

# The Coca-Cola Company (Coca-Cola)

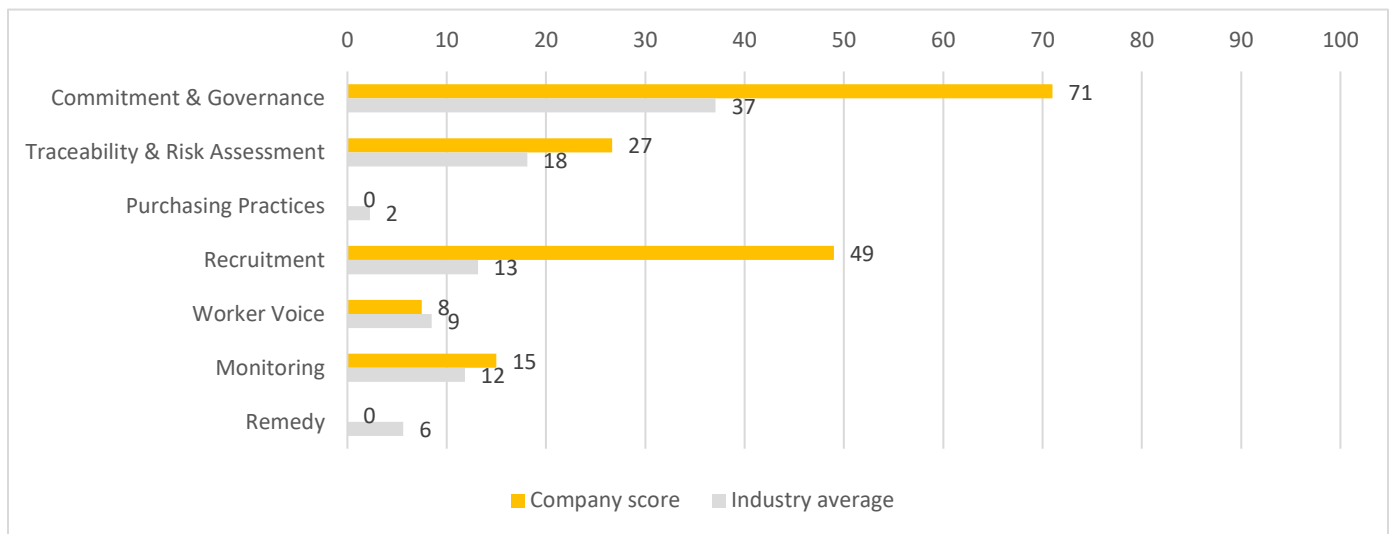
**TICKER**  
KO

**MARKET CAPITALIZATION**  
US\$263.53 billion

**HEADQUARTERS**  
United States

**DISCLOSURES**
UK Modern Slavery Act: [Yes](#)
California Transparency in Supply Chains Act: [Yes](#)
Australia Modern Slavery Act: Not determined

**OVERALL RANKING**
**13 out of 60**
[2020 Rank:](#) 6 out of 43

**OVERALL SCORE**
**29 out of 100**
**THEME-LEVEL SCORES**

**KEY DATA POINTS**
**FIRST-TIER SUPPLIER LIST**

Yes (Names only, not addresses)

**RISK ASSESSMENT**

Yes

**ENGAGED WITH KNOWTHECHAIN<sup>1</sup>**

Yes

**NO-FEE POLICY**

Yes

**REMEDY FOR SUPPLY CHAIN WORKERS**
 No

**HIGH-RISK COMMODITIES<sup>2</sup>**
 Sugarcane, coffee, corn and others

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## SUMMARY

The Coca-Cola Company (Coca-Cola), the world's largest soft drink company, ranks 13 out of 60 companies. Since 2020, the company improved by disclosing the percentage of women within its first-tier supply chain workforce. However, the company did not improve across other themes and did not provide updated disclosure on several indicators on which its prior disclosure has become outdated. The company performed particularly poorly on the themes of Purchasing Practices and Remedy. As such, its rank has dropped by 7 places. The company's score is based on its stronger performance on Commitment & Governance, Traceability & Risk Assessment, and Recruitment. Notably, the company is among those achieving the highest scores on the theme of Recruitment.

KnowTheChain identified one additional allegation of forced labor in the company's supply chains. The company did not disclose engagement with affected stakeholders, nor remedy outcomes for workers.

The company has an opportunity to improve its performance and disclosure on the themes of Purchasing Practices, Worker Voice, and Remedy.

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## LEADING PRACTICES

**Recruitment:** Coca-Cola discloses details on training for suppliers focused on responsible recruitment, including topics such as pre-departure information, arrival and ongoing worker engagement, and working with labour brokers.

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## OPPORTUNITIES FOR IMPROVEMENT

**Purchasing Practices:** To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment. The company may further consider separating labour costs from price negotiations such that all direct and indirect labour costs are isolated and incorporated as a distinct costing block in pricing. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

**Worker Voice:** To support collective worker empowerment, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. Further, the company is encouraged to disclose examples covering different supply chain contexts of how it improved freedom of association and/or collective bargaining for its suppliers' workers, such as migrant workers. The company is also encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

**Remedy:** The company may consider establishing a process to ensure that remedy is provided to workers in its supply chains in cases of forced labour and disclosing details on this process, such as responsible parties, approval procedures, timeframes, and, crucially, engagement with affected stakeholders. To demonstrate to its stakeholders that it has an effective remedy process in place, the company is encouraged to disclose examples of remedy provided to its suppliers' workers, including with respect to specific allegations in its supply chains.

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<sup>1</sup> Research conducted through January 2023 or through April 2023, 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](#).

<sup>2</sup> For further details on high-risk raw materials and sourcing countries, see KnowTheChain's 2023 [food & beverage benchmark findings report](#).