

CCHBC Equality Policy Statement

Policy Statement

Coca-Cola HBC seeks to provide equal opportunities for all of our employees and will not discriminate in any aspect of employment on the grounds of race, religion, colour, ethnic or national origin, age, disability, sexual orientation, political opinion, gender or marital status.

In all aspects of employment, recruitment, compensation and benefits, training, promotion, transfer and termination, we will treat individuals justly, according to their abilities to meet the requirements and standards of their role.

No employee will be subject to physical, sexual, racial, psychological, verbal, or any other form of harassment or abuse. The company will ensure procedures are in place to detect failures to live up to this standard and to deal with them swiftly and effectively.

Prohibited Conduct Under This Policy

1. Discrimination:

- a) It is a violation of this Policy to discriminate in the provision of employment opportunities, benefits or privileges, to create discriminatory work conditions, or to use discriminatory evaluative standards in employment if the basis of that discriminatory treatment is, in whole or in part, the person's race, colour, national origin, age, religion, disability status, gender, sexual orientation, or marital status.
- b) It is the policy of Coca-Cola HBC to comply with all local labour legislation including discrimination laws.
- c) Discrimination in violation of this Policy will be subject to severe sanctions up to and including termination of employment.

Coca-Cola HBC Policy EPS052

2. Harassment:

This Policy prohibits harassment of any kind, and the company will take appropriate action to address any violations of this policy. The definition of harassment is: verbal or physical conduct designed to threaten, intimidate or coerce. Also, verbal taunting (including racial and ethnic slurs) which, in the employee's opinion, impairs his or her ability to perform his or her job.

3. Sexual Harassment:

Sexual harassment in any form is prohibited under this policy. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature when submission to or rejection of such conduct is used as the basis for employment decisions, or when such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment.

Monitoring & Reporting

In each of the countries in which we operate we will ensure that we are in compliance with all applicable equality legislation, and ensure that employees have recourse to formal, non-retaliatory grievance procedures for reporting alleged breaches of this policy. As part of our commitment to promoting equal opportunities, we will monitor our performance and report publicly within our annual Corporate Responsibility Report.