

# Coca-Cola European Partners plc

**TICKER**  
LON:CCEP

**MARKET CAPITALIZATION**  
US\$19 billion

**HEADQUARTERS**  
United Kingdom

**DISCLOSURES**  
UK Modern Slavery Act: Yes

**TARGETS**  
None

California Transparency in Supply Chains Act: Not applicable

## OVERALL RANKING

**17 out of 43**

([2018 Rank](#): 11 out of 38)

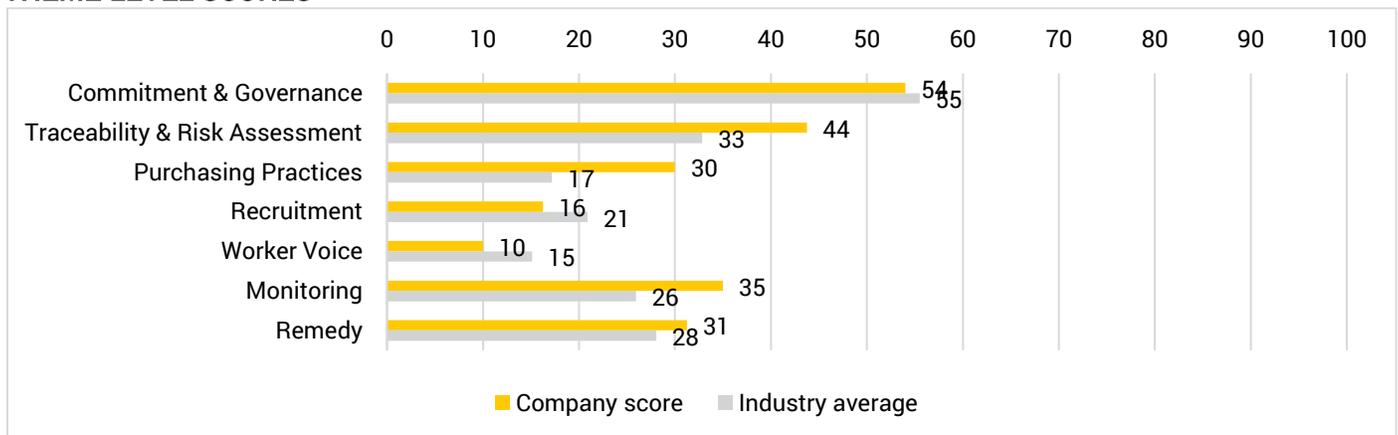
## OVERALL SCORE

**31 out of 100**

## SUMMARY

Coca-Cola European Partners plc (CCEP), an independent Coca-Cola bottler headquartered in the UK, ranks 17<sup>th</sup> out of 43 companies, disclosing slightly more information on its forced labor policies and practices than its peers. Since 2018, the company has taken only limited steps to improve (namely, it disclosed some additional information on its monitoring process). As the benchmark methodology requires companies to keep up with evolving stakeholder expectations and emerging good practices, the company's score has decreased by seven points. CCEP scores higher than average on the themes of Traceability & Risk Assessment, Purchasing Practices, Monitoring, and Remedy, and lower than average on the remaining themes. The company is encouraged to improve on the themes of Commitment & Governance, Recruitment, and Worker Voice.

## THEME-LEVEL SCORES



Research conducted through February 2020 or through May 2020, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business & Human Rights Resource Centre [website](#).

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**KEY DATA POINTS****SUPPLIER LIST**

No

**NO-FEE POLICY**

Yes

**SUPPORTS FREEDOM OF ASSOCIATION**

No

**REMEDY FOR SUPPLY CHAIN WORKERS**

No

**HIGH-RISK COMMODITIES**Coffee, sugarcane, and cattle (milk)<sup>1</sup>

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**LEADING PRACTICES**

None.

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**NOTABLE FINDINGS**

**Training:** The company discloses that its procurement managers who work directly with its suppliers are trained on the company's supply chain policies addressing forced labor when they begin their roles, and thereafter on a regular basis. It also states that it held a training session for procurement staff in 2019 on human rights and the staff's role in the company's commitments.

**Risk Assessment:** CCEP discloses that it held a human rights workshop in 2019 attended by key stakeholders and its own staff. The issues that were identified in the workshop were part of the company's human rights risk assessment in 2019, which included identification of recruitment-based risks. The company states it is also conducting commodity-specific assessments for forced labor risks, with a focus on sugar, coffee, and tea.

**Monitoring:** The company discloses that audits include interviews with workers from different production lines who carry out different roles and reflect a mix of ethnicities, religious backgrounds, and genders, as well as pregnant workers, union representatives, and contingent workers. It further notes that the interviewed workers must make up 10% of the workforce (up to 25 workers) and include 10% of the contract workers (up to 25 workers).

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**OPPORTUNITIES FOR IMPROVEMENT**

The company is encouraged to address forced labor risks, with a particular focus on supply chains that are not shared with Coca-Cola and, thus, are not addressed by "as a joint Coca-Cola system."<sup>2</sup> In addition to the themes below, the company may consider disclosing its sourcing countries, information on its supplier training, and requirements for suppliers to cascade standards.

**Commitment & Governance:** The company is encouraged to engage with relevant stakeholders on human trafficking and forced labor. This includes engagement with policy makers, worker rights organizations, or local NGOs in countries in which its suppliers operate, as well as active participation in one or more pertinent multi-stakeholder or industry initiatives.

**Recruitment:** To avoid the exploitation of migrant workers in its supply chains, in particular workers in supply chains not shared with Coca-Cola, CCEP is encouraged to ensure that migrant workers understand the terms and conditions of their recruitment and employment and that they also understand their rights and are not restricted in their movement (for example through passport retention). The company may also consider disclosing the outcomes of steps it has taken to ensure respect for the fundamental rights and freedoms of supply chain workers in vulnerable conditions, such as women workers or small-scale farmers.

**Worker Voice:** To support collective worker empowerment, the company is encouraged to work with its suppliers to improve their practices regarding freedom of association and collective bargaining and with local or global trade unions to support freedom of association in its supply chains. Where there are regulatory constraints on freedom of association, the company may consider ensuring workplace environments in which workers in its supply chains are able to pursue alternative forms of organizing. In addition, the company is encouraged to work with relevant stakeholders to engage with and educate workers in its supply chains on their labor rights.

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**ENGAGED WITH KNOWTHECHAIN**

Yes ([Provided Additional Disclosure](#)).

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<sup>1</sup> The US Department of Labor lists these commodities as commodities that may be produced using forced labor. US Department of Labor (20 September 2018), "[List of Goods Produced by Child Labor or Forced Labor](#)."

<sup>2</sup> The company states that it addresses many supply chain issues as a joint Coca-Cola system. It reports that two-thirds of its core packaging and ingredient suppliers have been audited through The Coca-Cola Company's process.