

Coca-Cola European Partners plc

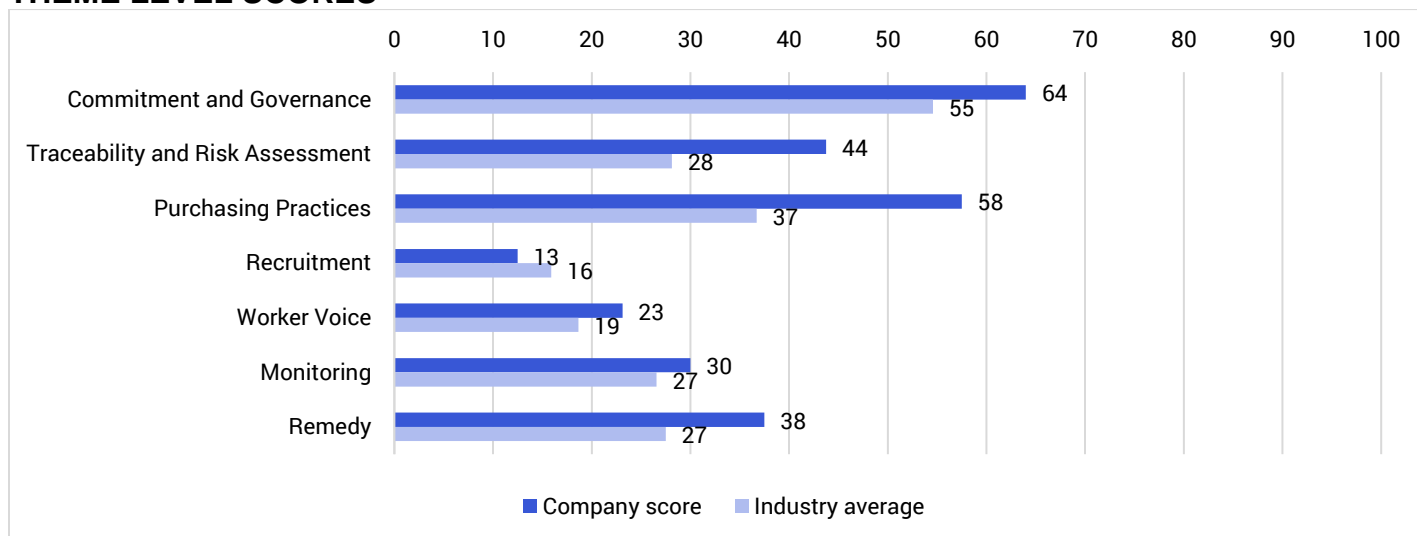
TICKER
NYSE:CCE

MARKET CAPITALIZATION
US\$19 billion

HEADQUARTERS
United Kingdom

COMPLIANCE
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Not applicable](#)
COMMITMENTS
[Yes](#)
OVERALL RANKING
11 out of 38
OVERALL SCORE
38 out of 100
SUMMARY

Coca-Cola European Partners plc (CCEP), an independent Coca-Cola bottler headquartered in the United Kingdom, ranks 11th out of 38 companies, disclosing more information on its forced labor policies and practices than its peers on all themes except recruitment. The company has a particularly strong score on the theme of purchasing practices. In its disclosure, the company heavily references Coca-Cola policies and processes which apply to shared suppliers of the two companies, for example in relation to due diligence on its suppliers' recruitment practices and training. The company has an opportunity to improve its performance and disclosure on the themes of recruitment, worker voice, and commitment and governance. In particular, the company might consider engaging relevant stakeholders on forced labor risks.

THEME LEVEL SCORES


LEADING PRACTICES

Management and Accountability: CCEP discloses that it has a board-level CSR committee which meets five times a year to monitor progress on sustainability. This committee is responsible for overseeing human rights and supply chain policies and their implementation.

NOTABLE FINDINGS

Training: CCEP discloses that procurement managers receive regular training on relevant supply chain policies, as well as on more specific issues such as human trafficking and forced labor. In addition, the company discloses that suppliers it shares with Coca-Cola receive training on supply chain policies, with a particular focus on the recruitment and employment practices of migrant workers.

Purchasing Practices: CCEP states that suppliers are assessed at the initial stage of the sourcing phase with respect to sustainability criteria. It further discloses that, if through such an assessment, the supplier was found to be at risk of forced labor, it would not be used. The company additionally discloses that the suppliers it has in common with Coca-Cola are also required to complete an audit against the supply chain standard as part of the authorization process which includes a review of forced labor and human trafficking indicators. CCEP further discloses that its supplier guiding principles are part of all contractual agreements with its direct, authorized suppliers. It has also built them into the Standard Purchase Conditions.

Corrective Action Plans: CCEP discloses that where suppliers fail to uphold its requirements, they are expected to implement corrective action plans. Suppliers that are shared with Coca-Cola are required to implement corrective action within an agreed timeframe: immediately or within 30-90 days. CCEP notes that suppliers that have corrective actions plans in place will undergo an EcoVadis follow-up audit within 12 months. Where corrective actions are not implemented by a supplier, the company considers terminating the business relationship as a "last resort".

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".¹ This includes the themes below, as well as areas such as disclosure of sourcing countries, supplier training, or requiring suppliers to cascade standards.

Commitment and 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 relevant multi-stakeholder or industry initiatives.

Recruitment: To address the risk of exploitation of migrant workers through recruitment agencies in its supply chains, the company may consider requiring recruitment agencies used by its suppliers to uphold workers' rights and ensuring that workers in its supply chains are not charged fees during any recruitment-related process. The company is also encouraged to ensure recruitment agencies used by its suppliers are audited, and to work with suppliers to guarantee migrant workers' rights are respected (e.g., to ensure workers' passports or other personal documents are not retained).

Worker Voice: To prevent and address forced labor and human trafficking risks in its supply chains, the company may consider ensuring that its Speak Up helpline or another formal and effective mechanism to report grievances regarding labor conditions is communicated to and trusted by its suppliers' workers. Further, the company is encouraged to take steps to ensure that workers in its supply chains are educated on their rights and are able to exercise their right to freedom of association.

¹ The company indicates that approximately 54% of its first-tier suppliers are covered by the Coca-Cola system. (The company identifies 57% of its first-tier suppliers as critical or core. Of those, 95% are covered by Coca-Cola audits.)

COMPANY PROVIDED ADDITIONAL DISCLOSURE

[Yes.](#)