



HUMAN RIGHTS

Respect for human rights is fundamental to the sustainability of Coca-Cola Bottling Company UNITED. As part of our Core Values, Quality, Excellence, Integrity and Respect, we strive to respect and promote human rights in accordance with the United Nations Guiding Principles on Business and Human Rights in our relationships with our employees, suppliers, and customers. Our aim is to help increase the enjoyment of human rights within the communities in which we operate. We are committed to ensuring that people are treated with dignity and respect.

This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

This Policy applies to Coca-Cola UNITED, the entities that we own and the facilities that we manage. United also expects its suppliers to uphold these principles and urges them to adopt similar policies within their own businesses.

We use due diligence as a means to identify and prevent human rights risks to people in our business and supply chain. Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for, or cooperate in, their fair and equitable remediation. We seek to promote access to remediation where we are linked to, or involved in, those adverse impacts through our relationships with third parties.

Community and Stakeholder Engagement

We recognize that we are part of the communities in which we operate. We are committed to engaging with stakeholders in those communities to ensure that we listen to, learn from and take into account their views as we conduct our business. Our aim is to ensure through dialogue that we are listening to, learning from and considering their views as we conduct our business. We believe that local issues are most appropriately addressed at the local level.

We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives. This includes issues in our Company, across our supply chain and with our various sponsorships, through which we seek to promote respect for human rights.

Diversity and Inclusion

We value the diversity of our people and the contributions that they make. We support inclusion of the people with whom we work.

We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, sexual orientation, gender identity, color, national origin, ethnicity, religion, age, disability, or any other status protected by applicable law. The bases for recruitment, hiring, placement, development, training, compensation and advancement at United are qualifications, performance, skills and experience.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to United employees, but we expect them to also apply to the business partners with whom we work.

Freedom of Association and Collective Bargaining

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. United is committed to bargaining in good faith with such representatives.

Safe and Healthy Workplace

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Child Labor

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labor market, and in accordance with applicable law and with the terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Land Rights and Water Resources

We recognize the significant implications regarding respect for human rights that land use and water use across our supply chain may have, which we address through specific policy and action.

While we do not typically purchase ingredients directly from farms, we are compelled, based on our values as a major buyer of several agricultural commodities, to take action and to use our influence to help protect the land rights of local farmers and communities.

We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation. Through our water stewardship program, we pursue a 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 where and when needed, and also implementing source water protection plans at our facilities.

Healthy Lifestyles

We are committed to providing transparent nutrition information and a range of beverage options to enable consumers to make informed choices consistent with a healthy lifestyle.

Guidance and Reporting for Employees

We strive to create workplaces in which open and honest communications among all employees are valued and respected. United is committed to comply with applicable labor and employment laws wherever we operate. United also ensures employees are aware of the Human Rights Policy through our Learning Management System.

Any employee who believes a conflict arises between the language of the policy and the laws, customs and practices of the place where the employee works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with local management, Human Resources, or our Legal Department. Employees can also report suspected policy violations through our United EthicsPoint secured internet website at www.cocacolaunited.ethicspoint.com or by calling 1-866-614-4992. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. Information provided by callers is considered confidential to the extent required to conduct an appropriate investigation. The case report summary will be submitted to The Vice President & Chief People Officer and The Corporate HR Director for investigation and assignment. UNITED HR will investigate, address and respond to the concerns of employees, and we will take appropriate corrective action in response to any violation.

This Human Rights Policy is aligned with Coca-Cola United's Code of Business Conduct.