

ENVIRONMENTAL POLICY

At Coca-Cola HBC, we firmly believe that protecting the environment is a key pillar of our longterm success and have embedded this belief in our corporate strategy and policy. We strive for continuous improvement on our environmental performance to minimize our impact on the local and global environment.

To meet our long-term environmental commitments, we:

- Conduct our operations in compliance with all applicable legislative requirements.
- Apply The Coca-Cola Company and industry environmental standards, and consistently take into consideration the relevant needs and expectations of our stakeholders, partners and interested parties.
- Commit to internal and external environmental management system certifications in compliance with the internationally recognized standards, such as ISO 14001.
- Apply a risks & opportunities assessment methodology, aligned with the context in which we operate, to facilitate our ability to achieve environmental management system objectives and continually improve our environmental performance.
- Continuously assess environmental impacts/risks and aspects/opportunities and include environmental objectives in our business strategy, which is underlined in leadership communications.
- Provide clearly defined roles and responsibilities, training, communication systems and participation opportunities to promote effective engagement of employees from all organizational levels.
- Promote a culture of environmental excellence through innovation, knowledge sharing, and continuously evaluating and benchmarking our environmental performance with Best-in-Class industry players.
- Actively engage and partner with public and private entities, including governments, nongovernmental organizations, other businesses, suppliers, academy, local communities, to advance environmental stewardship initiatives and reduce our environmental footprint.
- Create internal and external awareness of environmental initiatives and environmental impact.
- Set annual and long-term measurable environmental targets and objectives for all our Business Units and at group level, to reduce environmental impact.
- Report transparently and communicate regularly our environmental performance internally and externally.
- Understand our role in the circular economy and act to minimize waste under the 'World Without Waste' framework of the Coca-Cola System.
- Promote sustainable packaging by light-weighting, removing and replacing packaging materials, recycling packaging, using recycled materials, increasing the share of packageless and refillable solutions (please see our Packaging waste management policy).
- Identify and implement opportunities to use resources efficiently, prevent pollution and reduce emissions (please see our Climate change policy and NetZero by 40 commitment).
- Commit to conserve watersheds by saving water, treating wastewater and implementing water stewardship standards (please see our Water stewardship policy).

This policy applies to the Coca-Cola HBC's:

- Production operations and business facilities;
- Products and services;
- Distribution and logistics;
- Environmental due-diligence in each step of the value chain, including mergers and acquisitions, divestments and investments;
- Management of waste;
- Suppliers, service providers and contractors;
- Other key business partners (including co-packers, joint ventures etc).

As CEO/General Manager, I'm committed to our Environmental Policy, which is owned and endorsed by the Social Responsibility Committee of the Board of Directors. That said, every Coca-Cola HBC employee at every level and in every function in the organization is responsible for the successful implementation of this policy and the related programmes.

Zoran Bogdanović
Chief Executive Officer
Coca-Cola HBC

Ruža Tomić Fontana
General Manager
Coca-Cola HBC Poland & Baltics