

OVERVIEW

This Policy describes the standards, criteria, and responsibilities relating to inclusion, diversity and equality in the workplace.

We aim to be an organisation where everyone's welcome to be themselves, be valued and belong and where our inclusive culture drives innovation and performance, creating a trusted and successful business that our colleagues, customers and communities admire and support.

KEY POINTS

- **Inclusion** is about focusing on the systems, structures, processes and behaviours that create a culture where everyone, whatever their characteristics and identities feels accepted, valued and empowered.
- **Diversity** is about people and describes the unique visible and invisible elements that make us who we are. These include: age, cultural heritage, ethnicity, gender, gender identity, mental or physical ability or disability, nationality, race, religion, sexual orientation, social background, thinking styles and perspectives
- **Equality** ensures we have the conditions in place to ensure everyone has the same opportunities at work. It does not mean, however, that we treat everyone the same.

- We create an environment that empowers the individual and collective potential of our people by attracting, developing and retaining diverse talent, fostering inclusion, collaboration, and connections, supporting our workforce to be themselves throughout the employee lifecycle.
- All employees have a responsibility to act inclusively at CCEP, in line with our Inclusion & Diversity Principles and our Code of Conduct.
- Discrimination, harassment and bullying of any kind will not be tolerated and may lead to disciplinary action, including dismissal without notice, in line with local laws.
- Managers and Leaders have additional responsibility to take appropriate action to consider and promote equality, diversity and inclusion in the workplace.

Responsible Owner:

Chief People & Culture Officer