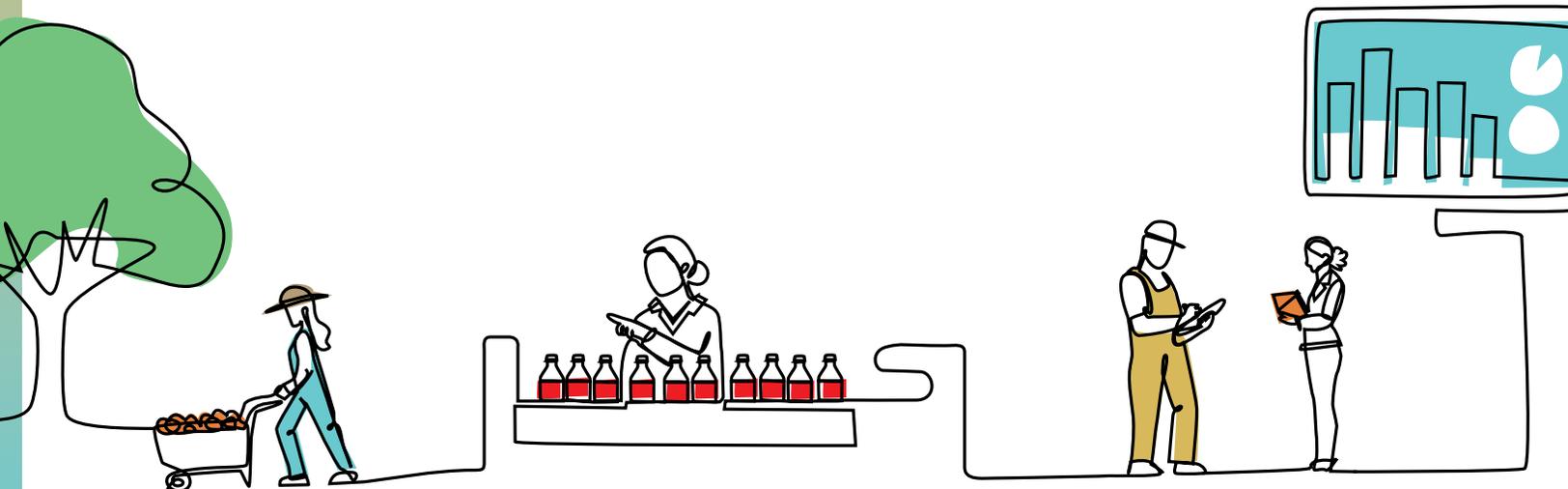


THE *Coca-Cola* COMPANY

Real IMPACT

Toward a Better Tomorrow

OUR VISION FOR THE FUTURE
OF OUR HUMAN RIGHTS PROGRAM





Respect for human rights is fundamental to The Coca-Cola Company, where our purpose is to refresh the world and make a difference. Our enduring success is built on our unwavering commitment to people—a commitment that leads us always to seek to improve the lives of our employees, the workers in our value chain and the communities we serve.

We were one of the first companies to embrace the United Nations Guiding Principles on Business and Human Rights, and we have strived to remain at the vanguard of responsible business ever since. Over the last decade, we have endeavored to bring to life respect for human rights in all that we do. While we are proud of our achievements—from our industry-leading on-site assessment program to our stakeholder partnerships driving positive change around the world—we constantly strive to be and do better.

That's why in 2022 we conducted a holistic and rigorous review of our human rights program. We engaged crucial external stakeholders and internal partners to learn what we do well and what we can do better—and to understand the most serious human rights challenges facing our most vulnerable stakeholders. We examined every aspect of our program and the human rights landscape with a singular goal: To ensure that The Coca-Cola Company remains at the cutting edge of human rights due diligence and responsible business for generations to come.

“

Respect for human rights is at the foundation of our business and ingrained in our culture, guiding our interactions with employees, bottling partners, suppliers, customers, consumers and the communities we serve.

—

JAMES QUINCEY, Chairman and CEO, The Coca-Cola Company

The Result Is Real IMPACT

Our new framework to transform tomorrow. We believe responsible companies should seek to better the lives of vulnerable stakeholders by giving them the capacities and tools to pursue their hopes for themselves, their families and their communities. Real IMPACT is about realizing this vision by striving to make tomorrow better than today.

Reimagining Our Approach to Human Rights

The future of human rights at
The Coca-Cola Company is empowerment.

Meaningful and sustainable impact is our true north. To reach it, we have charted a path that weaves innovation and empowerment into respect for human rights. Real IMPACT is designed to address our most salient human rights risks through pioneering due diligence and creative partnerships. Our vision is to draw on the lessons of the last decade and to leverage our strengths to bring enduring change to the lives of those we touch around the world.

We'll use our new framework to deliver and report on our human rights programs and initiatives in the future. We will embrace experimentation, pilot new technologies and tools, and seek innovative partnerships to accelerate our progress on improving the lives we touch. We will build out the infrastructure of Real IMPACT and identify the programs and metrics for driving meaningful progress for years to come.

To make our
ambition concrete,
Real IMPACT
is grounded in
three signature initiatives.



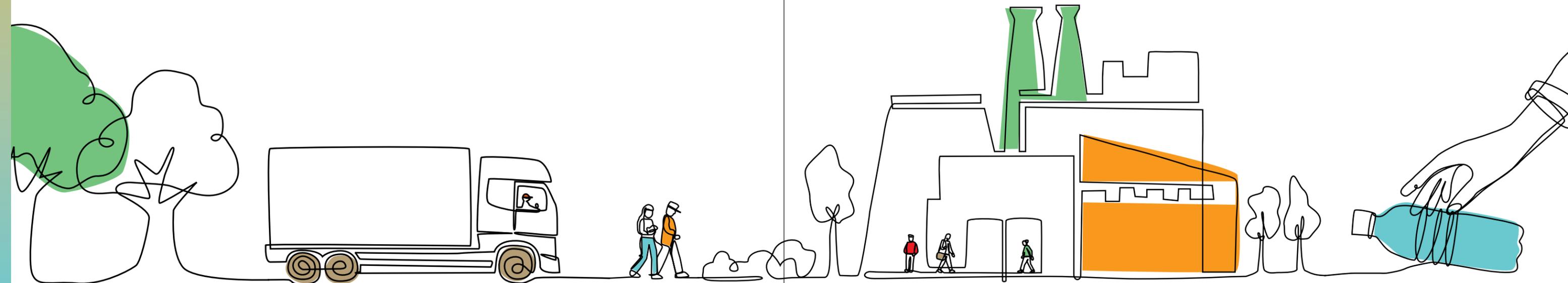
IMPACT Work



Respecting labor rights is the foundation of any effective human rights program. Impact Work will seek to build on our industry-leading supply chain assessment program to advance work with dignity across our value chain. From laborers in our agricultural supply chain to employees within our own operations to informal waste workers who help collect and recycle our packaging, Impact Work will focus on initiatives to promote truly decent work.

Identifying and addressing human rights risks—including modern slavery, child labor, and unfair working conditions—will remain the core of our mission. We will also endeavor to go beyond doing no harm to address the root causes of worker exploitation, like leading the way in Latin America

with our first due diligence program tailored to the informal waste collection sector, and leveraging new technology in South Africa to help informal waste workers gain access to financial services. Our aim is to work with like-minded peers, governments and civil society partners to advance long-term, systemic equity.

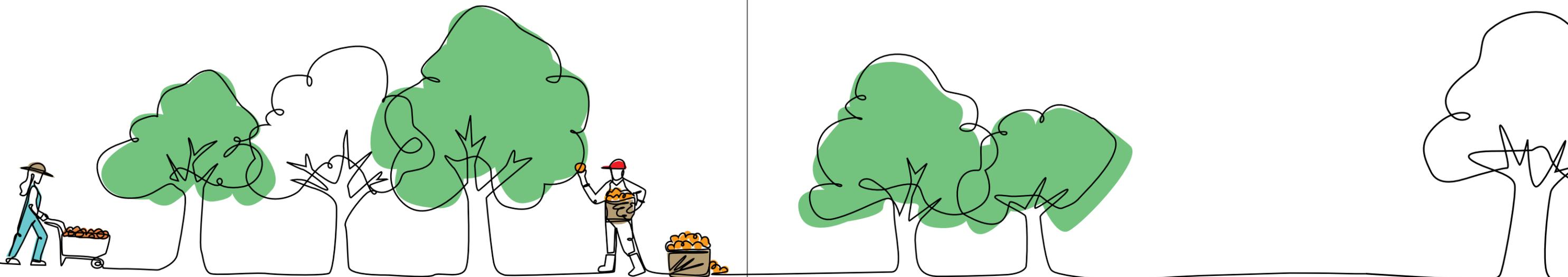


IMPACT Agriculture



Agriculture is the heart of our company's products and is linked to many of our most salient human rights risks. Impact Agriculture is an initiative conceived to leverage our scale as a business to drive meaningful improvements in the lives of stakeholders touched by our agricultural value chain. Our global reach provides a unique platform from which to better the lives of farmers, laborers and communities around the world.

We will continue to partner with internal and external stakeholders to promote empowerment and dignity through programs such as: Fruto Resiliente (Brazil), which supports small citrus farmers in becoming more resilient and sustainable; and Harvesting the Future (Türkiye), a multi-commodity and multi-company program led by the Fair Labor Association, creating large-scale change for seasonal migrant workers and their families and focusing on access to remediation.



IMPACT Innovation

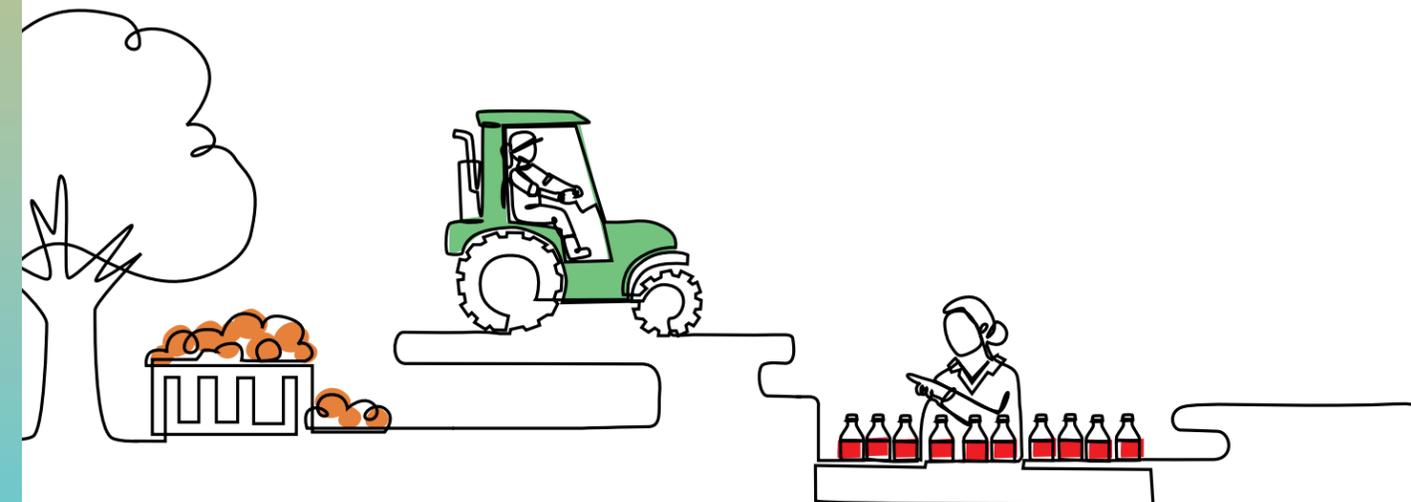


Innovation is the beacon for The Coca-Cola Company's human rights program. We endeavor to continuously improve how we identify and address human rights challenges in every market in which we operate. Recognizing that stakeholders continue to expect ever more of companies, Impact Innovation will focus on enhancing our due diligence processes and improving access to remedy through investments in cutting-edge technology and creative stakeholder partnerships.

Through Impact Innovation, we will continue to invest in new tools and technologies to transform how we approach due diligence. One example of this is our recent partnership with the disruptive impact tech business Diginex to develop a new online due diligence tool called diginexLUMEN, now being adopted by 20 other companies to enhance their due diligence for

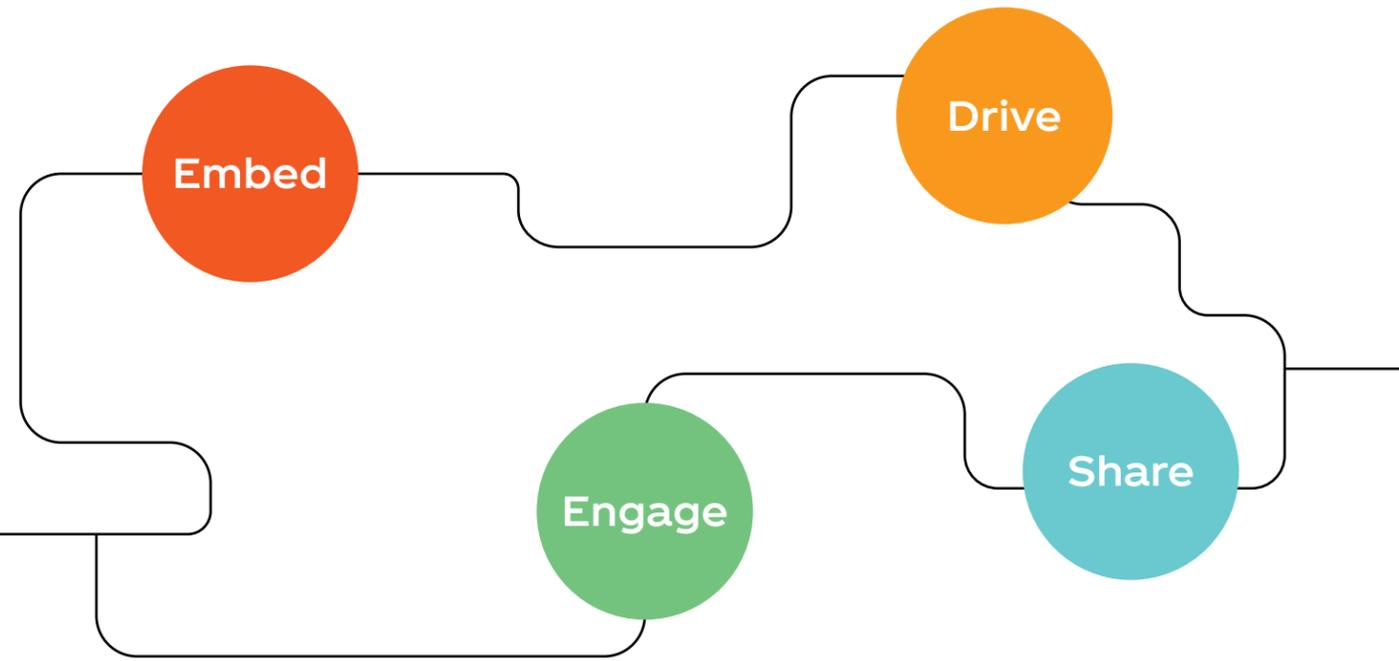
ethical recruitment. The platform collects, analyzes, and validates information about recruitment and working conditions in complex supply chains, helping companies identify risk in real-time and focus their resources and remediation efforts where they are most needed.

Impact Innovation will leverage and enhance our industry-leading supply chain assessment programs for deeper, broader and more real-time impact. The tools we deploy will range from the augmented conventional – such as whole value chain human rights impact assessments – to novel technologies, with all manner of combinations in between. Our aim will be simple: to reach as many stakeholders as possible and to deliver impact effectively and quickly.



Bringing Real IMPACT to Life

To deliver on our vision, we will focus on four mutually reinforcing types of action over the next year and beyond. We will **embed** Real IMPACT in our governance and strategy with metrics and capacity building; **drive** implementation through due diligence and technology pilots; **engage** with an array of expert and affected stakeholders to deliver meaningful remedy; and **share** our progress and challenges with our stakeholders.



Embed

We will take a series of actions to weave deep understanding of our human rights commitments across our company and value chain. These actions include developing, testing and implementing metrics for Real IMPACT to enable stakeholders to hold us to account; engaging in a fundamental redesign of our flagship Supplier Guiding Principles (SGP) program with a renewed focus on driving impact throughout our supply chain; and building the practical understanding of human rights across our company and members of our value chain.

Engage

Building the framework for stakeholders to have meaningful access to remedy is the greatest challenge facing companies and governments around the world. Our aim is to seek better, novel and more practical ways to enable affected stakeholders to access effective remedy where their rights have been infringed. We will engage a variety of stakeholders and partners to launch and test innovative grievance mechanism approaches with focus on meaningful accessibility. We will develop novel global and regional stakeholder engagement initiatives aligned with Real IMPACT.

Drive

Due diligence is the cornerstone of any effective human rights program—and a uniting thread across our Real IMPACT initiatives. Our aim is to bring together a blend of established and innovative methods to understand and address salient human rights risks across our value chain. To do so, we intend to conduct human rights impact assessments spanning the whole value chain, expand due diligence to new areas of our supply chain—such as route to market—and pilot new technologies and tools for more efficient due diligence.

Share

We count on our stakeholders to help shape our vision, strengthen our impact and hold us accountable for our commitments and we will publish an inaugural Real IMPACT report to share our progress, challenges and formative lessons with all stakeholders.

“

There is no endpoint to our Real IMPACT journey, only an ongoing drive to be at the vanguard of human rights and to create a lasting impact across our company, our industry and our communities.

—

PAUL LALLI, Global VP Human Rights, The Coca-Cola Company



THE *Coca-Cola* COMPANY



Global
Human Rights