola HBC Poland and Baltics is part of the Coca-Cola HBC AG Group. Our head office is located in Warsaw, with other country offices in Vilnius, Riga and Tallinn.

As part of the Coca-Cola HBC group, at Coca-Cola HBC Poland and Baltics we follow global best practices, corporate standards and procedures. These are reviewed and adapted to changes in regulations in the UK, Switzerland as well as in the EU.

## Sustainability governance



\* CCO (Chief Operations Officer), CSCO (Chief Supply Chain Officer), CCASO (Chief Corporate Affairs and Sustainability Officer), CCO (Chief Commercial Officer)

↔ Vertical and horizontal interaction

Coca-Cola HBC Poland and Baltics is managed by a Management Team that reports to the Board of Directors of Coca-Cola HBC AG. For this reason, we report indicators relating to the top management body specifically to the Coca-Cola HBC Board of Directors.

**[2-10]**

Coca-Cola HBC is headed by a Board of Directors elected by shareholders. There are Committees within the Board, including a Corporate Social Responsibility Committee. The work of the company is led by a Chief Executive Officer elected by the Board of Directors. The Board reviews the Group's performance against

its long-term strategy, oversees the work of the CEO, is responsible for setting the company's objectives and strategy and supports the achievement of its long-term sustainable vision. The individual business units, such as Coca-Cola HBC Poland and Baltics, are managed by a Senior Management Team headed by the General Manager.

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**[2-9] [2-11]**

As at 31 December 2022, the **Coca-Cola HBC Poland and Baltics Management Team** comprised 9 directors.

- **Jaak Mikkell**, General Manager;
- **Elena Diculoiu**, Finance Director;
- **Rafał Palczak**, Sales Director;
- **Michał Proszewski**, Coffee Business Director;
- **Nataša Jošić**, Marketing Director;
- **Ksenija Todić**, Supply Chain Management Director;
- **Katarzyna Borucka**, Corporate Affairs and Sustainability Director
- **Katarzyna Bartold-Bajek**, HR Director;
- **Tomasz Krzyżewski**, Legal Director.

There have been several changes to the Management Team of Coca-Cola HBC Poland and Baltics in 2022.

On 30 November 2022, DTPS Director Dimitris Zacharopoulos and Premium Sspirits Director Tomasz Prorok ceased to be members of the Senior Management Team.



**55%**  
of the positions in the Management Team were held by women.

**[202-2]**

We value the diversity of our workforce and the contribution they make to our organisation at all levels.

In December 2022, 5 members of the Senior Management Team came from Poland. 1 from Estonia, 1 from Romania and 2 from Serbia.

As of 1 February 2023, **Ruža Tomić-Fontana** has taken over as general manager for Poland and the Baltics at Coca-Cola HBC. She succeeded Jaak Mikkell in her duties, who was promoted within the Coca-Cola Hellenic Group after four and a half years to develop the premium spirits category, beer, as director of new business development. For the past five and a half years, Ruža Tomić-Fontana has served as General Manager at Coca-Cola HBC in the Adriatic countries region, i.e. Croatia, Bosnia and Herzegovina and Slovenia.

Superior to the Management Team, the Board of Directors of Coca-Cola HBC Poland and Baltics comprised the **Coca-Cola HBC Board of Directors** as at 31 December 2022:

- **Anastassis G. David**, Non-Executive Chairman
- **Zoran Bogdanovic**, Director General, Executive Director
- **Charlotte J. Boyle**, Independent non-executive director
- **Henrique Braun**, Non-Executive Director
- **Olusola (Sola) Dawid-Borha**, Independent non-executive director
- **Anna Diamantopoulou**, Independent non-executive director
- **William W. (Bill) Douglas III**, Independent non-executive director
- **Reto Francioni**, Senior Independent Non-Executive Director
- **Anastasiosl. Leventis**, Non-Executive Director
- **Christo Leventisa**, Non-Executive Director
- **Alexandra Papalexopoulou**, Independent non-executive Director
- **Bruno Pietracci**, Non-Executive Director
- **Ryana Rudolfa**, Non-Executive Director

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**[2-9] [2-10] [2-14]**

All directors of Coca-Cola HBC, including those in Coca-Cola HBC Poland and Baltics, are required to be recognized as individuals of the highest competence and personal as well as professional integrity. Each Director shall demonstrate knowledge of and respect for good corporate governance practices, sustainable development and a responsible approach to social issues. For more on the selection criteria for Directors in the Coca-Cola HBC Group, see in the [Coca-Cola HBC Integrated Annual Report](#).

The work of the Coca-Cola HBC Board of Directors is supported by committees:

- **The Audit and Risk Committee** monitors the effectiveness of systems and processes for financial reporting, internal control and risk management.
- **Nomination Committee** - the Nomination Committee is tasked with overseeing the process of appointing new members to the Board of Directors and coordinating the CEO succession process.
- **The Social Responsibility Committee** is responsible for developing and overseeing procedures and systems to ensure that Coca-Cola HBC's social and environmental objectives are met, including climate change, water



- management, packaging and waste, health and healthy eating and employee management and community relations reporting, among others.
- **Remuneration Committee** - it is the responsibility of the Remuneration Committee to set the remuneration strategy for the Group and approve remuneration packages for Directors and senior executives. In addition, the Committee reviews the remuneration policy for employees at Coca-Cola HBC.

**[2-17] [2-18]**

All Directors participate in legal, accounting and corporate governance and ESG training. At least annually, the Coca-Cola HBC Board evaluates its own performance.

**[2-12] [2-13] [2-24]**

Key sustainability decisions across Coca-Cola HBC - and therefore also in Coca-Cola HBC Poland and Baltics - are made centrally, by the Board of Directors. Responsibility for sustainability performance is assigned to the CEO.

At the Coca-Cola HBC business unit level – such as Coca-Cola HBC Poland and Baltics – the General Managers, together with their local management teams, are responsible for the implementation of sustainability goals in their respective areas. It is also the responsibility of the General Managers of the business units to, among other things, align their action strategies and priorities for initiatives to best suit the nature of the local market.

# Ethics and Values

We base our corporate culture on values.

**GROWTH**  
**STORY** 2025

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**OUR VISION**



**OUR PURPOSE**



**We are devoted to growing every customer and delighting every consumer 24/7**



**By nurturing passionate and empowered teams of people**



**While enriching our communities and caring for the environment**

**OUR GROWTH PILLARS**

Win in the marketplace	
Leverage our unique 24/7 portfolio	
Fuel growth through competitiveness and investment	
Cultivate the potential of our people	
Earn our licence to operate	

**OUR GROWTH MINDSET VALUES**

**WINNING WITH CUSTOMERS**

We are the selling organisation devoted to providing innovative solutions to create shared value

**NURTURING OUR PEOPLE**

We believe in our people, and have a passion to develop ourselves and others

**EXCELLENCE**

We strive for unparalleled performance by amazing customers with our passion and speed

**INTEGRITY**

We always do what is right, not just what is easy, and are accountable for the results

**LEARNING**

We listen, have a natural curiosity to learn and are empowered to take smart risks

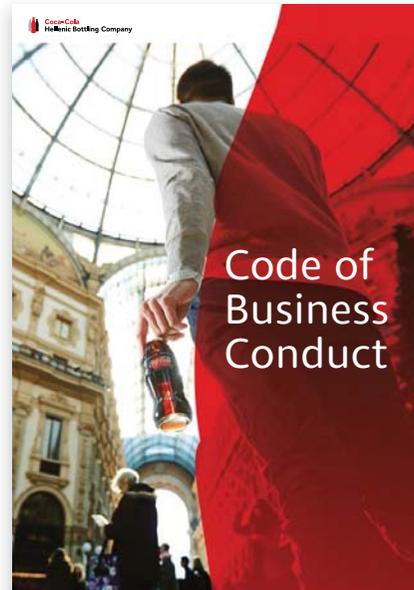
**PERFORMING AS ONE**

We collaborate with agility to unlock the unique strength of diverse teams

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**[2-23]**

A key document creating corporate governance for Coca-Cola HBC Poland and Baltics is the Code of Business Conduct. Its provisions govern both ethical and compliance issues and the protection of the organisation's resources. The Code of Business Conduct refers to the Universal Declaration of Human Rights, the International Labour Organisation'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 Code of Business Conduct also addresses the issues of freedom of association and a safe and healthy workplace. The provisions of the code strongly oppose any form of slavery, forced labour and human trafficking and child labour.



The Code of Business Conduct regulates, among other things:

- protection of classified information,
- protection of company resources,
- the reliability of the records kept,
- anti-money laundering,
- avoiding conflicts of interest,
- rules for accepting and giving business gifts and conducting transparent relationships
- fair competition
- anti-corruption
- respect of confidentiality and non-use of inside information
- respect for human rights

All policies are available [on the corporate websites](#).

Compliance with the Code is overseen by the Ethics and Compliance Committee. It is composed of representatives of the company's senior management.

**[2-25]**

In the event of non-compliance with the Code of Business Conduct, the matter is handled by auditors not affiliated with Coca-Cola HBC Poland and Baltics. Suspected unethical behaviour can be reported – also anonymously – by employees and external stakeholders through the Speak Up!

**[2-27]**

In 2022, we have not recorded a single case of non-compliance at Coca-Cola HBC Poland and Baltics.

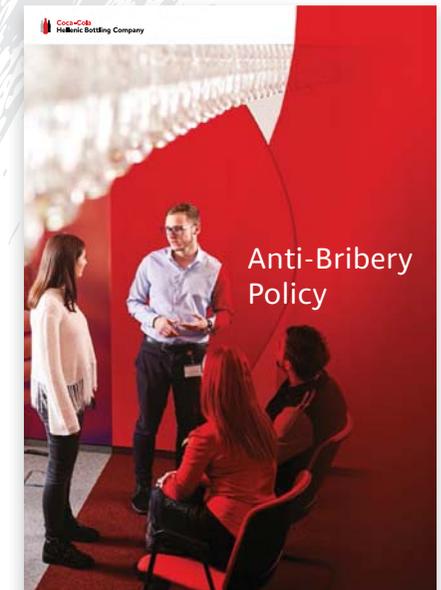
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# Anti-corruption measures

[205-1][205-2][205-3][206-1]

The provisions of the Code of Business Conduct are supplemented by the Anti-Corruption Policy. It clearly specifies a catalogue of undesirable behaviours and situations. These are communicated to all employees – every two years, every person employed is obliged to undergo anti-corruption refresher training, which at the same time plays a preventive role in preventing any corrupt practices

In addition, employees who come into contact with external partners are obliged to undergo such training every year - 250 people in 2022. The anti-corruption principles are also communicated to all new employees during the onboarding process. As a result, 100% of our staff have up-to-date anti-corruption knowledge, including every member of the Senior Management Team.



All Coca-Cola HBC business units assess the risk of bribery and corruption. In 2022, as in the previous year, no cases of corruption were identified in Coca-Cola HBC Poland and Baltics.

Anti-corruption provisions are also present in our supplier principles, which we oblige all Coca-Cola HBC Poland and Baltics countries' business partners to comply with.

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# Conflict of interest

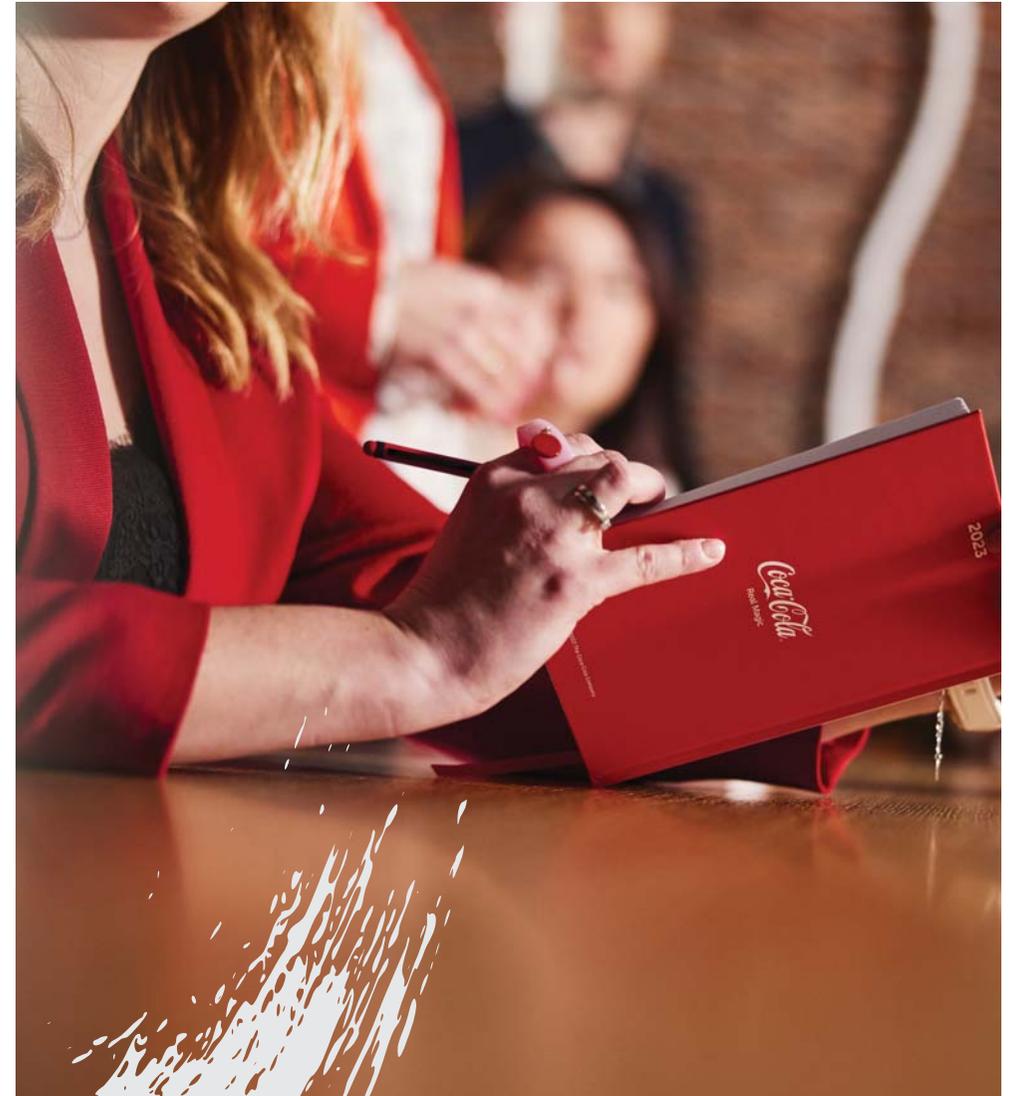
**[2-15]**

The procedure for avoiding conflicts of interest by managers is described, among other things, in the Code of Business Conduct and the Anti-Corruption Policy.

All Coca-Cola HBC employees are required to disclose conflicts of interest on a dedicated platform outside company resources. The scope of conflict of interest disclosures includes personal relationships, shareholding relationships with suppliers and stakeholders, the presence of a controlling shareholder and related parties, their relationships, transactions and receivables.

**[2-16] [2-26] [205-1]**

All critical issues - including, but not limited to, suspected bribery and conflicts of interest - at Coca-Cola HBC Poland and Baltics can be reported directly to the Ethics and Compliance Officer or via the Speak Up! Line. Individuals reporting information in good faith are protected from any retaliation. In 2022, the Senior Management Team of Coca-Cola HBC Poland and Baltics was notified of 17 cases of suspected conflict of interest. 1 case fell into the category of corruption or bribery. The analysis showed that none of the reported cases were confirmed. Questions about the rules can always be addressed to the ethics and compliance officer in the our business unit.



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# Mission Sustainability 2025 Commitments

**[2-22]**  
Our Mission Sustainability 2025 Commitments is based on six main pillars. We created it, based on our strategic priorities and values and aligning them with the UN Sustainable Development Goals (SDGs).

**PILLARS OF MISSION SUSTAINABILITY 2025**

- Emissions reduction
- Less water consumption and water stewardship
- World Without Waste
- Sourcing
- Nutrition
- Our people and communities

Priorities our strategy are: towards climate neutrality and World without Waste.

Mission Sustainability 2025 Commitments are supported by voluntary declarations and codes adopted by the Coca-Cola HBC in Poland and Baltics, including in particular the commitment to achieve climate neutrality, Net Zero by 40 Pledge, which we describe in the environmental chapter.

Our activities are guided by sustainability guidelines based on:

- UN Sustainable Development Goals,
- Greenhouse Gas Protocol,
- Alliance for Water Stewardship
- UNESDA's Calorie Reduction Pledge for the portfolio,
- EU Pledge, on responsible marketing,
- Letter of intent to optimise the energy value and composition of food products in Poland (through the signatory, the Polish Federation of Food Manufacturers Employers' Association).

**MISSION SUSTAINABILITY 2025 COMMITMENTS**

**EMISSIONS REDUCTION**

1. LESS EMISSIONS IN OUR OPERATIONS  
Reduce direct carbon emissions ratio by **30%**
2. LESS EMISSIONS IN CUSTOMER OUTLETS  
**50%** of our refrigerators in customer outlets will be energy efficient
3. MORE RENEWABLES  
**50%** of total energy used in our plants will be from renewable and clean sources
4. 100% RENEWABLE AND CLEAN ELECTRICITY  
**100%** of the total electricity used in our plants in EU and Switzerland will be from renewable and clean sources

**WATER REDUCTION & STEWARDSHIP**

5. LESS WATER CONSUMPTION IN WATER-RISK AREAS  
Reduce water use in plants located in water risk areas by **20%**
6. 100% WATER SECURITY IN WATER-RISK AREAS  
Help secure water availability for all our communities in water risk areas

**WORLD WITHOUT WASTE**

7. 100% RECYCLABLE PACKAGING  
**100%** of our consumer packaging will be recyclable
8. MORE RECYCLED PET  
Source **35%** of the total PET we use from recycled PET and/or PET from renewable material
9. MORE WASTE COLLECTION  
Help collect the equivalent of **73%** of our primary packaging

**SOURCING**

10. SOURCING  
Source **100%** of key agricultural ingredients in line with sustainable agricultural principles

**NUTRITION**

11. LESS CALORIES ACROSS SSD PORTFOLIO  
Reduce by **25%** the calories per 100ml of sparkling soft drinks

**OUR PEOPLE & COMMUNITIES**

12. PROMOTING SAFETY FOR OUR WORKFORCE  
Target zero fatalities and reduce (lost time) accident rate by **50%**
13. FULL GENDER BALANCE  
**50%** of manager positions will be held by women
14. SUPPORTING OUR COMMUNITIES TO LEARN  
**10%** community participants will join first-time managers' development programmes
15. SCALE UP #YE FLAGSHIP PROGRAMME  
#Youth Empowered - train **1 million** young people
16. ZERO WASTE COOPERATION  
Engage in **20** Zero Waste partnerships (city and/or coast)
17. VOLUNTEERING  
**10%** of employees will take part in volunteering initiatives

**Coca-Cola Hellenic Bottling Company**

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# Supply chain

[2-6]

In our business unit we cooperate with 1020 suppliers in Poland, in the Baltics with 560. These range from small local companies to large international corporations. In all locations, the majority of our purchases are made locally in the countries concerned - in Poland it is about 90%, in the Baltics 77%. This also applies to key raw materials and packaging.

We want to build a responsible supply chain, which is why we set high requirements for all suppliers. We expect companies that want to cooperate with Coca-Cola HBC Poland and Baltics to be certified to the following standards:

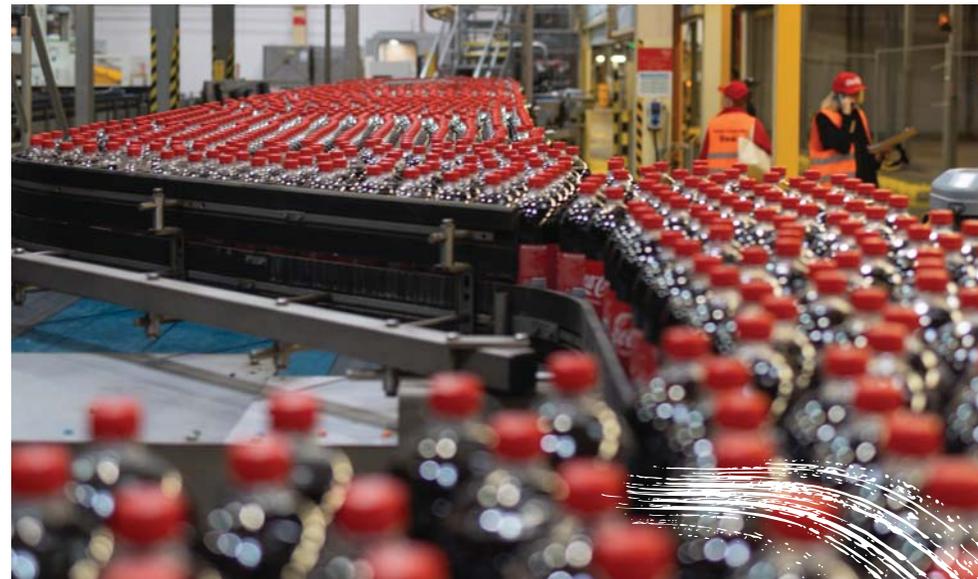
- ISO 9001 (quality),
- ISO 14001 (environment),
- ISO 45001 (health and safety).

Companies that supply us with ingredients and packaging must also be certified by FSSC 22000 for food safety and the Global Food Safety Initiative (GFSI). In addition, strategic suppliers are also verified and authorised by The Coca-Cola Company.

The additional verification process ensures the highest sustainability standards and guarantees that the beverages always taste the same and the same high product quality parameters.

[204-1] [308-1] [414-1]

We also verify our suppliers for their environmental and social performance. We expect them to be guided by the same values when working with Coca-Cola HBC Poland and Baltics. These are summarised in the Supplier Core Principles Programme - in 2022 all key suppliers, who account for 90% of purchases, have accepted them.



For strategic purchasing, all suppliers are additionally assessed on their compliance with ESG criteria, i.e. environmental, human rights, labour rights, health and safety, working conditions, social and environmental issues. We also use the expert evaluation provided by the EcoVadis portal and encourage our suppliers to evaluate their companies for sustainability on this platform. The average score on the platform for our suppliers is around 10 percentage points higher than the EcoVadis benchmark. Also, each subcategory is rated higher than the benchmark.

In 2022 in Poland, 38% of suppliers underwent additional assessment according to environmental and social criteria over and above the standard EcoVadis assessment. In the Baltics, approximately 12% of new suppliers underwent an environmental and social assessment. In addition, we carry out an overall assessment of key suppliers using the InTouch Rosslyn tool. As sustainability plays an important role the overall weighting of the sustainability section in all the different assessment questionnaires is 20%.

In Poland, we discussed sustainability best practices - including emissions reduction, packaging policy and responsible waste management - during a dialogue session with our suppliers in November 2022. Together, we explored, among other things, ways in which our organisation can support suppliers in implementing ESG-compliant solutions in their businesses. The panel was attended by 20 participants representing a total of 16 suppliers in the Coca-Cola HBC Poland supply chain.

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# Risk management

[2-23]

At Coca-Cola HBC Poland and Baltics we apply the precautionary principle. The company's corporate risk and crisis management system (Incident Management and Crisis Resolution, IMCR) makes it possible to identify risks and avoid dangerous situations early on, and to take appropriate action quickly in the event of a crisis. In a dedicated corporate system, the risk map is updated once a month and discussed monthly at board level.

An action plan is prepared for each risk and a person responsible for implementing the plan is assigned. Twice a year, the risk map and related action statuses are reported to the risk officer at Coca-Cola HBC Group level. We also include environmental issues in our risk management process, which we manage in line with international standards. All our production sites have had an ISO 14001-compliant Environmental Management System in place for many years.

At Coca-Cola HBC Group, corporate risk is managed through the SmartRisk programme. The aim of SmartRisk is to encourage managers to proactively identify and understand risks at the earliest possible stage and to find ways to turn potential challenges into opportunities or, if this is not possible, to reduce the negative impact. The risk management process across all Coca-Cola HBC business units is coordinated by the Chief Risk Officer. Risk registers are presented to the Coca-Cola HBC Business Resilience Team. Twice a year, the Business Resilience Team holds a special Coca-Cola HBC Group risk resilience meeting, where risk owners and risk coordinators are informed about key trends and emerging potential risks in the company.

Climate-related risks and opportunities are assessed as part of the corporate risk management programme. The impact of climate change and emissions is linked to programmes on water management, sustainable sourcing of raw materials and a responsible packaging waste policy. The management of climate-related risks and opportunities falls under the highest level of oversight and is the responsibility of the Social Responsibility Committee (SRC). At Coca-Cola HBC, climate risks are considered in different timeframes integrated into business planning



processes. Short-term risks (1-2 years) are linked to annual business planning cycles; medium-term risks (3-5 years) are linked to the strategic planning process; long-term risks (6-10 years) are linked to the long-term planning process.

The climate risk management process takes into account the specific

characteristics of the individual regions in which Coca-Cola HBC operates. The company's own data is analysed as well as information provided by reputable external centres. The data and resulting analyses are made available to individual business units, supporting the building of climate resilience across the entire operations chain.

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At Coca-Cola HBC, we identify eight main climate risks:

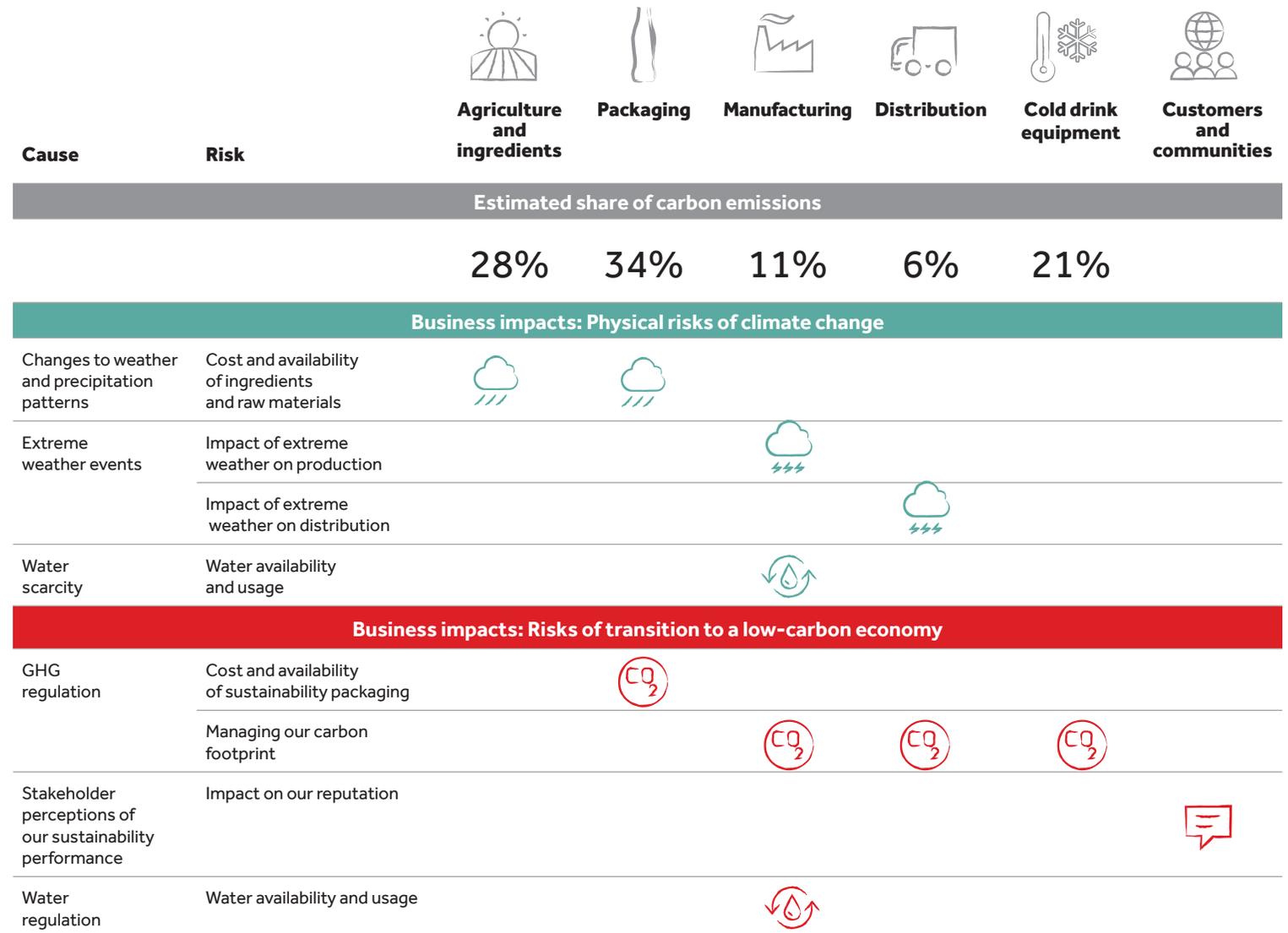
**Physical risks**

1. The effect of changes to weather patterns on the cost and availability of key ingredients and raw materials
2. The effect of extreme weather events on our production
3. The effect of extreme weather events on our distribution
4. The effect of increasing water scarcity on our production

**Transition risks**

1. The effect on the cost and availability of sustainable packaging materials as a result of changing government regulations
2. The effect of increasing regulations on GHG emissions on our costs of production and distribution
3. The effect of consumer perceptions of our environmental performance on our corporate reputation
4. The effect of increasing government regulation on the cost and availability of water

Climate-related risk assessments are prepared in accordance with the recommendations of the TCFD (Task Force on Climate-related Financial Disclosures) and are detailed on pages 72-81 of the Coca-Cola Integrated Annual Report.



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# ECONOMIC IMPACT

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# Economic impact of Coca-Cola HBC Poland and Baltics

**[3-3 Economic impact]**  
**Coca-Cola HBC Baltics employs 248 people. We support the economies of Estonia, Latvia and Lithuania by paying taxes in these countries. We create jobs and indirectly influence job creation at our local partners in our value chain, creating added value.**

The Baltic market has one production facility - NEPTUNAS mineral water - with five 60m-deep groundwater wells. As of 2020, the Varena plant has the Alliance for Water Stewardship's international gold-level sustainable water management standard. This is the first plant of its kind in Lithuania to receive such a high level of certification under this standard. In the Baltics, we have one on-site warehouse in Varena and two distribution centres in Kaunas, Lithuania, and Riga, Latvia.



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In Poland we employ with nearly 1,600 employees in Poland. We pay taxes and fees in Poland, which support, among other things, the development of infrastructure and public services, creating added value. The business also has a positive indirect impact - it contributes to the development of cooperating companies and creates jobs in the economy.

[203-2]

**The impact of Coca-Cola System in Poland on local economy\***



**5**

For every 1 job created in the Coca-Cola company system in Poland, more than more jobs (5.15) are created in the economy.

In 2022, we paid nearly  
**1 billion zlotys**  
in taxes - 96% went to the central budget and 4% to local government budgets.



**PLN 1 → PLN 3,38**

Every PLN 1 of income we generated, helped generate a further PLN 3.83 of income in the economy.



**PLN 1 → PLN 2,25**

PLN 1 of added value generated through the direct activities of the Coca-Cola system companies in Poland is another PLN 2.25 of added value generated in the economy.



In the last decade, our investments in Poland amounted to more than

**PLN 1.3 billion**



For every zloty spent on Coca-Cola beverages

**77 groszy** stays in Poland



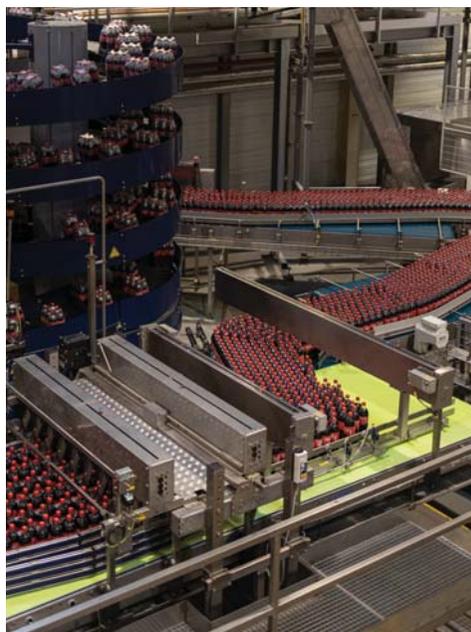
We have paid over

**PLN 700 million** in sugar tax

\*data calculated according to Leontif and Gosh models

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Our largest production facility in our business unit is located in Radzymin, from where products are distributed to various countries in Europe. In addition to beverages, it also produces preforms for PET bottles used in other production facilities in Poland. Eight production lines in Radzymin allow the production of all our company's carbonated beverages. One aseptic line is used to produce preservative-free beverages - Cappy juices and nectars, FuzeTea tea drinks.



### BEST PRACTICE

In 2022, we completed the construction of a high-storage warehouse in Radzymin. The new investment was designed to maximise the use of space, with over 14,000 pallet spaces in the 2,000 m<sup>2</sup> building. In addition to efficiency, full automation was also prioritised. Stored on as many as 17 levels, the pallets move on four 40-metre-high cranes. A dedicated system manages their

movement, from transport from production, to racking, to issuing for delivery. This allows the warehouse to receive up to 150 pallets per hour. Such solutions make it possible to optimise logistics processes and increase the company's production capacity, which is particularly important in the case of the Radzymin factory, which produces and supplies beverages for the entire region – Estonia, Lithuania, Latvia and Poland.

The plant in Staniątki, has seven production lines: (two PET lines, two canning lines, a line for glass bottles and a line producing beverage bases for cinemas and restaurants.

The Tylicz plant produces the natural mineral water Kropla Beskidu and Kropla Delice. The water is drawn from several 137 m deep wells located in an area of about 35 km<sup>2</sup>, within a radius of about 8 km around the plant. All our plants in Poland are certified by the Alliance for Water Stewardship, and the Tylicz plant has been awarded the highest, platinum certificate.

In addition to three on-site warehouses, we have a network of 12 owned or leased distribution centres and 13 the so-called pallet hotels in Poland.

All our production facilities have advanced procedures and systems in place to increase productivity and safety while minimising electricity consumption and water use.



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Coca-Cola HBC Poland and Baltics products meet the highest quality and food safety standards. We comply with all legal requirements and our internal regulations in many areas exceeding external requirements.

Coca-Cola HBC Poland and Baltics has a **Quality and Food Safety Policy In force.** Its provisions ensure, among other things, full compliance of our operations with legal requirements and improvement of food safety management systems in

accordance with renowned standards as well as the requirements and standards of the Coca-Cola System (CORE). The content of the policy is public and can be found on [our website](#).

- **ISO 9001** - all of our plants are ISO 9001 certified. In addition to our production plants, the ISO 9001 certification system includes the Sales Department in Coca-Cola HBC Poland and Baltics, as well as the Technical Department in Poland. Refrigeration equipment and beverage vending machines as well as all storage, distribution and sales processes for our products are also subject to quality standards.
- **ISO 14001** - all our production sites have an Environmental Management System in place that complies with the ISO 14001 standard.
- **FSSC 22000:2010** - our production facilities in Poland and our plant in Lithuania have implemented the FSSC 22000:2010 food safety standard, which specifies the requirements of good manufacturing and hygiene practices within production processes and the international food supply chain. This standard incorporates, among other things, the requirements of ISO 22000 based on HACCP principles and

the PAS 220 technical specification.

- **ISO 45001** - all Coca-Cola HBC Poland and Baltics production plants are ISO 45001 certified to meet high occupational safety standards at the plants.

We do not use genetically modified raw materials or those derived from genetically modified organisms in our production.



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**[417-1]**

Consumers receive full information about our products. We disclose the source of the water on mineral water bottles as required by European labelling regulations. We provide precise composition and nutritional information on the labels of all products. In 2022 in Poland, we recorded one case of non-compliance with our voluntary regulations in this regard. The front label of a glass bottle showed incorrect information about the taste of the drink. The imported product from abroad was withdrawn from the market. No such case was recorded in the Baltic States.

**[3-3 Product quality] [416-1] [416-2]**

100% of Coca-Cola HBC Poland and Baltics products are analysed for their impact on consumer health and safety. In 2022, we recorded one case of non-compliance of our products with the voluntary health and safety impact regulations - one imported product was withdrawn from the market, but laboratory tests did not confirm the risk to human health. At the same time, no fines, penalties or warnings were imposed on our company regarding the impact of products influence on consumer health.



**BEST PRACTICE**

Since 2018, we have been testing voluntary additional nutritional colour labelling. The Traffic Lights Labelling System, which is modelled on the colours of traffic lights, on the front of the packaging provides a simple indication of whether the product is high (red), medium (orange) or low (green) in sugars, fat, saturated fatty acids and salt in relation to the average adult requirement for these components. Such labelling is intended to help consumers make more informed choices for a balanced diet.

**[3-3 Responsible marketing] [417-2] [417-3]**

We conduct responsible marketing activities in line with our Responsible Marketing Policy. As of 2022, we do not advertise our products to children under the age of 13. Previously, the limit was 12 years old. With the exception of 100% juices and water, we do not sell in schools and kindergartens. We do not conduct there any marketing activities either. In 2022, we did not identify a single instance of marketing activities contrary to the law or our internal commitments.

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# SOCIAL IMPACT

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# Stakeholder relations

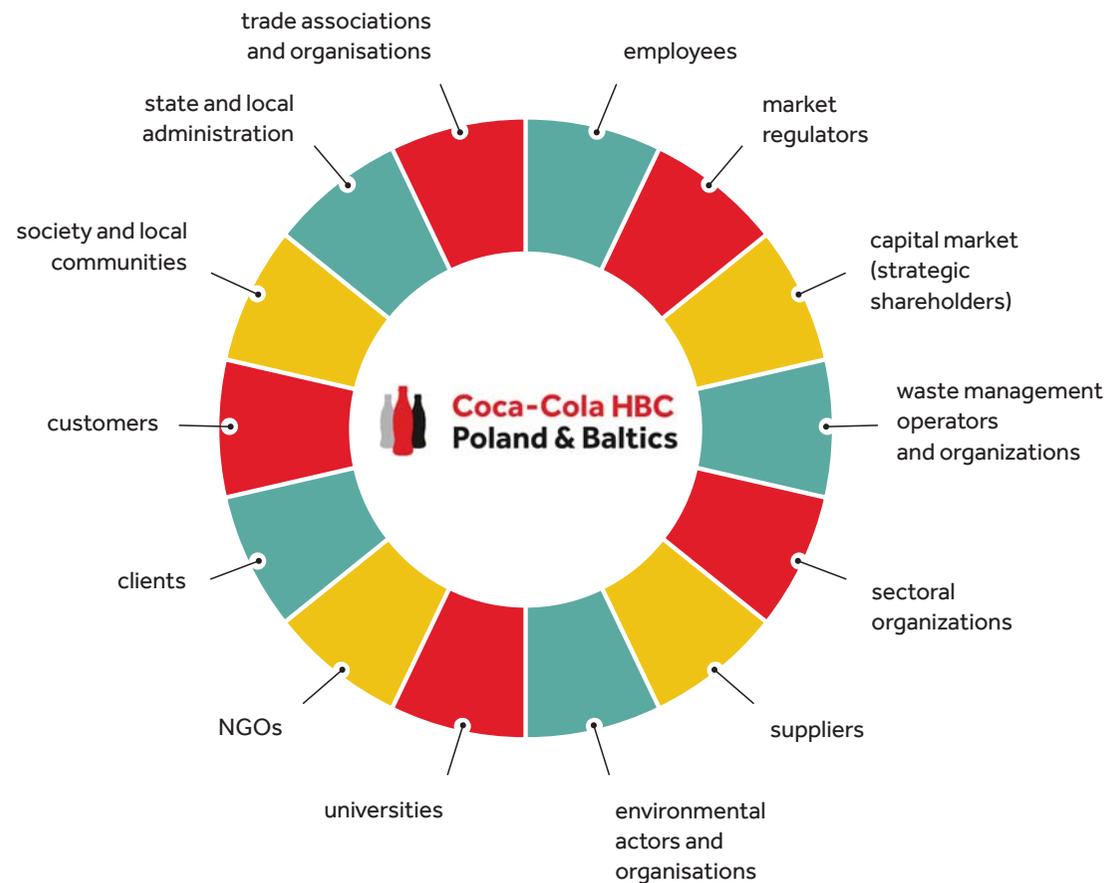
**[3-3 Organisational engagement]**

**We build relationships with stakeholders based on dialogue. We communicate our strategies, results and ongoing activities. We have identified key stakeholder groups in each country and tailor the frequency and tools of communication to their needs.**

We treat dialogue with our stakeholders as an opportunity to build synergies in our operations and to look for new and better solutions. At Coca-Cola HBC Poland and Baltics we also initiate programmes for local communities. We focus our activities on, among other things, youth development and improving the quality of life in the community. We strengthen the strength of our operations through partnerships with NGOs and industry organisations.

**[2-29]**

**Key stakeholders of Coca-Cola HBC Poland and Baltics are:**



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We engage in dialogue with external stakeholders through events we organise, meetings of industry organisations and business meetings with customers and suppliers. Our representatives also take part in public consultations related to legislative changes around the waste and packaging management system in Poland and Baltics. In Poland we took part in a number of expert conferences and discussion panels dedicated to the implementation of the waste directive or the deposit system project in Poland, on behalf of key industry and business organisations to which our company belongs: the Association of Employers of the Packaging and Products in Packaging Industry EKO-PAK, the Polish Federation of Food Industry, the Organization of Employers Employers of Poland and the Federation of Polish Entrepreneurs.

Deposit Return Scheme (DRS) are already in place in Estonia from 2005, Latvia (implemented in February 2022) and Lithuania (2016), as described more in the chapter on environmental impact.



In 2022, we continued a standardized dialogue at our production plants in Poland - Radzymin, Staniątki and Tylicz, and in Varena plant in Baltics. We organised dialogue panels with key stakeholders. The meetings were conducted in accordance with the requirements of the AA1000 SES standard within the Alliance for Water Stewardship. The meeting was attended by representatives of 10 stakeholders in Tylicz, 9 in Radzymin and 11 in Staniątki and 9 in Varena. Representatives from local communities were present, as well as representatives from public authorities and our key suppliers.

The meetings were dedicated to water management priorities, but also to cooperation with stakeholders for sustainable development and climate neutrality. Some of the initiatives proposed by stakeholders have already been implemented. An example is a project implemented in cooperation with the local Association for Promotion and Development 'Discover Tylicz', a bicycle route following the trail of mineral waters of the Tylicz area was also created. In addition, the plant prepared information boards about the wealth of local water resources of the water cycle and placed them by the nature trail along the Bradowiec stream in Tylicz.



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In Radzymin, stakeholders emphasised the need for the plant's team to share their experience on the issue of water management and conservation, e.g. by organising meetings and workshops for other companies in the industry.

In Staniątki, stakeholders highlighted the cooperation between the Municipality and the plant in solving the Drwinka River retention problem. In response to this expectation, together with a local organisation they are looking for opportunities to raise awareness among the Municipality's residents about the natural values of the Drwinka River.

In addition, the Staniątki Plant organised a workshop for local schools, during which young people were presented with simple to implement so-called 'best practices' so that they can protect water resources every day. The meeting was attended by 175 pupils from 7 classes of

We built relationships with external stakeholders in the Baltics in 2022 by participating in local and national events, hundreds of business meetings and an active presence in industry and business associations and organisations.

A panel discussion with stakeholders of the Neptunas plant in Lithuania included representatives of NGOs, local communities and public authorities. The meeting started with Silvestras Dikcius, Lithuanian climatologist's presentation on climate change. The discussion included the impact of global climate change on responsible water resources. The stakeholders also looked for opportunity where they might build a synergy together on social impact

## BEST PRACTICE

The Coca-Cola HBC plant in Radzymin hosted the 2022 Beverage Congress and hosted nearly 120 representatives of the Polish beverage, chemical and technology industries. Over the course of three days of lectures, panels and workshops, representatives of invited companies addressed topics such as the impact of companies' activities on the environment, consumer trends, market challenges in the face of legislative and economic changes or new technologies in business. Experts in various fields related to beverage production shared their observations, experiences and the effects of their pro-environmental activities, inspiring each other to introduce further solutions supporting sustainable development.



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**BEST PRACTICE**

Customers – as key stakeholders – are at the heart of our strategic decisions. We aim to make cooperation with us as friendly and effective as possible. Through a set of principles, we build a culture of collaboration. As the vision of “Customer centricity” we train teams, build structure and tools to support the customer at every stage of their contact with us. We survey customer loyalty twice a year – in 2022 we sent out 50,000 surveys to which 30% of recipients responded.



We also care about relationships with our employees. We conduct regular employee satisfaction surveys, thanks to which we know that 85% of employees are satisfied with their work at Coca-Cola HBC Poland and Baltics. Senior Management Team leads the regular, monthly meetings with all employees (the so-called town halls) on the most important topics and challenges facing the organisation, also needs reported by employees.

**BEST PRACTICE**

**[403-4]**  
In each country where Coca-Cola HBC Poland and the Baltics operates, employees have their own representation – the Workers' Council. In Estonia, there are two representatives on the national Council, five in Lithuania and four in Latvia. All these countries also have one representative in the European Workers' Council. In Poland, there are seven representatives on the Workers' Council, with three of them on the European Workers' Council.

In Poland, employees are also represented by trade unions – NSZZ Solidarność and the Workers' Union, which together – as of December 31, 2022 – had 128 members. We conduct regular dialogue on occupational safety with employee representatives. Health and Safety Committees have been established locally at all 4 production plants in our business unit to discuss and debate issues of safe working conditions and listen to the voice of their representatives.

**BEST PRACTICE**

The Employee Assistance Program, a confidential support service, has been in operation since 2020. Employees and their families can receive free psychological support. The EAP programme offers tailored and professional support and assistance in managing life's difficulties. The EAP help centre operates 24/7 to offer support whenever needed.

**[2-26] [2-27]**  
All stakeholders have access to an anonymous channel to raise concerns about our SpeakUp! Line activities. In 2022, we have not recorded a single instance of our activities in Poland, Estonia, Latvia and Lithuania being in breach of the law or regulations.

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[2-28]

At Coca-Cola HBC Poland and Baltics, we share our experience and shape the market environment through our membership in important organisations operating:



**In Estonia, we are a member of:**

- [Estonian Food Industry Association](#),
- [American Chamber of Commerce](#),
- [Estonian Chamber of Commerce and Industry](#),
- [Association of Premium Alcohol Producers and Importers](#),
- [Estonian Forum for Responsible Business](#).



**In Latvia, we engage in activities of:**

- [Latvian Food Federation](#),
- [Employers' Confederation of Latvia](#),
- [Latvian Chamber of Commerce and Industry](#),
- [Latvian Association of Non-Alcoholic Beverages](#).



**In Lithuania, we belong to:**

- [Association of Lithuanian Food Industry](#),
- [Lithuanian Beverages Association](#),
- [Lithuanian Free Market Institute](#),



**In Poland:**

- [Polish Federation of Food Manufacturers Employers' Association](#),
- [Employers' Association of the Packaging and Packaging Products Industries EKO-PAK](#),
- [Rekopol Organizacja Odzysku Opakowań SA](#),
- [Employers of the Republic of Poland](#).



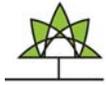
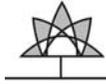
We also support organisations and associations whose activities are in line with our values. These include:

- [Polish Red Cross](#),
- [Food Banks](#),
- [Foundation Institute for Employee Volunteering](#),
- [Foundation for Youth Entrepreneurship](#),

and dozens of very local community organisations and associations with whom we carry out local projects including voluntary work.

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### Awards for Coca-Cola HBC Poland and Baltics

 <ul style="list-style-type: none"> <li>Green CSR Leaf for Coca-Cola HBC Poland for its NetZeroBy40 strategy and efforts to reduce CO<sub>2</sub> emissions over the past decade.</li> </ul>	 <p><b>Poland</b></p>	 <ul style="list-style-type: none"> <li>Golden CSR Index in Estonia</li> </ul>	 <p><b>Estonia</b></p>
 <ul style="list-style-type: none"> <li>Silver Leaf for Coca-Cola HBC Poland (prestigious award on the occasion of Deloitte's and Polityka magazine's annual sustainability ranking)</li> </ul>	 <p><b>Latvia</b></p>	 <ul style="list-style-type: none"> <li>Top Employer - 7th place in the trade sector. Ranking of CV-Online, the largest job portal and recruitment company in Latvia</li> </ul>	 <ul style="list-style-type: none"> <li>Platinum category in Latvia, ranking by the Institute for Corporate Sustainability and Responsibility</li> </ul>
 <ul style="list-style-type: none"> <li>Reliable Employer 2022 title (awarded by Kowalski Pro-Media - publisher of promotional supplements to popular newspapers in Poland)</li> </ul>	 <p><b>Lithuania</b></p>	 <ul style="list-style-type: none"> <li>Varėna district municipality's nomination "For sustainability" was awarded UAB "Coca-Cola HBC Lietuva" mineral water plant "Neptūnas".</li> </ul>	
 <ul style="list-style-type: none"> <li>First place in the "consumer goods" category and third place overall in the 16th edition of the Responsible Companies Ranking. Coca-Cola HBC Poland became category leader for the second time in a row.</li> </ul>			
 <ul style="list-style-type: none"> <li>"Retail Innovation Gold" for actions implemented as part of the NetZeroBy40 commitment, a 40 per cent reduction in the use of stretch film throughout the supply chain.</li> </ul>			
 <ul style="list-style-type: none"> <li>ESG innovation in the INNOWATOR ESG 2022 plebiscite for measures to close the water cycle at the Radzymin plant</li> </ul>			

### Ratings

 <ul style="list-style-type: none"> <li>Coca-Cola HBC the most sustainable beverage company in Europe according to the Dow Jones Sustainability Index global ranking for 2022. Thanks to its continuous efforts in achieving its NetZeroBy2040 and 'World without Waste' ambitions, the company raised its score, gaining 93/100 points. This places it among the industry leaders for the twelfth consecutive year, and for the sixth time in first place</li> </ul>
 <ul style="list-style-type: none"> <li>Silver Class distinction' from S&amp;P Global.</li> </ul>
 <ul style="list-style-type: none"> <li>Platinum certification from the Alliance for Water Stewardship</li> </ul>
 <ul style="list-style-type: none"> <li>Eighth consecutive year of the highest rating (AAA) among beverage companies in the MSCI ESG Rating.</li> </ul>
 <ul style="list-style-type: none"> <li>Presence in the FTSE4GOOD index since its creation in 2000</li> </ul>
 <ul style="list-style-type: none"> <li>Grade A- in the climate and water area of the CDP A list 2021 ranking</li> </ul>
 <ul style="list-style-type: none"> <li>Presence in the Ethibel EXCELLENCE register of socially responsible investments</li> </ul>
 <ul style="list-style-type: none"> <li>ESG Prime status in the ISS</li> </ul>

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### THE COCA-COLA FOUNDATION FOR LOCAL COMMUNITIES

The Coca-Cola brand's relationship with stakeholders is also built by The Coca-Cola Foundation, which is the main international philanthropic arm of the Coca-Cola system of companies. The Coca-Cola Foundation fulfils The Coca-Cola Company's commitment to donate 1% of the group's operating income for the previous year to charity each year. Grants are awarded throughout the year based on our priorities, tax requirements, legal compliance and approval of the Foundation's Board of Directors. The Coca-Cola Foundation also provides additional funding and grants to communities and organisations in response to major crises, including the Coronavirus outbreak and helping refugees from Ukraine.

### SOCIAL PROJECT FINNACED BY THE COCA-COLA FOUNDATION



**Sustainable Business Growth Initiated by Women in Estonia** - The goal is to facilitate and support women to make impact on sustainable economic development. It is a program about raising awareness, sustainability and prepare women to start or transform their businesses to become sustainable.

Main activity lines:

- seminars/workshops with regional coverage in Estonia on how to build women networks on sustainable development, and as well educating on sustainability
- success team trainings across Estonia, initiating or participating in a success team will help participants to reach their goal more efficiently.
- webinars on wider audiences on practical education on sustainable and green lifestyle
- circular economy, waste and reducing consumption, energy consumption, CO<sub>2</sub> footprint measurement and KPI's
- hackathons on female entrepreneurs to start sustainable businesses and success teams led by practicing entrepreneurs coach them for success



- round tables with stakeholders (government, trade organizations and businesses) to make impact on their way of operating daily businesses
- Earth Day to raise awareness of the role of every single individual (woman) to make impact on making green world happen
- international conference on Women in Sustainable business growth in Tallinn. Best practices.

**Clean and Safe Baltic Sea in Estonia** - The project "Clean and Safe Baltic Sea" II and III stages are managed by the Estonian Voluntary Rescue Association. The project's objective is to activate and involve local communities around sea safety and pollution issues and maritime assistance in the Baltic Sea region. The II stage of the project was on the period August 2021- July 2022 and III stage started in November 2022.

The project organized 12 meetings with project personnel and 34 regional events (information days, seminars, clean-up days) in selected locations in Estonia, altogether

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over 3,600 participants. 14 training days were organized to schoolchildren and 4,8 tons of waste has been collected on clean-up days. Around 30,000 local people have benefited from the project activities and results. Clean and Safe Baltic Sea is in close cooperation with state institutions: Parliament, the Ministry of the Interior, Ministry of the Environment, Estonian Police and Border Guard Board, Estonian Rescue Board and Joint Rescue Coordination Centre.

Project experts developed an information system of maritime technical assistance network for pilot regions and created web-pages for Trossi system, also for sea and coastal environmental activities "My Sea" ("Minu Meri"). The project prepared new campaign "Keeping our sea safe and coastal area clean!" for sailing season of 2023 and on regional clean-up activities.



**Clean Forests action in Poland -**  
In Poland we are involved in the life of local communities - we support initiatives and propose our own projects. Ecology-related projects occupy a special place among our local activities every year. In 2022, we supported the Clean Forests campaign, financed by The Coca-Cola Foundation in the vicinity of Giżycko, Lublin, Niepołomice and Wieliczka, about which we write more in the environmental section of the report.

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**Zero Waste Future in Latvia** - the objective of the Zero Waste Future project, in Latvia known as Tīri.Labi, is to introduce the zero-waste city concept in Latvian municipalities. The project initiative is based on three pillars: Intervention, Education, and Behavior change. This means that the main idea is to first assess the current situation regarding recycling habits and current waste management infrastructure in the chosen city and describe what the current problems are and how this could be improved. The main stakeholders of the project and beneficiaries are municipality employees, local businesses and organizations participating as well as the local communities of the municipalities. Throughout the project three Latvian

municipalities have been engaged – Cēsis, Salaspils, and Līvāni. In 2022 The Tīri.Labi. movement has raised the issue of zero-waste in various municipal events such as meetings with municipal management and responsible departmental staff to identify municipal developments and potential areas for change.

Līvāni municipality organized a campaign where they invited citizens to donate their old textile products, which were later either donated to people in need, to animal shelters, used for crafts or sent for recycling. During the city festival the municipality invited people participating to be more sustainable and reduced the number of plastic products in the event.



**Empowering Girls in Lithuania** - the Junior Achievement Lithuania runs a project called #EmpoweringGirls. The goal of such a project has been to raise awareness on the issue of gender equality in entrepreneurship and the tech industry, the importance of work readiness for youth and the promotion of women entrepreneurship among young people from 37 towns and 115 educational institutions. Over 6000 young people (over 3000 girls and women) have been reached directly through school visits, online webinars, and events. Over 80 female business professionals have been approached to give lectures as guest speakers, take part in discussions about their career journey and mentoring for young people, and sit on jury panels during educational events devoted to entrepreneurship. The online entrepreneurship education course for the experiential students' company program "accelerator x" was developed as part of this project.

**Gravitas Schola in Lithuania** - Gravitas Schola is a school for war-displaced Ukrainian children. It received a \$150,000 grant from TCCF in 2022. The school faced an incredible challenge of relocating its entire community (around 300 persons), including teachers, students, and families, from Kharkiv, Ukraine to Europe. Through collaboration with various local and international partners, such as Vilnius Municipality, Ukrainian Embassy, International democratic education network, Center for Non-violent communication and many others. Gravitas Schola ensures a flexible and inclusive education for refugees. The school prioritizes the students' well-being by recognizing and addressing their traumatic experiences. Additionally, students have the opportunity to learn the local curriculum in their native language, preserving their cultural identity while gradually adapting to the local language. Moreover, they have the freedom to choose courses, participate in the school parliament, and receive education on human rights, democracy, citizenship and sustainability.

# We support youth

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IN LINE WITH OUR MISSION SUSTAINABILITY 2025 COMMITMENTS WE AIM TO:

- Support one million young people entering the labour market in 28 countries through the #YouthEmpowered programme



## YOUTH EMPOWERED PROGRAMME

For years, we have been organising the Youth Empowered programme in Estonia, Latvia, Lithuania and Poland - an educational initiative implemented for young people who need support in the decision-making process regarding their choice of educational direction or professional life. Youth Empowered was established in 2017 at the initiative of Coca-Cola HBC for young people entering the labour market. In 2022, the Youth Empowered programme was implemented in partnership with the Youth Entrepreneurship Foundation as part of the My Finances in Poland programme. The Foundation is a member organisation

of the 2022 Nobel Peace Prize nominee Junior Achievement Worldwide. In Estonia and Lithuania, local branches of the Junior Achievement Foundation are also partners in the programme. In Latvia, the programme is implemented in partnership with the Employers' Confederation.

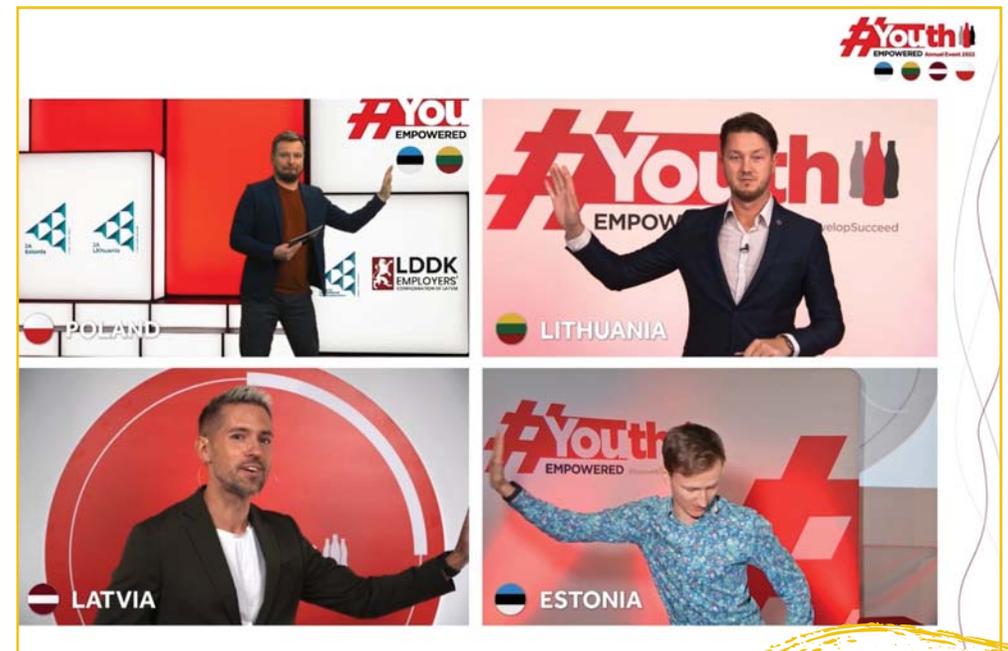
## YOUTH EMPOWERED EVENT

Almost five thousand young people from Poland, Lithuania, Latvia and Estonia met in October 2022 at a virtual event organised for the third time to officially launch the next edition of Youth Empowered. Together with local partners, meetings full of inspiration and practical information with business representatives, labour market experts, entrepreneurs were prepared for the young participants.

During the opening webinar, hosted by Karol Paciorek, an influencer well known to the participants, business practitioners shared their experiences. The first speaker was Jaak Mikkel, General Manager of Coca-Cola HBC Poland and Baltics, who talked about what is most important in building one's professional path and how to turn one's mistakes into inspiring development lessons.

In the Baltic States, nearly **3,300** young people have benefited from the programme so far.

In Poland, nearly **200,000** people have so far benefited from the tools offered by partnerships in the programme



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### YOUTH EMPOWERED PROGRAMME IN POLAND

At the Youth Empowered 2022 launch event, the Polish stage featured, among others:

- artificial intelligence researcher, Vice-Chancellor of the Leon Koźminski Academy, Professor Aleksandra Przegalińska, PhD, who spoke about the possibilities of interaction between humans and modern technology,
- Aleksandra Wesołowska-Sieja, PR Manager of the Praca.pl portal, who gave a practical lecture on how to read job advertisements,
- Anna Pytel, Talent Acquisition Manager Coca-Cola HBC, who provided valuable tips on how to prepare a first CV
- entrepreneur Kamil Baj from Pszczelarium, who presented the story of starting his own business.
- Nearly 1,000 Polish students and teachers from secondary schools attended.
- educational materials on the My Finances platform in Polish and - some of them - also in Ukrainian
- inspiring workshops for young people at, among others, the Radzymin factory
- meetings with mentors to prepare teams of young people for the finals of the Young Entrepreneurship Leaders competition. Experts from Coca-Cola HBC Poland strengthened young people's discussion and argumentation skills and reinforced presentation competences.
- webinars on wellbeing "How to log off your brain" and on sustainability and ESG strategies



### BEST PRACTICE

As part of our cooperation with the Youth Entrepreneurship Foundation, we conducted a survey on teenagers' perspectives on their professional path in 2022. It turns out that young Poles already have well-thought-out professional plans for the future, but most of them need support in making the final decision. More than 60 per cent of them are still hesitating. As many as 86 per cent of respondents would like to meet with experts, business practitioners to verify or confirm their assumptions.

This is why we share our expertise with young people in workshops, webinars and on line events.



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### YOUTH EMPOWERED IN ESTONIA

Estonian Youth Empowered project in 2022 had two iterations. The first Hackathon of sustainable ideas - aimed at Estonian youth - emphasised the themes of sustainability and the development of business ideas that minimise human impact on the environment. 400 young Estonians participated in the project in person in Tallinn and online. The event was opened by an inspirational discussion with sustainable start-ups representatives on the topic what problems and how they are solving (CO<sub>2</sub> emissions, food saving, urban design, sustainable fashion, PC recycling). In the main part of the hackathon youngsters around Estonia attended workshop „Creating and developing sustainable ideas “ and pitched their ideas at the end of the day.



In addition to the Hackathon of the sustainable ideas the training for entrepreneurship school teachers were organised on 29th August 2023 in Tallinn to improve their knowledge and skills to teach how business in a sustainable way could be organised. One of the training lecturers was CEO of the CSR Estonia Kristiina Esop. The training was attended by 40 teachers around Estonia.

The second iteration was aimed at Ukrainian youth and aimed to help them integrate into Estonian society and the labour market. 20 young people from Ukraine were invited to a summer camp, where they participated together with their Estonian peers in, among other things, coaching sessions and inspiration meetings with aim to develop their social skills and create preconditions for integration in the Estonian society and future professional fulfilment.



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## YOUTH EMPOWERED IN LATVIA

Nearly 1,000 people aged 18 to 25 participated in Latvian Youth Empowered initiative in 2022. Since 2017 it is organised by Coca-Cola HBC Latvia in close cooperation with the Latvian Employers Confederation - the largest association of employers' organisations that represents employers in Latvia.

During the #YouthEmpowered day 2022 in Latvia training modules covered:

- Digital skills delivered by Riga Tech Girls - the first community in Latvia dedicated to educating and inspiring girls & women about technology;
- Re-empowering sustainable youth - sustainability and circular economy by Coca-Cola HBC Latvia.

And the day was full of inspiration and practical information shared by representatives of the business world, labor market experts and entrepreneurs.



Within the #YouthEmpowered trainings and discussion cycles we aim to inspire and educate young people through real experience stories. We hope that by listening to the stories of professionals working in various industries, the participants gain more inspiration and will use the knowledge acquired in these discussions to promote their own career growth!

*Dace Dricka,  
Corporate Affairs  
and Sustainability Manager  
in Coca-Cola HBC Latvia*



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**YOUTH EMPOWERED IN LITHUANIA**

As a part of Youth Empowered project 2022 was organised an event for 1,330 students. 15 experts discussed with young people, among other things, the skills needed for the labour market in the 21st century, careers in different sectors and appropriate preparation for interviews.



It is very important for us to give young people the opportunity to acquire the competences they need for their future, to share our personal career stories, and to inspire them to achieve their goals through daily hard work and effort. The feedback and questions we have received from young people during the events confirm to us once again the relevance and need for this programme.

*Inga Lunge,  
Corporate Affairs  
and Sustainability Manager,  
Coca-Cola HBC Lithuania*

In December 2022, representatives of the Neptūnas plant participated in the young entrepreneurs' fair 'eXpo 2022', which is part of the Youth Empowered programme. The event is prepared by Junior Achievement Lietuva, a leader in youth entrepreneurship and financial literacy education programmes in Lithuania, and the organisation is supported annually by the Coca-Cola Foundation and Coca-Cola HBC Lithuania. In 2022, the annual Youth Empowered Team award was presented to junior high school students from Varėna and Kaunas.



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# We want to be a good neighbour



IN LINE WITH OUR MISSION  
SUSTAINABILITY 2025 COMMITMENTS  
WE AIM TO:

- **10% of employees undertake employee volunteering activities**



**We strive to earn a reputation as a 'good neighbour' and work closely with the communities in the locations where we operate our facilities.**

 In Estonia Coca-Cola HBC closely cooperates with Food Bank to support on regular basis the delivery of food to the families in need.

 It is a great opportunity to enlarge your picture of the world and see how other people are living, their needs and what could be improved in our society! I total support such kind of social activity.

*Madis Katel,  
our volunteer*

 Employees in Latvia were invited to participate in individual volunteering activities using opportunity for a granted one working day per year for team or individual volunteering purposes. Employees were involved in a blood donation activities.

 Coca-Cola HBC Poland and Baltics is taking part in the international Clean Up Day campaign in Lithuania. The company's employees and local residents clean up the surrounding forests, streams and rivers and fill rubbish bags with various types of waste - for example, an old television set was found during the clean-up of the Derežnyčia stream in Lithuania.

 In Lithuania, Netpunas has been working with the community for years through local events and partnership programmes. Employees, together with local residents, participate in events on various areas of sustainability, and interesting excursions are organised for schoolchildren at the plant. Information about the plant's activities is shared in the local media, and company representatives are in ongoing contact with the local authorities and the municipal water supplier. The topic of sustainable use of water resources is also addressed in the annual stakeholder panel. Lithuanian employees helped at a local nursing home and took part in a blood donation event.



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# We want to create added value where we live and work



## 50 YEARS OF COCA-COLA IN POLAND

In 2022 we celebrated the 50th anniversary of the Coca-Cola brand's presence in Poland. To mark the occasion, we prepared an extensive campaign that recalled the history of the brand and its local impact.

The campaign was launched in April - activities included radio, TV and cinema spots, a digital campaign and artistic murals in five Polish cities. The nationwide lottery was also popular – the Coca-Cola app was downloaded by more than 319,000 new users, and the anniversary code at the bottom of the bottle label was entered by more than 1.3 million people. In addition, we also offered coupons for special birthday meals at popular restaurants so

that consumers could celebrate the brand's 50th anniversary together with Coca-Cola and their loved ones.

On the occasion of the anniversary, the premiere of the song "Magia jest w nas" was also held, performed by Sara James, a young artist and also Poland's representative in the Junior Eurovision Song Contest 2021. The song is an arrangement of the legendary hit from the 1990s, the first Polish song created for the Coca-Cola brand, performed by Kasia Kowalska, entitled "I want to stop time".

The central event of the celebrations was an artistic birthday party organised at Browary Warszawskie, telling the story of the brand in Poland - the famous Warsaw staircase was covered with a special

5760 bottles in one hour - that was Coca-Cola's sales figure 50 years ago, when production of the beverage began at Browary Warszawskie. For five decades Coca-Cola has held a special place in the hearts of Poles and has become an enduring part of their culture and business. At Coca-Cola HBC Poland we are working to ensure that our continued presence in Poland is increasingly responsible and sustainable, while at the same time having an increasingly positive impact on the Polish economy.

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graphic recounting the key moments of Coca-Cola's presence in Poland, there were also "Rooms of Taste" - an installation reflecting the spirit of decades gone by, and an exhibition presenting key dates, facts and archive photos.

Our celebration culminated in September 2022 with the grand opening of Coca-Cola HBC Poland's latest investment - a high-bay warehouse that expands the operational and logistical capabilities of the company's largest facility in Central and Eastern Europe. The investment, worth more than PLN 61 million, closed a decade in which the Coca-Cola system has invested PLN 1.3 billion in Poland. The ceremony was attended by, among others, Pawel Szrot, Head of the Cabinet of the President of the Republic of Poland, US Ambassador Mark Brzezinski and representatives of government and local administration.



We celebrated Coca-Cola's 50th anniversary in Poland with people employed in our organisation. We organised joint meetings of our management team in the Warsaw office and at our plants in Radzymin, Staniątki and Tylicz. All participants were treated to a birthday cake, and everyone also received a special commemorative bottle of Coca-Cola. Offices and plants were decorated with balloons, and as attractions we provided a photo booth and a special board on which everyone could make Coca-Cola wishes.



**Trophy Tour in Poland**

In 2022, we prepared the Trophy Tour in Warsaw, a visit of the World Cup, presented to the winners of the World Cup. During the three-day stay in Poland, we organised a conference for journalists combined with the presentation of the Cup and a joint "Football Celebration" for employees and influencers together with live cheering during the Poland-Holland match. In addition, a football team of Coca-Cola employees took part in the PGE Cup tournament held at the National Stadium.



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### WE SUPPORT EMPLOYEE VOLUNTEERING

Employees of Coca-Cola HBC Poland and Baltics are also active participants and often initiators of social events in the local community. We support our employees in this through various forms of corporate volunteering - action, project and competence-based. Any employee can submit a project proposal to a volunteering grant competition, which is assessed by a special committee consisting of employees and independent external experts, and together with a local NGO receive a grant to implement a volunteering project.



Almost **12%** of our employees in Coca-Cola HBC Poland and Baltics are involved in employee volunteering, during working hours. They may also invite their families, friends and local community representatives to get involved.



Employees from Estonia organized food collection, medical assistance and housing to help Ukrainian refugees start a new life in Estonia. In Lithuania, employees helped in a local nursing home and took part in a blood donation campaign. Employees in Latvia also got involved in the blood donation campaign.

Each employee can use 1 day per year to volunteer during working hours.

[Own indicator: employees involved in employee volunteering]

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**SUPPORT FOR UKRAINIAN REFUGEES**

From the first day of the outbreak of the conflict in Ukraine, we provided real support to Ukrainian citizens in need. The Coca-Cola system of companies supported its employees in the country (aid payments) and citizens - 18.5 million euros were allocated for this purpose. Support was given to the Red Cross Organization in Ukraine and neighboring countries (a donation of about 1 million euros for the International Branch and 570,000 euros for local branches).

 In Estonia were provided 16 437 liters of our products for total value 11 074 euro. In addition to the help mentioned above in Estonia the social project for the Ukrainian Youth was organised. In order to help them to integrate in the estonian society Coca-Cola HBC provided opportunity to the 20 young people aged 14-21 (most of them experienced war violence) to attend for 1 week summer camp in the South Estonia

 Project have got a highest score and exetremely positive feedback from participants, their parents as it helped youngsters to discover opportunities for their new lives in Estonia as their new home and adopt them self with the help of the Youth Empowered programme curriculum.

*Darja Saar  
Corporate Affairs and Sustainability Manager in Coca-Cola HBC Estonia*

together with the youngster around Estonia. The curriculum of the summer cump based on the Youth Empowered program and was devoted to the self-development and discovering future professional opportunities.

 In Latvia we continued close cooperation with the NGO's in Latvia - Latvian Food Bank and Red Cross Latvia ensuring that our products are donated to those who need them most focusing on the most urgent needs.

 In Lithuania during the outbreak of the war in Ukraine, we have been actively cooperating with key NGOs in Lithuania - the Red Cross, Lithuanian Caritas, the Food Bank of Lithuania, Ukrainian children's day camps and other partners. We contributed nearly 70,000 litres of beverages, most of which were produced in Varena plant.



 In Poland the funds given to Polish Red Cross made possible to set up, among other things, 4 mobile receptions for refugees arriving in Poland. In addition, employees opened the doors of their homes and, as volunteers, became involved in helping those who needed shelter. Many of them took organized transportation for refugees or prepared meals at the reception points. In cooperation with

Food Banks and the Employee Volunteer Institute Foundation, products were donated to those most in need.

Employees of the Coca-Cola system of companies from Ukraine and their families were also received in Poland. The value of the material aid provided in Poland amounted to PLN 5 million.

# Employees of Coca-Cola HBC Poland and Baltics

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IN LINE WITH OUR MISSION  
SUSTAINABILITY 2025 COMMITMENTS  
WE AIM TO:

- **Create diverse teams to ensure that 50% of managerial positions are occupied by women**
- **Reduce accident rate by 50%**
- **Reduce to zero fatalities**



[3-3 working conditions]

We base work at Coca-Cola HBC Poland and Baltics on values, respect and support for diversity.

Both in the offices and at our plants, we provide opportunities for professional development, clear career paths and a corporate culture based on values and respect.

The key documents describing our approach to workforce issues are:

- Equal Opportunities Policy
- Human Rights Policy
- Code of Business Ethics
- Health and safety Policy

The content of all policies is public and can be found on our website.



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# Remuneration and benefits

[2-19] [2-20] [2-30]

**In all countries in which we operate, the principles set out in the Remuneration Regulations apply. Salaries are assigned from job positions and the range depends on the grade of each employee.**

The provisions of the Regulations are drawn up jointly with employee representatives. Their compliance with external and internal regulations is supervised by employees from, among others, the Legal Department and the People & Culture Department. There are no collective bargaining agreements at Coca-Cola HBC Poland and Baltics.

Depending on the employee's job category, the level of remuneration is set and approved in accordance with our internal Code of Business Conduct.

[401-2] [403-6]

**Employees working in Estonia, Latvia, Lithuania and Poland can also count on a benefits package, which include:**

- life and health insurance
- private health care
- unlimited free access to Coca-Cola HBC beverages at the workplace and occasional opportunity to take drinks home
- possibility of flexible working hours for office workers
- initiatives to improve employee wellbeing and engagement (e.g. Christmas parcels, birthday gifts, fruits in the office);
- Sports card or cafeteria programme;
- An additional day off to be used for employee volunteering activities during working hours;
- 1 day off for participation in a blood donation event
- an additional three days off for the use of annual leave in the year;
- additional leave of absence for persons with a recognised disability;
- tuition subsidy;
- contribution to the purchase of spectacles
- company car for private use (in accordance with internal company policy)
- mobile phone (in accordance with internal company policy)
- gifts for length of service with the company
- Christmas gift cards and Christmas presents for employees' children



In addition, benefits in Estonia, Latvia and Lithuania include:

- retirement benefits
- the first 5 days of sick leave are fully paid (the company contributes the difference in salary resulting from the applicable law to make the payment 100%)
- Additional days off (days off for childcare for parents with one or more children under 14 years of age);
- up to 4 additional days off per year depending on length of service with the company
- Allowances: death allowance, childbirth allowance, school allowance, up to grade 9, for employees raising children, for graduation, on the occasion of a wedding.

The details and scope of non-wage benefits are tailored to the legal requirements of the specific country and may vary.



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# Respect and diversity

[3-3 Human rights, diversity]

**We promote and respect diversity, respect all labour rights. We do not accept discrimination, bullying, harassment or any forced labour practices. We enable employees to report - including anonymously - all irregularities in this regard.**

We do not tolerate behaviour that is incompatible with our values. These principles apply not only to employees but also to business partners.

[406-1] [405-1]

We ensure that positions are filled equally and according to competence. We also give equal rewards and promotions to women and men. We periodically organise diversity and inclusion training. In 2022, we did not record a single case of discrimination.

**Percentage of individuals within the organization's governance bodies in each of the following diversity categories:**

Gender



Age



One of the initiatives supporting the goal of our 2025 Sustainability Mission and increasing the number of women in leadership positions was the launch of the Power of Female Network in 2022. Our aim was to gather and listen to the voice of women representing all functions and countries of Coca-Cola HBC Poland and Baltics in the area of their needs in career development.

Network participants met with global Coca-Cola HBC leaders, participated in meetings with representatives of other women's networks from different countries from both Coca-Cola HBC and other companies who presented their best practices. Power of Female participants attended a training session on personal brand building.

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We want to develop solutions that support women's ambitions and aspirations in career development. In 2022, the Power of Female was created by 30 women at Coca-Cola HBC Poland and Baltics. The undoubted advantage of participating in the initiative is the opportunity to expand contacts, seek support in professional and personal difficulties and co-create change that is important from the perspective of the entire organisation. We also support personal development and share experiences. We build a network of mentors and mentees. This strengthens and helps you in your daily work.

*Katarzyna Bartold-Bajek,  
People and Culture Director, Coca-Cola HBC Poland and Baltics*

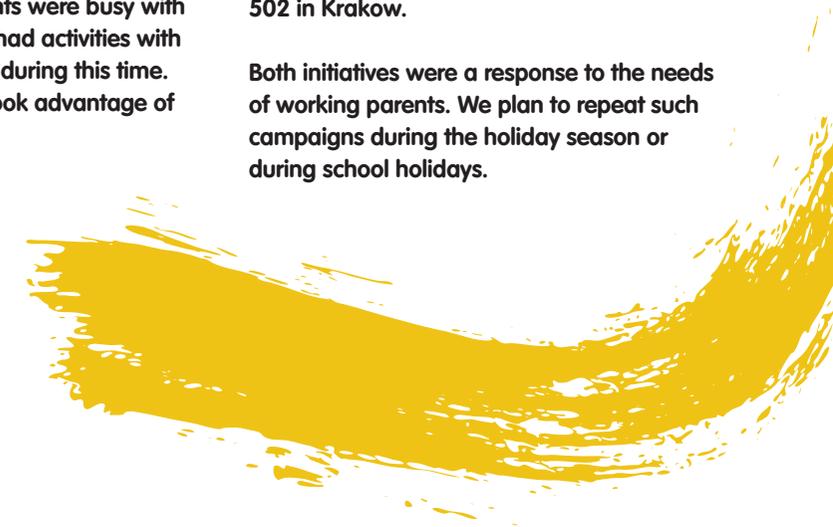


**BEST PRACTICE**

In July and August 2022, we organised 'Fridays for family and friends' in the Warsaw office. Employees were able to show their families and children their workplace during this time. While the parents were busy with their duties, the children had activities with professional entertainers during this time. Around 100 employees took advantage of this opportunity.

In addition, a Family Day for employees and their families was held in Warsaw, Krakow and Radzymin. It was attended by 250 people in Warsaw, 700 in Radzymin and 502 in Krakow.

Both initiatives were a response to the needs of working parents. We plan to repeat such campaigns during the holiday season or during school holidays.



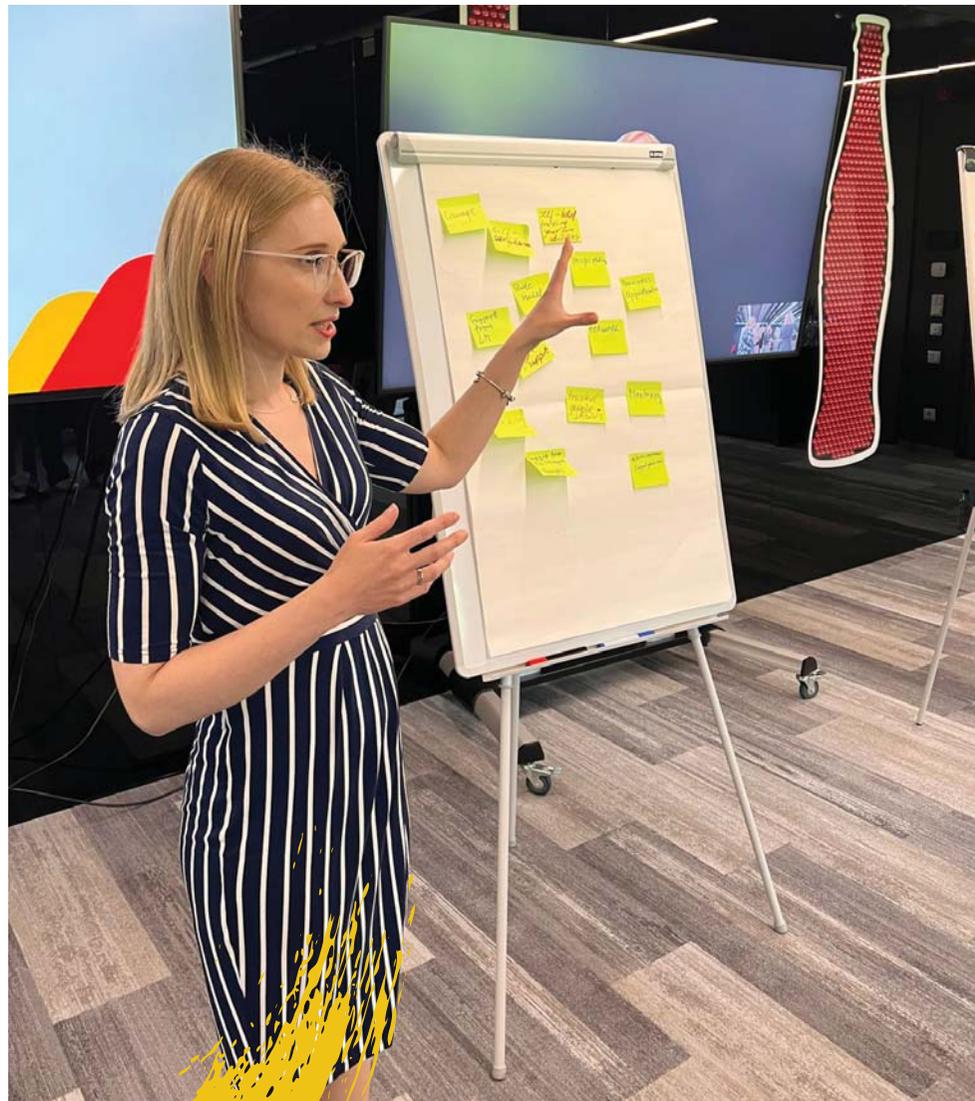
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# Training and development

[404-2]

We focus on employee development within the organisation and offer training tailored to our current and future business needs. Professional qualification programmes are available to everyone at Coca-Cola HBC Poland and Baltics - employees at production plants, managers and those working in sales.

We also provide English language courses, training on legal issues, negotiation techniques and digital skills. Learning is supported by the Helo e-learning platform with almost 2,500 training materials in 22 languages.



## Development and knowledge-sharing initiatives:

- Coke Day - a session for new employees at HQ,
- IDP information sessions,
- P4G education sessions,
- Educational sessions on engagement

## E2E BSO education sessions:

- Power Hour (for executives),
- Polish governance – educational sessions,
- Training on diversity and building an inclusive organisational culture

At Coca-Cola HBC Poland and Baltics, we support knowledge exchange among our employees. Among other things, we have implemented a mentoring system based on mutual learning, where the mentor and mentee help each other in personal and professional development by sharing knowledge and experience. The aim is, among other things, to support the induction of newly recruited employees, to support managers in the development of leadership competences and to foster talent. All of our group's markets are covered by the system, making it possible to select a mentor from any country.

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We observe our lower, middle and senior leaders and help them acquire the competences needed to implement our strategy as quickly as possible.

Fast Forward's annual development programmes for the highest-potential employees are conducted at three levels - from specialist to manager, from manager to senior manager and from senior manager to board member. The programmes effectively prepare for promotion and reduce the time required to achieve the expected results.

**The Fast Forward programme achieves this goal by, among other things:**

- providing clear development opportunities within the company,
- planning career paths,
- commitment building,
- building a succession of key management positions in the organisation,
- developing self-reliance and networking.

In 2022, we have continued the **Opportunity Marketplace**, which connects employees with projects. Project heads post announcements with information on what support they need and to what extent, and employees looking for new

development opportunities can apply to such projects. Employees can apply for projects from different departments and even different countries within the Coca-Cola HBC group. This approach enables employees to really learn, acquire completely new competences and get to know the organisation in practice.

**[404-3]**

All our employees are subject to regular performance appraisals and career development reviews.

**BEST PRACTICE**

Since 2020, we have been developing the **Smarp** platform for employees to create content and share it on social media. **Smarp** allows us to reach out more widely not only with company messages, but also with the private successes of employees who want to be active, build their image, share their knowledge and spread our values. The platform introduces an element of competition. By being active on the platform, employees earn points that can be exchanged for attractive prizes.



**Life Saving Rules**

Zero is possible

**BEST PRACTICE**

**[403-5] [403-6]**

At Coca-Cola HBC Poland and Baltics, we organised two **Health and Safety Weeks in 2022** - a spring and an autumn edition. The campaign included training and activities for employees at production facilities and offices.

The slogan for the spring campaign was 'Life-Protecting Principles', especially the first principle 'Think before you start'. Employees can easily identify the risks of the ten most common jobs and check whether they are adequately prepared for them. An important part of the action for the autumn was a day of personal safety and risks related to the situation across the eastern border. Health and Safety Weeks comprised a total of 53 activities and 173 training hours attended by a total of 1,500 employees working in six locations, in Poland and Lithuania.

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# Safe working

[3-3 Health and safety of workers]  
[403-1] [403-2] [403-8]

**We have implemented a consistent health and safety management system across Coca-Cola HBC Poland and Baltics. We assess occupational risks at all sites at least once a year.**

The results are discussed during a review of the occupational health and safety management systems implemented at each production site and based on the requirements of ISO 45001. In commercial and administrative functions, the results of the occupational risk assessment are reviewed on an ongoing basis at monthly occupational safety status meetings. In addition, we have introduced the principle of continuous risk analysis in case of process changes, temporary solutions, or new investments (Risk Assessment Process - RAP). All employees and subcontractors working under our supervision are covered by the rules of the health and safety management system.

[403-9] [403-10]

In 2022, there was not a single serious or fatal accident at Coca-Cola HBC Poland and Baltics. We also did not record a case of occupational illness.

## BEST PRACTICE

**Coca-Cola HBC Poland's priority is to have no work-related accidents. As part of regular campaigns to raise awareness of the importance of complying with health and safety rules, materials have been created for employees in offices, production facilities and the supply chain. They are distributed through posters, mailings and meetings. Not only employees, but also people working on Coca-Cola HBC Poland's premises and at third-party logistics operators' warehouses participate in the project.**

Twice a year, the Management Board of Coca-Cola HBC Poland and Baltics is formally informed of actions that result from, among other things, an analysis of the occupational risk assessment. In the event of an emergency, the Management Board is informed as a matter of urgency and takes appropriate action - in 2022, such a situation occurred, among other things, in connection with the sudden collapse of the weather in December and the increased risk of road traffic collisions.

Every employee is required to report accident and near miss incidents. The accident team determines the causes of the incident and the other units are informed. If possible, preventive measures are implemented to eliminate the risk of a similar incident occurring in other departments. Where work poses an imminent risk to health or life, the employee is obliged to refrain from carrying out the work. All employees are informed of this obligation. We have also introduced the possibility to report potentially dangerous incidents anonymously through the Speak Up Line tool.

[403-3]

Safety at work is the responsibility of every employee. However, a great deal of responsibility for the implementation of safety requirements, including the identification and elimination of hazards, lies with direct supervisors and the organisation's management. The Management Board is responsible for managing occupational safety at Coca-Cola HBC Poland and Baltics. The company also has a Health and Safety Manager responsible for Poland and the Baltics, who oversees safety issues and develops the health and safety management system.

[403-5]

100% of employees of Coca-Cola HBC Poland and Baltics have been trained in health and safety in accordance with the requirements of local law.

[403-7]

In 2022 we have continued the programmes implemented in previous years:

- **Life-Protecting Principles.** The programme reinforces the culture and implements a global coherent approach to risk and prevention.
- **The Behavioural Based Safety (BBS) programme,** under which we have 407 trained observers who performed a total of 2,865 observations in 2022,
- **Toolbox Talks,** a programme promoting safety talks and workplace inspections by Walk The Talk managers
- **Flotman driving style monitoring system** together with an incentive system for sales representatives to improve road safety and reduce atmospheric emissions in Poland.

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**At Coca-Cola HBC Poland we employ 1557 people, 72% of whom are men. The vast majority of people working at Coca-Cola HBC Poland are employed on a permanent, full-time basis.**

A few dozen people work with our organisation on a different basis than full-time - they are mainly commissioned service recipients and agency workers.

In 2022 we celebrated a special anniversary with our employees - 50 years of the Coca-Cola brand's presence on the Polish market. We organised birthday competitions with prizes for employees. We write more about the anniversary celebrations in the Stakeholder Relations section of.

## BEST PRACTICE

At Coca-Cola HBC Poland, we support corporate employee volunteering - action, project and competence-based. Each employee has an opportunity to submit his or her own project proposals as part of the Volunteer Grant Competition, later evaluated by a special committee consisting of employees and independent external experts. Employees are encouraged to work with representatives of local communities, local NGOs, to jointly implement projects that are important to the community. They can also analyse as mentors within the Youth Empowered programme. In the last year, they have been very active in helping Ukrainian refugees.

**Each employee is entitled to 1 day off for volunteer activities during working hours.**

[2-7] [405-1]

Number of employees in Poland divided into:

	2022	2021	2020	2019
Women	426	510	518	560
Men	1131	1153	1253	1290
<b>Total</b>	<b>1557</b>	<b>1663</b>	<b>1771</b>	<b>1840</b>
Percentage of employed women in relation to employed men	38%	44%	41%	43%

Employees:

on open-ended contracts		full-time	
Women	421	Women	420
Men	1126	Men	1131
<b>Total</b>	<b>1548</b>	<b>Total</b>	<b>1551</b>
on fixed-term contracts		part-time	
Women	4	Women	6
Men	4	Men	0
<b>Total</b>	<b>8</b>	<b>Total</b>	<b>6</b>

As Coca-Cola HBC Poland in 2022, we did not employ any employee without guaranteed working hours.



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**[2-8]**  
Total number of non-employee collaborators whose work is controlled by the organisation<sup>1</sup> **69**

**[2-21]**  
The ratio of the total annual compensation for the highest paid person in the organisation to the median annual total compensation for all employees (excluding the highest paid person).

Polska	13,46 do 1
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**Ratio of the percentage increase in total annual compensation for the highest paid person in the organisation to the median percentage increase in total annual compensation for all employees (excluding the highest paid person)**

Polska	1,93 do 1
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<sup>1</sup> working time equivalent result

**[202-1]**  
The amount of the minimum wage (at national level) is not gender-specific. The amount of the average remuneration of women and men in relation to the minimum wage.

	Indicator for women	Indicator for men
Poland	2,45	1,99

**[405-2]**  
The ratio of the basic salary of women to men

Poland	1,23
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**[401-1]**  
Total number of new employees hired at the organisation during the reported period, including a breakdown of:

Gender	2022	2021	2020	2019
Women	84	103	49	182
Men	145	118	73	330

Age	2022	2021	2020	2019
Under 30 years	104	134	61	262
30-50 years	117	86	58	243
Over 50 years	10	1	3	7

Rate of new employees hired in the organisation during the reported period, including a breakdown of:

Gender	2022	2021	2020	2019
Women	0,053	0,063	0,030	0,100
Men	0,093	0,070	0,040	0,180

Age	2022	2021	2020	2019
Under 30 years	0,066	0,082	0,040	0,140
30-50 years	0,075	0,048	0,030	0,130
Over 50 years	0,006	0,002	0,002	0,010

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**Total number of employees who left the organisation during the reporting period, including a breakdown of:**

Gender	2022	2021	2020	2019
Women	72	118	83	117
Men	125	191	155	195
<b>Age</b>				
Under 30 years	62	102	57	178
30-50 years	114	170	132	131
Over 50 years	21	37	8	4

**Employee turnover rate in the reporting period, including by**

Gender	2022	2021	2020	2019
Women	0,0462	0,071	0,047	0,060
Men	0,080	0,115	0,088	0,110
<b>Age</b>				
Under 30 years	0,039	0,062	0,032	0,100
30-50 years	0,073	0,102	0,075	0,070
Over 50 years	0,013	0,020	0,005	0,002

**[401-3]**

**Percentage of employees eligible for parental leave and the percentage of those who took advantage of this benefit**

	% of eligible employees	% of employees who used the benefit
Poland	100%	94%

**[404-1]**

**Average hours of training that the organization's employees have undertaken during the reporting period, by:**

Gender	2022	2021	2020
Women	25,04	15,13	22,43
Men	28,19	15,57	17,08

**Employment category**

Change leaders - change leader (CL)	1,21
Front Line Leaders (FLL)	11,69
Top300	0,54
Other positions	13,87

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**[403-9]**

The main types of accidents at Coca-Cola HBC Poland are tripping, slipping or bruising in the case of employees and forklift operations in the case of people who are not our

employees but who have performed work on our premises. Among the particularly hazardous risks, we identify driving and logistics operations. In 2022, we recorded no accidents in particularly hazardous work.

Number of fatalities due to work-related injuries	0
Fatality rate due to work-related injuries	0
Number of serious work-related injuries (excluding fatalities)	0
Serious work-related injury rate (excluding fatalities)	
Number of work-related injuries	6
Work-related injury rate	0.38
Number of hours worked	3187030667

**Safety of people who are not employees but whose work and/or workplace is controlled by the organisation**

Number of fatalities due to work-related injuries	0
Fatality rate due to work-related injuries	0
Number of serious work-related injuries (excluding fatalities)	0
Serious work-related injury rate (excluding fatalities)	0
Number of work-related injuries	5
Work-related injury rate	0.53
Number of hours worked	1873448



# Employment at Coca-Cola HBC Baltics

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**In Estonia, Lithuania and Latvia we employ 248 people on full-time employment contracts, more than 61% of whom are men.**

22 people worked with Coca-Cola HBC Baltics in 2022 on other than full-time basis.



**[2-7] [405-1]**

**Number of employees divided into:**

Gender	Estonia	Latvia	Lithuania
Women	27	26	43
Men	26	57	69
<b>Total</b>	<b>53</b>	<b>83</b>	<b>112</b>

Percentage of employed women in relation to employed men	104%	46%	62%
--	------	-----	-----

**Employees:**

on open-ended contracts	Estonia	Latvia	Lithuania
Women	25	25	43
Men	26	55	69
<b>Total</b>	<b>51</b>	<b>80</b>	<b>112</b>

on fixed-term contracts	Estonia	Latvia	Lithuania
Women	2	2	0
Men	1	1	0
<b>Total</b>	<b>3</b>	<b>3</b>	<b>0</b>

full-time	Estonia	Latvia	Lithuania
Women	27	26	43
Men	26	57	69
<b>Total</b>	<b>53</b>	<b>83</b>	<b>112</b>

As Coca-Cola HBC Baltics in 2022, we have not employed any part-time or formula employees in Estonia, Latvia and Lithuania where working time is not guaranteed.

**[2-8]**

In 2022, we used non-employee collaborators in the Baltic States:

- In Estonia - 1 person
- In Latvia - 13 people
- In Lithuania it was 8 people



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**[2-21]**  
The ratio of the total annual compensation for the highest paid person in the organisation to the median annual total compensation for all employees (excluding the highest paid person).

Estonia	5,03 do 1
Latvia	2,67 do 1
Lithuania	3,57 do 1

The ratio of the percentage increase in total annual compensation for the highest paid person in the organization to the median percentage increase in annual total compensation for all employees (excluding the highest paid person)

Estonia	4,27
Latvia	3,27
Lithuania	5,09

**[202-1]**  
The amount of the minimum wage (at national level) is not gender-specific. The amount of the average remuneration of women and men in relation to the minimum wage.

	Indicator for women	Indicator for men
Estonia	2,93	3,56
Latvia	3,10	2,95
Lithuania	3,82	3,34

**[405-2]**  
The ratio of the basic salary of women to men

Estonia	0,82
Latvia	1,14
Lithuania	1,05

**[401-1]**  
Total number of new employees hired at the organisation during the reported period, including a breakdown of:

	Estonia	Latvia	Lithuania
<b>Gender</b>			
Women	9	9	6
Men	4	11	6
<b>Age</b>			
Under 30 years	7	9	1
30-50 years	5	11	13
Over 50 years	1	0	0

The rate of new employees hired in the organisation during the reported period:

	Estonia	Latvia	Lithuania
Women	23.6	32.1	11.5
Men	14.2	18.3	11.2
Under 30 years	46.6	56.2	4.5
30-50 years	11.1	18.0	15.1
Over 50 years	0	0	0

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**Total number of employees who left the organisation during the reporting period, broken down by:**

**Gender**

	Estonia	Latvia	Lithuania
Women	12	11	8
Men	5	25	7

**Age**

Under 30 years	5	2	5
30-50 years	12	25	8
Over 50 years	0	0	2

**Employee turnover rate in the reported period by:**

**Gender**

	Estonia	Latvia	Lithuania
Women	31.5	39.2	15
Men	17.8	41.6	9.8

**Age**

Under 30 years	33.3	12.5	22.7
30-50 years	26.6	59	9.3
Over 50 years	0	0	14.2

**[401-3]**

**Percentage of employees eligible for parental leave and the percentage of those who took advantage of this benefit.**

	% of eligible employees	% of employees employees who used the benefit
Estonia	100%	100%
Latvia	100%	100%
Lithuania	100%	100%

**[404-1]**

**Average hours of training that the organization's employees have undertaken during the reporting period, by:**

**Gender**

	Estonia	Latvia	Lithuania
Women	5,93	24,59	12,43
Men	7,40	17,08	15,20

**Employment category**

Front Line Leaders (FLL)	4,05	9,40	9,70
Change leaders - change leader (CL)	-	1,43	1,09
Other positions	2,60	8,60	3,34



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**[403-9]**

We have not recorded any occupational accidents in Estonia, Latvia and Lithuania in 2022. We identify hazards based on country and corporate requirements. Among the hazards that are particularly dangerous we identify, among others, driving and logistics operations.



	Estonia	Latvia	Lithuania
Number of fatalities due to work-related injuries	0	0	0
Fatality rate due to work-related injuries	0	0	0
Number of serious work-related injuries (excluding fatalities)	0	0	0
Serious work-related injury rate (excluding fatalities)	0	0	0
Number of work-related injuries	0	0	0
Work-related injury rate	0	0	0
Number of hours worked	106424	162648	226904

**Safety of people who are not employees but whose work and/or workplace is controlled by the organisation**

	Estonia	Latvia	Lithuania
Number of fatalities due to work-related injuries	0	0	0
Fatality rate due to work-related injuries	0	0	0
Number of serious work-related injuries (excluding fatalities)	0	0	0
Serious work-related injury rate (excluding fatalities)	0	0	0
Number of work-related injuries	0	0	0
Work-related injury rate	0	0	0
Number of hours worked	7093	41659	118724



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IN LINE WITH OUR MISSION  
SUSTAINABILITY 2025 COMMITMENTS  
WE AIM TO:

- **100% of our consumer packaging is recyclable**
- **50% of all PET bottles came from recycled PET or renewable materials**
- **Help to collect the equivalent of 100% of our packaging that goes to consumers**



IN LINE WITH OUR MISSION SUSTAINABILITY 2025 COMMITMENTS WE AIM TO:

- **reduce water consumption in factories located in water-scarce areas by 20%**
- **Help guarantee the availability of water to all local communities in areas at risk of water scarcity.**



IN LINE WITH OUR MISSION  
SUSTAINABILITY 2025 COMMITMENTS  
WE AIM TO:

- **50% of the total energy used in the plants came from clean and renewable sources**
- **100% of the total purchased electricity at EU sites came from renewable and clean sources**
- **a 30% reduction in direct CO<sub>2</sub> emissions compared to 2017**
- **reduce emissions in customers' shops and achieving 50% energy-efficient refrigerators at the point of sale**
- **reduce emissions in the value chain by 25% by 2030 and by 50% by 2040**



**Taking care to minimise environmental and climate impact is embedded in the business strategy and corporate policies of Coca-Cola HBC Poland and Baltics. We are reaching for new and improving current solutions to minimise our environmental and climate impact.**

Environmental issues at Coca-Cola HBC Poland and Baltics are regulated:

- **Operational sustainability policy.** Three policy pillars define our activities in the areas of environment, quality and health and safety.
- **Environmental policy.** We are committed to conducting our business responsibly and with due care - particularly where we have an impact on the environment and sustainability.

- **Water conservation policy.** We reduce our impact on water resources and support initiatives to protect these resources while respecting the needs of local communities.
- **The packaging waste management policy** represents our commitment to continuously improve the environmental performance of packaging and packaging waste.
- **The Quality and Food Safety Policy** sets out our responsibility for ensuring the quality and safety of food for all the products we produce and distribute.
- **Position on Genetically Modified Organisms.** Our position is clear - we do not use genetically modified raw materials or those derived from genetically modified organisms.

The full content of our policies is available [here](#).



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# World without waste

## OUR PACKAGING

### [3-3 3 Packaging and the circular economy]

Coca-Cola HBC Poland and Baltics is pursuing Coca-Cola's global ambition of a 'World without Waste', defining our packaging strategy by 2030, implemented in 3 areas:



#### DESIGN:

- 100% recyclable packaging
- 50% of all PET bottles from recycled and/or renewable materials



#### COLLECT:

- 100% of consumer packaging equivalent will be collected and recycled
- 50% of all PET bottles made from recycled and/or renewable materials



#### PARTNER:

- We want to build strategic partnerships for a World without Waste.

**world without waste**  
THE COCA-COLA COMPANY

#### [306-2]

**DESIGN:** We are designing smaller and lighter packaging and changing labels consistently year on year by reducing the amount of raw materials required. In 2022 we slimmed down half-litre and litre bottles. The change saved

205 tonnes of plastic and reduced emissions by 449 tonnes of CO<sub>2</sub>.

We also take care of transport packaging. We have introduced KeelClip, a technology that

eliminates shrink film from multipacks of beverage cans. The plastic was replaced by sustainably sourced cardboard packaging.

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# Towards climate neutrality

**[3-3 Climate Change]**

At Coca-Cola HBC Poland and Baltics we are delivering on the global Net Zero by 2040 commitment announced by Coca-Cola HBC.

The goal is to achieve

**net zero** emissions  
across the value chain by 2040.

The scientifically validated objective implies:

- emissions reductions of 25% in the value chain (split into scopes 1, 2 and 3) by 2030,
- a further 50 per cent reduction in the next decade.

Reducing 90% of emissions in the tertiary range of the value chain will involve close interaction with external stakeholders, so Coca-Cola HBC will focus even more on partnerships with its suppliers. In those cases where complete elimination of emissions proves impossible, Coca-Cola HBC will mitigate negative climate impacts by investing in other environmental and climate actions.



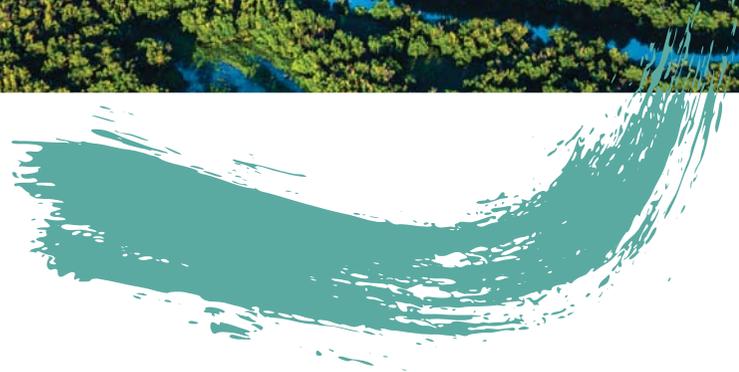
Key areas of reduction at Coca-Cola HBC Poland and Baltics are:

- Increased energy efficiency, transition to 100% renewable electricity
- Increasing the share of packaging with lower CO<sub>2</sub> emissions (projects reducing the weight of packaging, reducing plastic from transport packaging)
- Providing energy-efficient and environmentally friendly refrigerators to customers
- Transition to a low-carbon fleet

In Poland and Baltics in 2022,

**100%**

of the purchased energy used in our production facilities came from renewable, certified sources.



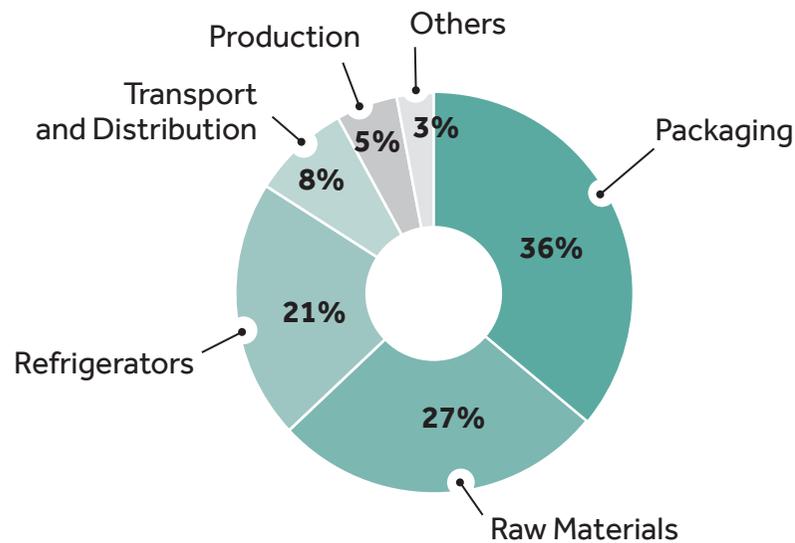
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At Coca-Cola HBC Poland and Baltics, we have reduced emissions CO<sub>2</sub> (Scope 1, 2 and 3) about

**44%**

compared to 2010.

**Coca-Cola HBC Poland and the Baltics CO<sub>2</sub> emission structure in Scopes 1,2 and 3:**



Coca-Cola HBC Polska and Baltics has the ambition to minimize emissions along the entire value chain, therefore we are working with our customers and suppliers to co-create low-carbon solution initiatives. An example of such actions is the consistent coolers' replacement with lower energy consumption, thus reducing total emissions. In Poland we have nearly 60% of coolers already replaced, in Estonia the ratio is 47%, Latvia 45% and in Lithuania 39% of our cold drink equipment are low-emissions coolers.

*Ksenija Todić,  
Supply Chain Director  
Coca-Cola HBC Poland*



**BEST PRACTICE**

**We do not buy cars with petrol or diesel engines. We want to replace all company cars with eco-friendly hybrid or electric cars by 2025.**

**Number of low-emission refrigerators**

	Estonia	Latvia	Lithuania	Poland
Number of low-emission refrigerators	271	369	397	7674
Percentage of low-emission refrigerators	47%	45%	39%	58%
Reduction of emissions	371	117	51	10,42

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# Our production in Poland

## PACKAGING

**[3-3 Packaging and the circular economy] [306-2]**

In 2022, the Tylisz plant piloted an innovative film with reinforced fibres for pallet wrapping, which reduced film consumption by 40% while maintaining load stability. The solution, which was also partially implemented at the Radzymin plant, ensured a reduction in plastic of 35 tonnes, which translates into a reduction in CO<sub>2</sub> emissions of 73 tonnes per year. The introduction of this film at the remaining Coca-Cola HBC Poland and Baltic plants in 2023 is expected to reduce CO<sub>2</sub> emissions by as much as 400 tonnes.

## BEST PRACTICE

**In total, in 2022, the reduction in the weight of transport packaging in all our plants contributed to a reduction in plastic of 136 tonnes, which translates into a reduction in emissions of 282 tonnes.**

We are also reducing the amount of waste not directly related to packaging. In 2022, a more efficient measure was introduced at the Krakow and Radzymin on-site wastewater treatment plants, reducing the weight of activated sludge waste by 268 tonnes per year.



### DESIGN:

**100%**  
of packaging used in Poland is recyclable



In the context of an overall reduction in raw materials used, every step makes a difference. When designing the changes to our packaging, we take care at the same time to not only retain, but if possible even increase its convenience and functionality for consumers. An example of this is the water bottles, which have retained all their functions after the changes, while at the same time now being easier to crush. It's a win-win situation for everyone - the environment, consumers and our company, because we can use less raw materials in production.

*Tomasz Tempieński,  
Packaging Manager  
Coca-Cola HBC Polska*



**COLLECT:** We are committed to collecting and recycling packaging as efficiently as possible. In 2022, we managed to collect and recycle 52% of consumer packaging. The experience of other countries shows that the introduction of an effective deposit system makes it possible to achieve packaging collection rates close to 100%. That is why, together with other manufacturers, we have formed a coalition to actively work towards the creation of a well-planned deposit system.

We managed to collect and recycle

**52%**  
of consumer packaging



Only deposit return systems guarantee collection at the highest level - we have supported the establishment of such solutions in other countries and support them in Poland, and we know, if only from the experience of Estonia or Lithuania, that in this way we can give a second life to more than 90% of our packaging. Achieving such collection levels is crucial for us - especially in the context of achieving Net Zero by 2040. The deposit system is a huge investment, which is why a solid legal basis in the form of a well-constructed law is very important here, because the system has to be well-constructed from the very beginning, that is, effective and friendly to everyone, especially to consumers.

*Katarzyna Borucka,  
Corporate Affairs  
and Sustainability Director  
Coca-Cola HBC Poland  
and Baltics*



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**PARTNER:** Through Partnerships, we increase the reach and effectiveness of our activities. Together with industry partners, we are pushing for a deposit system, through collaboration with technology partners we are looking for innovations in waste reduction, and together with community partners we are engaging in neighbourhood waste collection campaigns.

In 2022, the Coca-Cola Foundation awarded a grant to the Clean Poland Foundation to carry out the Clean Forests project. The aim of the project was not only to take care of the environment together, but first and foremost to educate the public. The addressees of the activities were the company's employees, residents and authorities of the cities in which the forest cleaning action took place. Four actions were carried out - in the forests of Giżycko, Lublin, Niepołomice and Wieliczka. A total of 3197 participants collected 3.5 tonnes of waste. The project involved local communities, schoolchildren and senior citizens' homes. Registered volunteers cleaned up on the day of the environmental picnic, and schools cleaned up during the week.



The project was accompanied by a nationwide public awareness campaign under the slogan "I'm from (the city), I care about forests!", which reached local communities with positive environmental messages and redirected them to the educational platform [www.swiatbezodpadow.pl](http://www.swiatbezodpadow.pl).



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**[301-1]**  
Total weight or volume of materials used in the manufacture and packaging of key products and services in Poland during the reporting period, broken down by:

	2022	2021	2020	2019
<b>non-renewable materials, of which (kg):</b>				
Resources	16 784 781	9 821 237	9 493 814	16 049 082
materials that are used in the production process but are not part of the final product	1 222 581	1 156 864	1 053 345,63	1 124 342
packaging materials	54 671 786	44 160 395	51 575 209,96	41 447 878
<b>Renewable materials, of which (kg):</b>				
Resources	98228916	80 406 691	90 138 821	87 786 445
packaging materials	6854389	5 944 120	3 857 690	4 401 277

**[306-2]**  
Waste generated by Coca-Cola Hellenic Poland and the Baltic States is waste related to packaging used in production in three plants in Poland and one in Lithuania. Packaging waste management is organized through recovery organizations. All production waste is collected by external suppliers and mostly recycled.

**99,93%**  
waste in plants in Poland was recycled

**[306-3]**  
Total weight of hazardous waste and non-hazardous waste by the following waste management methods (in metric tonnes) from production facilities in Poland.

	2022	2021	2020
Waste generated in plants (in tonnes)	7338,65	8150,53	6513,98
Non-hazardous waste recycled	7325,39	8132,3	6483,23
Recycled hazardous waste	8,02	14,11	22,14
Waste sent to landfill (in tonnes)	4,54	4,11	8,62

**[301-3]**  
Percentage of reclaimed products materials for each product category

	2022	2021	2020	2019
PET	47,00	52,52	50,31	30,70
Total plastics	37,49	33,77	30,62	32,40
Aluminium packaging	54,8	51,83	54,50	51,10
Glass packaging	74,88	89,33	77,50	75,90

**[301-2]**  
Glass recycling at Coca-Cola HBC Poland:

**60%** - Tylisz site  
**26%** - Kraków plant

Aluminium recycling at Coca-Cola HBC Poland:

**50%** - Radzymin site  
**51%** - Kraków plant

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## WATER CONSUMPTION

### [3-3 Water management] [303-1]

Water is a key resource for Coca-Cola HBC. We do not have plants in areas deemed to be at risk of water shortages in Poland and the Baltic States. We make every effort to reduce water consumption in our production processes and comply with the highest international standards.

We subject our operations to external audits. Since 2020, Coca-Cola HBC Poland's plants have implemented the **Alliance for Water Stewardship** international standard for sustainable water management, which confirms that:

- we maintain best practice in the chemical and biological quality of water
- we have identified and protected areas of special water interest
- we have a transparent water management system
- we conduct sustainable water abstraction
- we work closely with stakeholders on water issues.

**The plant continuously monitors water consumption in the production process and sets reduction targets each year. In 2022, the target achieved is 1.49 litres per litre of beverage produced.**



The Tylicz plant, which produces Kropla Beskidu and Kropla Delice waters, has become the first and so far only such facility in Poland whose water management has been awarded the highest platinum certificate from the Alliance for Water Stewardship. Coca-Cola HBC Poland's production facilities in Radzymin, Krakow and Varena in Lithuania were awarded the gold certificate.

### [303-2] How we save water at Coca-Cola HBC Poland: :

Innovative PET bottle rinsing system at the Krakow plant

Savings:  
**25,000 m<sup>3</sup>**  
per year.

Advanced filtration system in Radzymin.

Savings:  
**87,000 m<sup>3</sup>**  
per year.

Treated wastewater used for the operation of cooling towers in Radzymin.

Savings:  
**21,000 m<sup>3</sup>**  
per year.

Modern water preparation station in Tylicz.

Savings:  
**14,000 m<sup>3</sup>**  
per year.

## BEST PRACTICE



**Towards closing the water cycle at the Radzymin plant. For the operation of the cooling towers in the co-generation plant (CHP), we are using treated wastewater from the on-site treatment**

**plant at Coca-Cola HBC Poland from 2022 onwards instead of municipal water. This innovative approach saves up to 21,000 m<sup>3</sup> of water per year, a reduction of up to 38% in municipal water consumption.**



A few changes on the scale of the entire production contribute to a really big reduction in water use. This is not only a financial saving for us as well, but above all a reduced environmental impact on local water resources.

*Pawel Nagórny,  
Plant Manager in Radzymin,  
Coca-Cola HBC Poland*

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[303-3]

**Water abstraction in megalitres (ML) in Poland**

	2022	2021	2020	2019
Surface water	0	0	0	0
Groundwater	2109,55	1879,95	1878,1	1963,969
Marine waters	0	0	0	0
Production water (obtained as a result of extraction, processing or use of any other raw material)	0	0	0	0
Water obtained from an indirect source (e.g. local water supply)	119,61	81,50847	70,661	82,709

[303-5]

**Water consumption in megalitres (ML) in Poland**

	2022	2021	2020	2019
Total water consumption in all areas	2 229,16	1 961,45	1 948,76	2 046,68
Total water consumption in vulnerable areas	0	0	0	0

**SUSTAINABLE ENERGY SOURCES**

100%

of the purchased electricity used in our production facilities comes from renewable energy sources.



Using energy from renewable sources is one of the steps towards reducing the negative impact associated with greenhouse gas emissions. That is why 68% of all electricity used in Polish plants already comes from renewable sources

*Lucyna Sajdek,  
Environmental Manager  
Coca-Cola HBC Poland  
and Baltics*

[302-1]

**Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used:**

	2022	2021	2020	2019
Electricity	74 175 084	67 236 567	82 386 347	138 713 523
LPG	2 234 100	6 590 150	5 109 530	7 425 950
Natural gas	94 907 911	100 449 086	94 124 408	108 524 611
LFO (light fuel oil)	198 315	0	681 876	354 510

**Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used**

Electricity	178 184 233
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**Total energy consumption in MJ in Poland:**

Electricity	252 359 317
Thermal energy	1 01 715 046
Chill	8 327 164
Pairs	25 556 400

**Total energy consumption (renewable and non-renewable) in the organisation in MJ in Poland:**

Total energy consumption in the organisation in joules or multiples	387 957 927
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## TOWARDS CLIMATE NEUTRALITY

### [305-1]

#### Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent CO<sub>2</sub>

Gross greenhouse gas emissions in tonnes (t) of CO <sub>2</sub> equivalent	24775	tCO <sub>2</sub> e
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Emissions from biogenic sources have not been identified.

#### Countries

Poland	24775	tCO <sub>2</sub> e
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#### Type of emission source

Combustion in stationary sources	15116	tCO <sub>2</sub> e
Combustion in mobile sources	3878	tCO <sub>2</sub> e
Process	5584	tCO <sub>2</sub> e
Volatile	184	tCO <sub>2</sub> e

#### Type of activity:

CO <sub>2</sub> losses	5584	tCO <sub>2</sub> e
------------------------	------	--------------------

The year 2017 with the emission of 15,510 tCO<sub>2</sub>e was adopted as the base year. In the course of the selection, not identified aspects disqualifying this year as authoritative.

We reduced CO<sub>2</sub> about **73 tons** emissions on the introduction of innovations in transport film.

### [305-2]

#### Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent

##### Poland

	2022	2021	2020	
Gross indirect emissions (Scope 2) by location in tonnes (t) of CO <sub>2</sub> equivalent	24	49	26	tCO <sub>2</sub> e
Gross indirect emissions (scope 2) by market, in tonnes (t) of CO <sub>2</sub> equivalent or equivalent unit	31 038	32 416	31 350	tCO <sub>2</sub> e

#### Countries

Poland	24	tCO <sub>2</sub> e
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#### Type of energy

Electric	24	tCO <sub>2</sub> e
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The year 2017 with the emission of 29,858 tCO<sub>2</sub>e was adopted as the base year. In the course of the selection, not identified aspects disqualifying this year as authoritative.

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**[305-3]**

**Other indirect (Scope 3) GHG emissions**

Other indirect emissions (Scope 3) gross by location in tonnes (t) of CO<sub>2</sub> equivalent 347166 tCO<sub>2</sub>e

The year 2017 with the emission of 444,583 tCO<sub>2</sub>e was adopted as the base year. In the course of the selection, not identified aspects disqualifying this year as authoritative.

Category per GHG Protocol	Emissions from electricity used by cold and hot beverage machines placed on the market (CDE) in tons CO <sub>2</sub> e	Emissions from fuel combustion in transport and distribution in tons CO <sub>2</sub> e	Primary, secondary and tertiary packaging materials in tons CO <sub>2</sub> e	Emissions related to purchased products (sugar, sweeteners and juice concentrates) in tons CO <sub>2</sub> e	Emissions related to production and products in tons CO <sub>2</sub> e	Emissions related to the combustion of fuels not included in Scope 1 or 2	Emissions related to energy use not covered by Scope 1 or 2 in CO <sub>2</sub> e	Total Scope 3 emissions
<b>Poland</b>	77 604	19 366	136 190	in tons CO <sub>2</sub> e	9 376	148	299	347 166

Our Corporate Carbon Footprint results include greenhouse gas (GHG) emissions: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>. We use the Standard for Corporate Accounting and Greenhouse Gas Reporting as the calculation methodology. The main sources of emission factors are: for mobile and stationary combustion: GHG tool; refrigerants: GWP IPCC 2007.

**Scope 1 emissions include:** emissions from fuels used in plants, emissions from owned and leased fleets, emissions from commercially available cooler coolants, CO<sub>2</sub> losses during production processes, emissions from fuels used in remote facilities (offices, distribution) owned by Coca-Cola Hellenic Poland and the Baltic States.

Scope 1 includes emissions from CHP plants owned and operated by Coca-Cola Hellenic Poland and the Baltic States.

**Scope 2 emissions include:** emissions from supplied electricity, emissions from supplied steam, hot and chilled water, CO<sub>2</sub>, cooling (all utilities and electricity, CO<sub>2</sub> purchased from CHP plants operated by third parties), emissions from electricity used by remote locations (offices, distribution). Emissions are calculated for MB and LB electricity indexes

- Scope 3 emissions include:**
- electricity consumed by cold and hot beverage machines (CDE) placed on the market.
  - primary, secondary and tertiary packaging materials
  - ingredients, sugar and other nutritional sweeteners, juices and non-juice concentrates
  - chemicals
  - rolling stock operated by a third party, including rail transport
  - Business flights of employees of Coca-Cola Hellenic Poland and the Baltic States
  - Carbon dioxide used product
  - energy used in remote facilities (offices, distribution) owned and managed by third parties.

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**[305-4]**

**Intensity of greenhouse gas emissions ratio in the organization**

Scope 1&2	19.29
Scope 3	289.4

**Intensity of greenhouse gas emissions ratio (g CO<sub>2</sub> /l (litre of beverage produced))**

	2022	2021	2020	2019
Scope 1+2	19,29	20,00	20,00	37,45
Scope 3	289,4	278,09	299,14	322,31
Scope 1+2+3	308,69	298,09	319,14	359,76

**[305-5]**

**Reduction of GHG emissions**

GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO <sub>2</sub> equivalent	-117986	tCO <sub>2</sub> e
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The year 2017 with the emission of 489,951 tCO<sub>2</sub>e was adopted as the base year. In the course of the selection, not identified aspects disqualifying this year as authoritative.

**Scopes within which emission reductions were achieved compared to 2017**

Scope 1 - reduction level	9265	tCO <sub>2</sub> e
Scope 2 - reduction level	-29834	tCO <sub>2</sub> e
Scope 3 - reduction level	-97417	tCO <sub>2</sub> e

The reason for the increase in reported Scope 1 emissions relative to the baseline is that emissions from fuels used for cogeneration (the simultaneous generation of electricity and useful heat) moved into this scope in 2020. Previously, emissions from this area were reported in scope 2.

For scope 2, from 2020 onwards, all purchased electricity for the production facilities comes from renewable sources. To reduce emissions in scope 3, we have implemented projects to optimise packaging and replace refrigerators with energy-efficient ones.

**GHG emission reductions achieved as a result of the measures taken (in tonnes (t) of CO<sub>2</sub> equivalent)**

	2022	2017	Change in tCO <sub>2</sub> e	Change in %
Scope 1	24775	15 510	9265	+59,74
Scope 2	24	29 858	-29834	-99,92
Scope 3	347166	444 583	-97417	-21,91

**BIODIVERSITY**

**[304-1] [2-27]**

The plant in Tylisz, Małopolska, is located in the Natura 2000 valuable areas of the South of Poland Protected Landscape Area in the vicinity of the Poprad Landscape Park. We are part of the ecosystem and use its resources in accordance with best practices based on environmental permits - in 2022 no sanctions or financial penalties have been imposed on us due to improper use and non-compliance with environmental laws and regulations.



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## PACKAGING

### [3-3 Packaging and the circular economy]

Coca-Cola HBC Poland and Baltics is pursuing Coca-Cola's global ambition of a 'World without Waste', defining our packaging strategy by 2030, implemented in 3 areas:



#### DESIGN:

- **100%** recyclable packaging
- **50%** of all PET bottles from recycled and/or renewable materials



#### COLLECT:

- In the Baltic States, we have achieved a high percentage of collection and recycling of our consumer packaging.



#### PARTNER:

- We want to build strategic partnerships for a World without Waste.

### [301-3]

Percentage of reclaimed products materials for each product category in the Baltic States

	Estonia			Latvia			Lithuania		
	2022	2021	2020	2022	2021	2020	2022	2021	2020
PET	88%	88%	88%	62%	19%	18%	98%	90%	93%
Plastic	55%	34,5%	39%	61%	60%	58%	91%	51%	37%
Glass	90%	74,5%	75%	93%	74%	72%	99%	61%	67%
Aluminium	83%	93,7%	95%	98%	44%	43%	98%	90%	92%
Metal/steel	60%	0%	35%	100%	58%	56%	100%	64%	56%

Data taken from reports by the deposit system operator in Estonia, Latvia, Lithuania, which Coca-Cola HBC Baltics is a member.

Beverage packaging return systems are in place in all Baltic countries, ensuring a high percentage of packaging recycling. The system - from the collection of packaging waste to its recycling - is managed by Užstato Sistemos Administratorius, an organisation founded by the Lithuanian Brewers Association; the Union of Lithuanian Commercial Enterprises and the Lithuanian Association of Natural Mineral Water Producers. The founding members of Užstato Sistemos Administratorius market more than 80% of the packaging covered by the deposit system.

When retailing beverages, customers in Lithuania are charged a deposit - 10 euro cents - for disposable plastic, glass and metal packaging. Consumers can reclaim it when returning empty packaging. Annually, Užstato Sistemos Administratorius collects more than 600

million packages via returnable vending machines and at collection points operated by shops. Statistically, each Lithuanian resident returns 240 packages each year. It is estimated that the Lithuanian deposit system prevents the release of 55,000 tonnes of CO<sub>2</sub> each year.



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**BEST PRACTICE**

**Beverage deposit system in Latvia, launched on February 2022, was an essential milestone for the whole beverage industry on the transition to greater sustainability and a circular economy. "Coca-Cola HBC Latvia", as one of the founders of "Depozīta Iepakojuma Operators", has been actively involved in the designing and developing of this system to reach ambitious targets intended to improve the packaging waste collection and recycling efficiency in Latvia.**

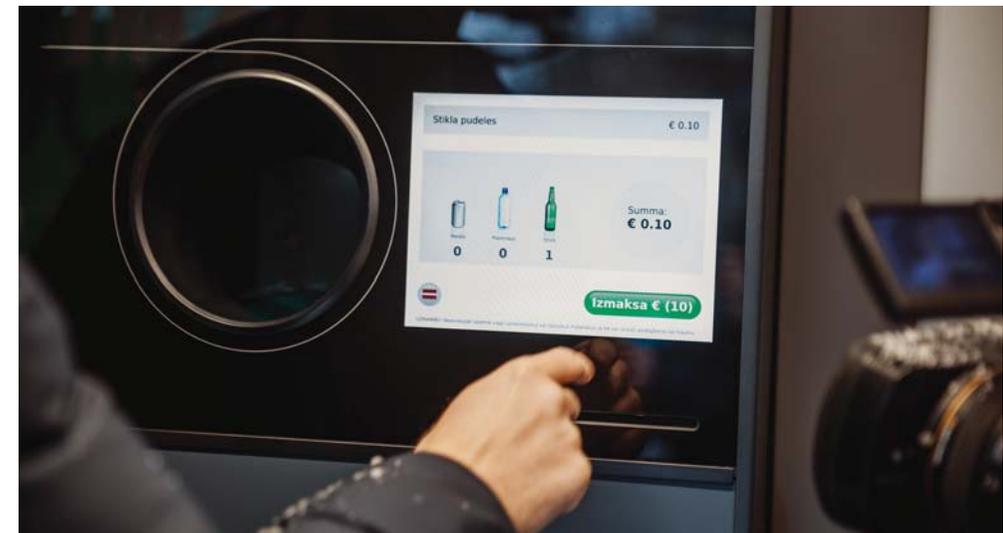
**The deposit system is a meaningful step towards closing a packaging loop. In long-term perspective it will help to steer the actions of beverage producers, traders and society in a climate-friendly direction, while providing the opportunity to fully manage the most common beverage packaging.**

The largest packaging waste recycling organisation in Lithuania is Žaliasis taškas (Green Dot), in which we also participate. It was founded in 2002 by 26 leading producers and importers to finance, coordinate and promote the separate collection, sorting and recycling of household packaging waste. Žaliasis taškas brings together more than three thousand producers and importers, participating in the development of the waste management system in Lithuania.

2022 was the first year of the Beverage packaging deposit return system in Latvia. Coca-Cola HBC Latvia is one of the shareholders of the system operator. All producers from February to December 2022 put in the market 366.8 million packs, and 250 million of these went into the deposit system. After the launch of the system, there was a six-month transition period, during which some of the products sold in shops were not covered by the deposit system. It is estimated that, after its end, the return of packaging stabilised at 80%.

In Estonia, as in Lithuania and Latvia, the deposit is 10 euro cents. Coca-Cola HBC Estonia is involved in its implementation and has gained the status of 'Deposit Packaging Operator'.

The effectiveness of the solution is evidenced by the results.



“Coca-Cola HBC Latvia” has been engaged in the set-up of the beverage deposit system from the very beginnings and is a co-founder of the “Depozīta Iepakojuma Operators”. By 2030, in line with “Coca-Cola” global ambition “A world without waste”, we intend to collect and recycle as many bottles and cans we put on the market and beverage deposit systems are the most effective known collection systems to achieve this goal and to promote positive changes in the habits of the society. Every package is a valuable material and that it should be collected and recycled giving its another life.

*Dace Dricka,  
Corporate Affairs and Sustainability Manager in Coca-Cola HBC Latvia*



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**BEST PRACTICE**

At the Lithuanian plant, from 2022 onwards, pallets of goods – as in some plants in Poland – are wrapped in film with reinforced fibres, reducing film consumption by 40%.

More than  
**96%**  
waste in the Varena plant in Lithuania was recycled.

**[306-2]**

In the Baltic countries, the waste generated by Coca-Cola HBC Baltics is waste associated with packaging used in production at the plant in Lithuania. Packaging waste management is organised through a recovery organisation. All production waste is collected by external suppliers and mostly sent for recycling.

**[301-1]**

Total weight or volume of materials used to manufacture and package key products and services in Lithuania during the reported period, broken down by:

**non-renewable materials, of which (kg):**

	2022	2021	2020
Resources	0	0	0
materials that are used in the production process but are not part of the final product	10086	9100	8584
Intermediates	0	0	0
packaging materials	1201587	1084655	1005119

**Renewable materials, of which (kg):**

Resources	0	0	0
packaging materials	78296	69463	58955

**[306-3]**

Total weight of hazardous waste and non-hazardous waste by the following waste management methods (in metric tonnes) from production facilities in Varena, Lithuania.

	2022	2021	2020
Waste generated in plants (in tonnes)	47,42	42,17	63,89
Non-hazardous waste recycled	44,47	39,77	61,70
Recycled hazardous waste	1,23	0,90	0,27
Waste sent to landfill (in tonnes)	1,72	1,50	1,92

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## WATER CONSUMPTION

### [303-1]

The Baltic market has one production facility - NEPTUNAS mineral water - in Varena in Lithuania. The plant has five 60m-deep groundwater wells. In 2022 in action was one well, and they used to production Neptunas water. The Varena plant has the Alliance for Water Stewardship's international gold-level sustainable water management standard. Total use of water in 2022 in Varena was 60 100 m<sup>3</sup>.

The plant continuously monitors water consumption in the production process and sets reduction targets each year. In 2022, the target achieved is 1.49 litres per litre of beverage produced. Among the solutions that have helped reduce water consumption are:

- optimisation of the hot disinfection process - thanks to new developments in the process, one of the steps has been eliminated, saving water when cleaning the plant's installations
- modification of water recovery and rinse water reuse.

The well from which the Neptunas plant draws its water is approximately 60 metres deep. The intake is not located in a nature reserve or Natura 2000 area. The plant determines its annual water consumption based on projected production volumes, taking into account planned projects and changes in the production process. The water balance is monitored on an ongoing basis.

### [303-2]

In 2022, the total volume of wastewater was 20705 m<sup>3</sup>. The Neptunas plant does not have its own wastewater treatment plant - wastewater is discharged directly into the city's water supply system and its quality is regularly tested in an external laboratory.



Working with the communities in Varėna allows us to have a more open dialogue. It helps us to identify the exact problems and to dig deeper into the areas where we can look for change. We realise that there is still a lot of work to be done for a better future and that our path is very much dependent on a strong partnership with all stakeholders.

*Justinas Kirbutas,  
Plant Manager in Varena,  
Coca-Cola HBC Lithuania*



## BEST PRACTICE

**Neptunas has been working with the community for years through local events and partnership programmes. Employees, together with local residents, participate in events oriented towards sustainability topics, and interesting excursions for schoolchildren are organised at the plant. Information about the plant's activities is made available in the local media, and company representatives are in regular contact with local authorities and the municipal water supplier. The topic of water consumption is also addressed in the annual stakeholder panel.**

The Neptunas plant received an award from the local authority in Varena in the category "For Sustainable Development." The plant was certified by Alliance for Waterstewardship standard and gained gold certificate, as the only such plant in Lithuania, what is acknowledgment of best practices for sustainable practices of water management.

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**[303-3]**

**Water abstraction in megalitres (ML) in Lithuania**

	2022	2021	2020
Surface water	0	0	0
Groundwater	50,4	47,15	46,322
Marine waters	0	0	0
Production water (obtained as a result of extraction, processing or use of any other raw material)	0	0	0
Water obtained from an indirect source (e.g. local water supply)	9,7	7,25	7,095

**[303-5]**

**Water consumption for the Varena plant in Lithuania in megalitres (ML)**

	2022	2021	2020
Total water consumption in all areas	60,100	54,402	53,417
Total water consumption in vulnerable areas	0	0	0

**ENERGY CONSUMPTION**

**100%**

of the purchased energy used at the Varena site came from renewable, certified sources.

**[302-1]**

**Total fuel consumption within the Varena plant in Lithuania from non-renewable sources, in joules or multiples, and including fuel types used:**

	2022	2021	2020
Electricity	0	0	0
Propane/LPG	2459195	2 860 555	3 098 791
Natural gas	0	0	0
LFO (light fuel oil)	0	0	0

**Total fuel consumption within the Varena plant in Lithuania from renewable sources, in joules or multiples, and including fuel types used**

	2022	2021	2020
Electricity	6345199	5 980 066	5 340 146

**Total energy consumption in MJ at the Varena plant in Lithuania:**

Electricity	6345201
Thermal energy	2459195
Chill	0
Pairs	0

**Total energy consumption (renewable and non-renewable) in MJ at the Varena plant in Lithuania:**

Total energy consumption in the organisation in joules or multiples	8804396
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### EMISSIONS IN BALTICS

At Coca-Cola HBC Poland and Baltics, we are delivering on the global Net Zero by 2040 commitment announced by Coca-Cola HBC. The goal is to achieve net zero emissions across the value chain by 2040. Therefore, 100% of the purchased energy used in our facility came from renewable, certified sources. In Estonia, Latvia and Lithuania, refrigerators with drinks have been consistently replaced with low-emission devices for years.



**[305-1]**  
**Gross direct (Scope 1) GHG emissions in metric tons of CO<sub>2</sub> equivalent**

	2022	2021	2020
Lithuania	473	524	532,5
Latvia	250	297	285
Estonia	153	171	208

Emissions from biogenic sources have not been identified.

The year 2017 with was adopted as the base year.  
In the course of the selection, not identified aspects disqualifying this year as authoritative.

	2022	2021	2020
Lithuania			639
Latvia			674
Estonia			291

**[305-2]**  
**Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent**

Indirect emissions (Scope 2)		2022	2021	2020	tCO <sub>2</sub> e
Lithuania	Market based gross (MB) by location in tonnes (t) of CO <sub>2</sub> equivalent	5 - MB	1,91 - MB	0,6 - MB	tCO <sub>2</sub> e
	Location based (LB) gross by location in tonnes (t) of CO <sub>2</sub> equivalent	269 - LB	110 - LB	117 - LB	tCO <sub>2</sub> e
Latvia*	Gross market based value = gross local based (LB) value	6	5,92	4,6	tCO <sub>2</sub> e
Estonia*	Gross market based value = gross local based (LB) value	1	1,65	0,8	tCO <sub>2</sub> e

\* Gross market based value = gross location based value (LB) for countries where no plants

The year 2017 with was adopted as the base year.  
In the course of the selection, not identified aspects disqualifying this year as authoritative.

Lithuania	280
Latvia	60
Estonia	73

**[305-3]**  
**Gross other indirect (Scope 3) GHG emissions in metric tons of CO<sub>2</sub> equivalent.**

	2022	2021	2020
Lithuania	8443	6962	7132
Latvia	2839	3507	2697
Estonia	3110	4865	6878

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Category per GHG Protocol	Emissions from electricity used by cold and hot beverage machines placed on the market (CDE) in tons CO <sub>2</sub> e	Emissions from fuel combustion in transport and distribution in tons CO <sub>2</sub> e	Primary, secondary and tertiary packaging materials in tons CO <sub>2</sub> e	Emissions related to purchased products (sugar, sweeteners and juice concentrates) in tons CO <sub>2</sub> e	Emissions related to production and products in tons CO <sub>2</sub> e	Emissions related to the combustion of fuels not included in Scope 1 or 2	Emissions related to energy use not covered by Scope 1 or 2 in CO <sub>2</sub> e	Total Scope 3 emissions
<b>Estonia</b>	2813	290	0	0	0	1	6	3110
<b>Latvia</b>	876	1824	0	0	0	112	27	2893
<b>Lithuania</b>	1768	4110	2389	0	96	60	21	8443

Our Corporate Carbon Footprint results include greenhouse gas (GHG) emissions: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC, SF<sub>6</sub>, NF<sub>3</sub>. We use the Standard for Corporate Accounting and Greenhouse Gas Reporting as the calculation methodology. The main sources of emission factors are: for mobile and stationary combustion: GHG tool; refrigerants: GWP IPCC 2007.

**Scope 1 emissions include:** emissions from fuels used in plants, emissions from owned and leased fleets, emissions from commercially available cooler coolants, CO<sub>2</sub> losses during production processes, emissions from fuels used in remote facilities (offices, distribution) owned by Coca-Cola Hellenic Poland and the Baltic States.

Scope 1 includes emissions from CHP plants owned and operated by Coca-Cola Hellenic Poland and the Baltic States.

**Scope 2 emissions include:** emissions from supplied electricity, emissions from supplied steam, hot and chilled water, CO<sub>2</sub>, cooling (all utilities and electricity, CO<sub>2</sub> purchased from CHP plants operated by third parties), emissions from electricity used by remote locations (offices, distribution). Emissions are calculated for MB and LB electricity indexes

**Scope 3 emissions include:**

- electricity consumed by cold and hot beverage machines (CDE) placed on the market.
- primary, secondary and tertiary packaging materials
- ingredients, sugar and other nutritional sweeteners, juices and non-juice concentrates
- chemicals
- rolling stock operated by a third party, including rail transport
- Business flights of employees of Coca-Cola Hellenic Poland and the Baltic States
- Carbon dioxide used product
- energy used in remote facilities (offices, distribution) owned and managed by third parties.

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**[305-4]**  
**GHG emissions intensity at the Varena plant in Lithuania**

Scop1&2	11,87
Scope 3	210

**Intensity of greenhouse gas emissions ratio (g CO<sub>2</sub> /l (litre of beverage produced))**

	2022	2021	2020
Scope 1+2	11,87	14,39	15,31
Scope 3	210	191,18	204,8
Scope 1+2+3	221,87	205,57	220,11

**[305-5]**  
**GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent**

Lithuania	-68
Latvia	-1271
Estonia	-9083

**Scopes within which emission reductions have been achieved**

	Lithuania	Latvia	Estonia	Baltic countries
Scope 1 - reduction level	-167	-424	-138	-729
Scope 2 - reduction level	-275	-54	-72	-401
Scope 3 - reduction level	+374	-792	-8873	-9291



2017 year taken as the base year for the calculation in tonnes (t) of CO<sub>2</sub> equivalent

Scope 1 - reduction level	1605
Scope 2 - reduction level	413
Scope 3 - reduction level	23683

**GHG emission reductions achieved as a result of the measures taken (in tonnes (t) of CO<sub>2</sub> equivalent)**

	2022	2017	Change in tCO <sub>2</sub> e	Change in %
Scope 1	876	1605	-729	-45%
Scope 2	12	413	-401	-97%
Scope 3	14392	23683	-9291	-39%

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**[2-1][2-2][2-3][2-4][2-5]**

This sustainability report has been prepared in accordance with GRI Standards 2021. It covers Coca-Cola HBC's operations in Poland, Estonia, Latvia and Lithuania from 1 January 2022 to 31 December 2022.

The report covers the activities of Coca-Cola HBC Polska Sp. z o.o. (ul. Żwirki i Wigury 16, 02-092 Warsaw, Poland), Coca-Cola HBC Eesti AS (Tammsaare tee 92, Tallinn, Estonia), Coca-Cola HBC Latvia SIA (Ulbrokas str. 40, Rīga 1021, Latvia), Coca-Cola HBC Lietuva UAB (Spaudos g. 6-1, 05132 Vilnius, Lithuania).

There were no significant changes in size, structure, ownership or value chain during the reporting period. This is the 17th sustainability report issued by Coca-Cola HBC Poland. Reports are prepared on an annual basis. The report published on 30 June 2023 does not include adjustments to information for earlier years.

The report has been subject to independent external verification by the auditing entity Biuro Veritas Polska Sp. z o.o. The auditor's opinion can be found on page 89 of the report.

Some of the data presented are part of the Coca-Cola system's regional and global social and environmental performance reporting system, the accuracy of which is subject to audit. The vast majority of the results presented in the report are subject to regular external audits (e.g. according to ISO 9001, ISO 14001, ISO 45001, AWS, FFSC 22000). Core business areas are covered by regular internal and external audits.

Please direct any questions, concerns or suggestions regarding the report and feedback on broader social responsibility issues to:



In Estonia:  
**Darja Saar**  
Corporate Affairs  
and Sustainability Manager  
Phone: +372 5331 6089  
Email: darja.saar@cchellenic.com



In Latvia:  
**Dace Dricka**  
Corporate Affairs  
and Sustainability Manager  
Phone: +371 2940 5620  
Email: dace.dricka@cchellenic.com



In Lithuania:  
**Inga Lunge**  
Corporate Affairs  
and Sustainability Manager  
Phone: +370 61699403  
Email: inga.lunge@cchellenic.com



In Poland:  
**Katarzyna Borucka**  
Corporate Affairs  
& Sustainability Director  
Email: katarzyna.borucka@cchellenic.com

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# Process for defining materiality



**[3-1]**  
A process was carried out in accordance with GRI standards to identify material topics for Coca-Cola HBC Poland and Baltics. A list of material topics was identified, reflecting the key impacts of Coca-Cola HBC Poland and Baltics on the environment.

We asked our stakeholders to identify sustainability topics that are important to Coca-Cola HBC Poland and Baltics in an online survey. The survey was completed by 96 stakeholders: suppliers, employees, NGO representatives, local communities, customers, competitors, media

representatives, industry organisations and employees. We asked all of them to rate each topic against two criteria: impact and relevance. We also conducted three on-site dialogue panels with key stakeholders.

The following list of relevant topics has been approved by the organisation and takes into account the impact of the Coca-Cola HBC Group as a whole, as well as Coca-Cola HBC Poland and Baltics.

# List of relevant topics

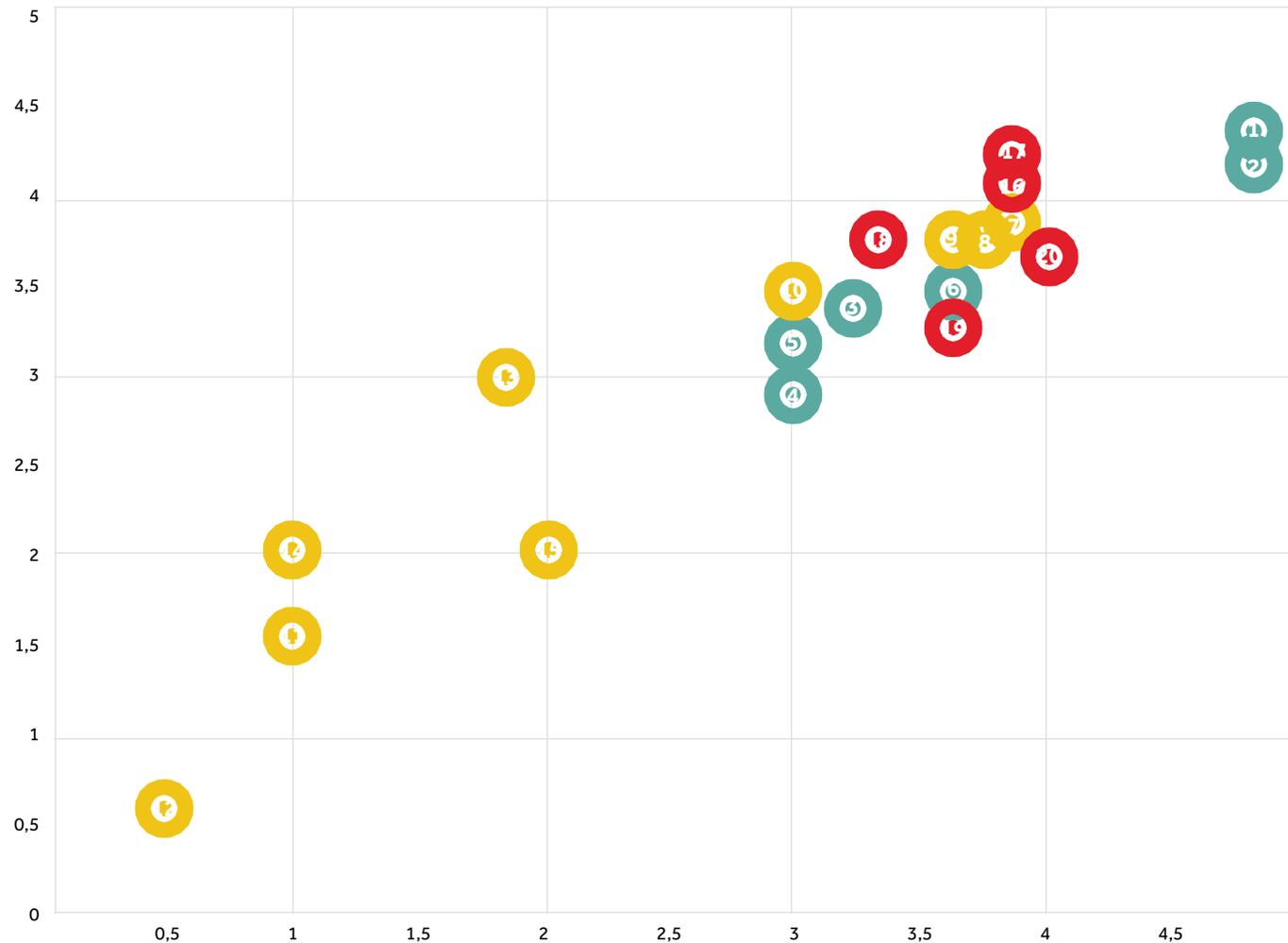
**[3-2]**

Environmental issue	Social issues	Economic issues
Climate change	Working conditions	Corporate governance
Packaging and the circular economy	Health and safety of workers	Economic impact
Water management	Human rights, diversity	Product quality
	Commitment of the organization (Corporate citizenship)	Responsible marketing



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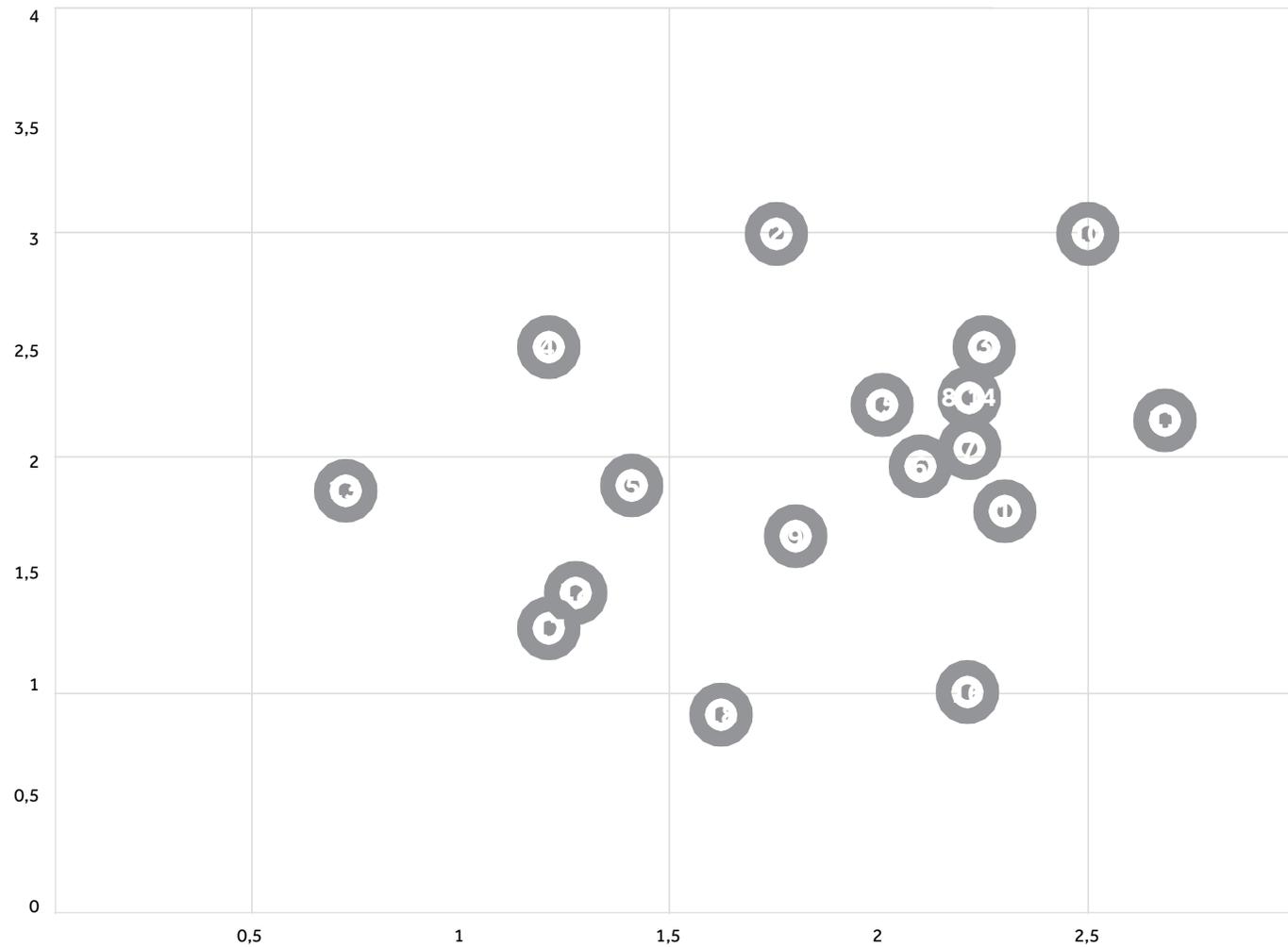
Issue importance matrix based on the results of stakeholder surveys



1. Climate change
2. Environmental pollution
3. Water stewardship
4. Biodiversity and ecosystems
5. Sustainable sourcing
6. Packing and waste management
7. Employees: employees' working conditions
8. Employees: equal opportunities
9. Employees: other employee rights
10. Human rights, diversity & inclusion
11. Access to education
12. Sustainable cities and communities
13. Nutrition, health and quality of life of the society
14. Poverty and exclusion in society
15. Availability food, loss and waste of food
16. Corporate governance
17. Product quality
18. Corporate citizenship
19. Economic impact
20. Responsible marketing

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**Stakeholder matrix**



1. public administration
2. creative creations
3. legal services
4. auditors
5. tax advisors
6. chemical reagent supplier, technological raw material supplier, raw material supplier, waste management, delivery service provider
7. suppliers
8. logistics service
9. public institutions
10. consumers
11. media
12. NGO
13. industry organizations
14. employees
15. alcohol producers
16. community / local community
17. universities and research centres
18. financial services

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A x-functional team worked on the report, thanks to which we were able to collect all the required data, report it and have it positively verified by an external auditor. It is impossible to mention everyone individually, so let the word **“thank you”** flow to the team of more than 30 people who made this report possible.



GRI content index

<b>Statement of application</b>		Coca-Cola HBC Poland and Baltics submitted a report in accordance with the GRI Standards for the period 1.01-2022 - 31.12.2022.	
<b>GRI 1 applied</b>		GRI 1: Fundamentals 2021	
<b>Applicable GRI sector standards</b>		Not applicable	
<b>GRI STANDARD / OTHER SOURCE</b>	<b>DISCLOSURE</b>	<b>LOCATION and page no.</b>	<b>OMISSIONS</b> <b>REQUIREMENTS (OMITTED)</b> <b>REASONS</b> <b>EXPLANATION</b>
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	2-2 Entities included in the organisation's sustainability reporting	6, 68 Coca-Cola HBC Polska Sp. z o.o. Coca-Cola HBC Eesti AS Coca-Cola HBC Latvia SIA Coca-Cola HBC Lietuva UAB	
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GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	11	
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GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	11 (No case of corruption has been confirmed)	
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	11 (No legal sanctions, decisions or lawsuits)	

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GRI 3: Material Topics 2021	3-3 Management of material topics	46	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	46, 51, 55	
	405-2 Ratio of basic salary and remuneration of women to men	52, 56	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	46	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	14	
<b>CORPORATE CITIZENSHIP</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	25	
own indicator	own indicator: employees involved in volunteering	42	
<b>CLIMATE CHANGE</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	62	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	69, 77	
	305-2 Energy indirect (Scope 2) GHG emissions	69, 77	
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GRI 302: Energy 2016	302-1 Energy consumption within the organization	68, 76	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	14	
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GRI 3: Material Topics 2021	3-3 Management of material topics	61, 64, 72	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	66, 74	
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GRI 303: Water and Effluents 2018	3-3 Management of material topics	67, 75	
	303-1 Interactions with water as a shared resource	67, 75	
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LETTER FROM THE GENERAL MANAGERS
COCA-COLA SYSTEM
BUSINESS UNIT
ECONOMIC IMPACT
BUSINESS UNIT POLAND BALTIC STATES
SOCIAL IMPACT
BUSINESS UNIT POLAND BALTIC STATES
ENVIRONMENTAL IMPACT
BUSINESS UNIT POLAND BALTIC STATES
ABOUT THE REPORT

# External verification



**INDEPENDENT LIMITED ASSURANCE STATEMENT**  
To: The Stakeholders of Coca-Cola HBC Poland & Baltics

**Introduction and objectives of work**  
BUREAU VERITAS Polska Sp. z o. o. (Bureau Veritas) has been engaged by Coca-Cola HBC Poland & Baltics to provide limited assurance of information and data prepared in *Sustainable Report 2022* (the Report). This Assurance Statement applies to the related information included within the scope of work described below.

**Selected information**  
The scope of our work was limited to assurance over GRI Standards Disclosures (Consolidated set of GRI Sustainability Reporting Standards), included in the Report for the period January 1<sup>st</sup> 2022 to December 31<sup>st</sup> 2022: GRI Standards 2021: 2-1-2.30; 3-1.2.3, GRI Standards 2016: 202-1.2, 203-2, 204-1, 205-1.2.3, 206-1, 301-1.2.3, 302-1.2.3.5; 303-2.3.5, 304-1, 304-1, 305-1.2.3.4.5, 308-1, 306-3, 307-1, 308-1, 401-1.2.3, 403-1-10, 404-1.2.3, 405-1.2, 406-1, 414-1, 416-1.2, 417-1.2.3 and GRI Standards 2018: 403-2.3.6, 5.7, 10 as well as GRI Standards 2020: 306-2.

Excluded from the scope of our work is any assurance of other information included in the Report.

**Reporting Criteria**  
The Selected Information needs to be read and understood together with the standards for sustainability reporting The GRI Standards 2016, 2018, 2020 and 2021 as set out at <https://www.globalreporting.org>.

**Limitations and Exclusions**  
Excluded from the scope of our work is any verification of information relating to:

- Activities outside the defined verification period;
- Positional statements (expressions of opinion, belief, aim or future intention by Coca-Cola HBC Poland & Baltics, and statements of future commitment).

This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

**Responsibilities**  
This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of Coca-Cola HBC Poland & Baltics.

Bureau Veritas was not involved in the drafting of the Report or the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria,
- form an independent conclusion based on the assurance procedures performed and evidence obtained, and
- report our conclusions to the Directors of Coca-Cola HBC Poland & Baltics.

**Assessment Standard**  
We performed our work in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

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**Summary of work performed**  
As part of our independent verification, our work included:

- Assessing the appropriateness of the Reporting Criteria for the Selected Information.
- Conducting interviews with relevant personnel of Coca-Cola HBC Poland & Baltics.
- Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries.
- Reviewing documentary evidence provided by Coca-Cola HBC Poland & Baltics.
- Agreeing a selection of the Selected Information to the corresponding source documentation.
- Reviewing Coca-Cola HBC Poland & Baltics' systems for quantitative data aggregation and analysis.
- Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information.

**Conclusion**  
On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

**Evaluation against GRI Standards**  
Bureau Veritas Polska Sp. z o. o. undertook an evaluation of The Report against the GRI Standards. This included cross checking the GRI index table against all the reference documents to provide an opinion on the self-declared GRI application level.

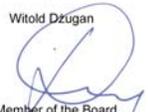
Based on our work, it is our opinion that report *Integrated Sustainable Report 2022* has been prepared in accordance with standards for sustainability reporting The GRI Standards (2016, 2018, 2020 and 2021).

**Statement of Independence, Integrity and Competence**  
Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified<sup>1</sup> Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the TIC Council<sup>2</sup>, cross the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities.

**BUREAU VERITAS POLSKA Sp. z o. o.**  
Warsaw, June 2023

  
 Witold Dżugan  
 Member of the Board

  
 Paulina Szulc-Kłosińska  
 Lead Assuror

<sup>1</sup> Certificate of Registration No. 44 190 180145 issued by TÜV NORD CERT GmbH  
<sup>2</sup> TIC Council Compliance Code EDITION 1 December 2018

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