



**GLOBAL  
HUMAN RIGHTS  
POLICY**

December 2023

## **Human Rights and Our Company**

Respect for human rights is a fundamental value of The Coca-Cola Company. It shapes our relationships with our employees, our expectations of suppliers and bottlers, and our engagement with communities and customers. We were one of the first companies to embrace the UN Guiding Principles on Business and Human Rights, because they align with our corporate ethos, mission, and vision. We are a global company, and we strive to improve the lives we impact.

Our Human Rights Policy reflects our values and will continue to be our compass in our human rights journey. The Policy applies to The Coca-Cola Company, the entities that we own, the entities in which we hold a majority interest, and the facilities that we manage. We also expect our independent bottlers and suppliers to respect our human rights standards in line with our Supplier Guiding Principles.

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## **Our Commitment**

We commit to the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises across our business operations and value chain. We respect all internationally recognized human rights enshrined in the International Bill of Human Rights, the International Labor Organization's core conventions, and the ILO Declaration on Fundamental Principles and Rights at Work.

We recognize the heightened responsibility we have to our most vulnerable stakeholders, including minority communities, women, migrant workers, and children, among others. We strive to identify and address salient human rights risks across our operations and value chain. We conduct due diligence and engage with stakeholders to prevent and mitigate risks. We provide and cooperate in access to remedy where appropriate.

## **The following rights are cornerstones of our global program:**

### **Safe and Healthy Workplace**

Workers are entitled to a secure, safe, and healthy workplace. Within our own operations, we work to minimize the risk of accidents, injury, and exposure to health risks. We do not tolerate harassment, including unwelcome verbal, physical, sexual or other conduct that creates an intimidating or hostile work environment.

### **Diversity and Inclusion**

All workers are entitled to be treated with equal dignity and respect. We work actively to foster diverse, equitable and inclusive workplaces free from discrimination on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, health status, sexual orientation, marital status, pregnancy, gender identity or expression, political opinion, or any other protected category under applicable law.

### **Freedom of Association**

Workers have a right to join or form a labor union without fear of reprisal, intimidation, violence or harassment. Where domestic law unduly restricts freedom of association, we support alternative platforms to enable collective worker dialogue and engagement with management.

### **Freedom from Forced Labor**

We prohibit any and all use of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor or any form of human trafficking. Terms and conditions of work should be represented in a truthful and clear manner, in a language each worker understands. No one may ever be coerced or deceived, required to pay a fee, or made to surrender their personal documents to secure employment.

## **Freedom from Child Labor**

We prohibit the hiring of children younger than 15, or under the legal age of work or of compulsory schooling, whichever is higher. Any exceptions must be lawful and align with the definition of permissible “light work” under Art. 7 of ILO 138. We prohibit the hiring of anyone younger than 18 to engage in work the ILO deems hazardous. We verify the age of all employees at the time they are hired.

## **Wages and Work Hours**

Workers must be fairly compensated in alignment with national law, industry standards and local labor markets, and in accordance with the terms of any applicable collective bargaining agreements. All overtime is paid at an appropriate premium, and all workers are entitled to reasonable rest periods and days off.

## **Land Rights**

We respect communities’ legal and customary property rights. We do not tolerate land grabs, and indigenous communities must be adequately informed and properly consulted in the land acquisition process, in line with the principle of Free, Prior and Informed Consent.

## **Water and Environmental Stewardship**

We take a human rights-based approach to water that mitigates risk by assessing local water risks; consulting and partnering with governments, communities, and other stakeholders to develop water-stress solutions; and, when needed, implementing source-water protection plans. We work actively to minimize our environmental impact and to reduce our carbon footprint through science-based targets. We also help to promote and protect natural habitats, protected areas and biodiversity, including through approaches that build resilience to shocks and longer-term climate stressors.

## **Privacy**

We respect the privacy rights of individuals and implement reasonable safeguards to protect the personal and confidential information with which we are entrusted, in accordance with our privacy policies. We provide dedicated means to share questions or observations, helping us to continually strengthen the ways we demonstrate thoughtful and measured use of personal information.

## **Consumer Wellbeing**

Our commitment to human rights extends to our customers and consumers. We are committed to responsible marketing and to providing transparent and accessible nutritional information and a range of beverage options that enables consumers to make informed choices, consistent with a healthy lifestyle.

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## **Governance and Implementation**

This Policy is overseen by our Senior Vice President, Global Human Rights, Labor and Employee Relations, who reports regularly to the Company's Chief Executive Officer and Board of Directors. The Global Human Rights department (GHR) spearheads the Company's human rights strategy and programs, providing regular updates to the Board on our salient risks, performance, and evolving expectations across our global value chain.

GHR works across the Company as a networked organization to develop policies and programs, implement human rights due diligence, engage stakeholders, and conduct human rights training. GHR also oversees the implementation of our Supplier Guiding Principles, which articulate our human rights expectations of our independent bottlers and suppliers, monitoring and reporting on program effectiveness through annual metrics.

## Supplier and Bottler Expectations

Our requirements for suppliers are contracted and operationalized through our [Supplier Guiding Principles](#) and [Principles for Sustainable Agriculture](#). We maintain a rigorous program to ensure suppliers and bottlers meet these human rights requirements. We work with bottlers and suppliers to help them address human rights challenges and remedy harms, but we will terminate supplier relationships over human rights concerns when appropriate.

## Stakeholder Engagement

We regularly engage with communities, workers, human rights defenders and other stakeholders to ensure that their perspectives inform our decisions, and we take all reasonable measures to protect human rights defenders and other stakeholders with whom we engage from violence, intimidation or other acts of retaliation. We consider those relationships crucial to our success and to our principled engagement with the world.

## Grievance and Remedy

In line with the UN Guiding Principles on Business and Human Rights, we work to ensure access to appropriate remedies for anyone who suffers an adverse human rights impact linked to our operations. Our [KO Ethics Line](#) allows anyone—whether an employee, a worker in our supply chain, a member of an impacted community or any other person—to report human rights or ethics concerns. It is accessible online and by phone in 23 languages. Complaints and grievances can be filed anonymously. We investigate and take appropriate corrective action in response to any violations. We never condition use of our grievance channels on a complainants' waiver of legal rights.

The Company reserves the right to amend this policy at any time. Compliance with this policy is no guarantee of continued employment with The Coca-Cola Company.