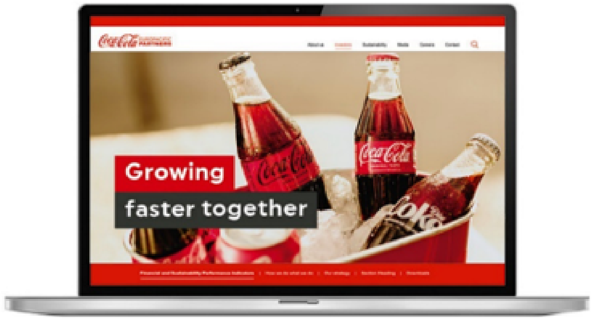
Modern Slavery Statement
2025

Coca-Cola EUROPACIFIC PARTNERS

We are Coca-Cola Europacific Partners, one of the world's leading consumer goods companies – making, moving and selling some of the world's most loved drinks to millions of consumers, customers and communities every day. Everything we do is built on three strategic pillars: great brands, great people and great execution.

Done sustainably.



Visit our online Annual Report at https://www.cocacolaep.com/assets/Global/Investors/2025-Annual-Report/CCEP-Annual-Report-and-Form-20-F-2025.pdf

In this year's report

Message from
Véronique Vuillod, Chief People & Culture Officer

At Coca-Cola Europacific Partners plc (CCEP), we remain committed to ensuring that our workplace, our supply chain and our communities are safe, lawful, inclusive and responsible everywhere, every day. Our purpose is to refresh Europe, Australia, Pacific and South East Asia (APS) and make a difference, and in 2025 we continued to take meaningful steps to deliver sustainable growth, create value for all our stakeholders, and build a better future for our business, our communities and the planet.

As part of our Everyone's Welcome philosophy, we work to foster an environment where every colleague feels welcome and valued, a sense of belonging and psychologically safe to contribute and speak up. We want everyone who works with or for us to feel respected, supported, and able to get home safely to the people and moments that matter most. This commitment reflects who we are, our culture and our ways of working. It sits at the heart of our approach to human rights.

That is why we continue to strengthen our human rights approach, making it a core part of how we operate. In 2025, we expanded our actions to prevent, identify and address human rights and modern slavery risks by deepening our due diligence processes, embedding updated policies, and improving visibility across our operations and supply chain. We engage to ensure voices are heard, and to help ensure human rights are understood, respected and protected across all areas of our business.

Our progress in 2025 was also shaped by a cooperation with an NGO specialised in due diligence in the logistics sector. This enhanced our oversight of salient risks, strengthened cross-functional collaboration, and enabled us to better align our processes with evolving regulatory expectations across all the markets we serve.

We recognise our responsibility to the communities we serve and remain focused on continuous improvement—refining our strategy, strengthening our governance, and responding to emerging risks with agility. In 2025 we broadened our human rights assessments, including country-level reviews aligned with International Human Rights Principles and legislation such as the German Supply Chain Act and EU Pay Transparency directive and enhanced training and awareness across our workforce.

Throughout 2025 we continued to support our people and our stakeholders by expanding our mandatory Code of Conduct acknowledgement for all contractors entering our sites and strengthening Speak Up awareness through a global campaign. These steps help ensure that every one of our 39,000 employees and thousands of supply partners plays a part in recognising and addressing human rights risks throughout our value chain.

We also continued to use advanced technology to strengthen visibility of risks within our supply chain. Tools such as EcoVadis, EcoVadis IQ, Resilinc and FRDM enabled us to better map risks, monitor supplier performance, and act early where concerns arise. This data-driven approach underpins our Responsible Sourcing Policy (RSP) and supports our ambition to elevate standards across our global supplier network.

Looking ahead, we will continue to expand our assessments, strengthen supplier compliance, enhance our due diligence processes, and work in partnership across the Coca-Cola system to address shared challenges and drive meaningful, positive change.

INTRODUCTION

This is the sixth statement of CCEP under the Modern Slavery Act 2018 (Cth) and the ninth statement under the UK Modern Slavery Act

We support the 10 principles of the UN Global Compact and are committed to proactively safeguarding these rights across our workplace, supply chain, and the broader communities in which we operate. We continuously strive to create a safe and healthy environment, both physically and psychologically, for our employees, going above and beyond to meet and exceed applicable health, safety, and regulatory standards.

We recognise the importance of our obligation to observe and promote internationally recognised human rights in the way we conduct our business. We acknowledge that the risk of modern slavery may exist throughout our operations and supply chains. Our joint Modern Slavery Statement for Europe and Australia, Pacific and South East Asia (APS), sets out the steps we are taking to identify and manage those risks.

We have a zero-tolerance approach to modern slavery of any kind within our operations and supply chain and together with our brand partner The Coca-Cola Company (**TCCC)**, we expressly prohibit all forms of modern slavery and human trafficking within our system or by any company that supplies or provides goods or services to our business. TCCC manages the development and marketing of the Coca-Cola portfolio of beverages. CCEP manufactures, distributes, and sells these products (including products such as Coca-Cola Zero Sugar, Coca-Cola Original Taste, Fanta, and Sprite) through its manufacturing and logistics network across our business territories in Europe and APS.

Key areas of action

At CCEP we are committed to continually improving our operations, and those of our partners, by preventing, identifying and mitigating modern slavery risks. This is a journey and each year we strive to make progress through continuing to enhance and implement the policies, frameworks and practices which underpin them, across every aspect of our business and supply chains.

Every employee and supply partner plays a role in making that a reality. We've built a strong foundation across CCEP, underpinned by the frameworks of TCCC, which includes very strong standards to prevent modern slavery. In 2025, as CCEP continues its journey, we have sought to learn more about the potential risks of modern slavery that exist in our operations and critically within our supply chains.

1 Protecting a vulnerable driver through Human Rights due diligence in Germany

In late 2025, as part of a human rights due diligence assessment at one of our logistics sites in Germany, CCEP identified a case involving a truck driver working within our transport value chain. The driver, employed by a second-tier subcontractor to one of our logistics partners, reported indicators of labour exploitation, including excessive working periods, unsafe living conditions, and restrictions on his ability to exit employment.

Once these concerns were identified and verified through engagement with a specialist NGO and our direct contractor, immediate action was taken. Within 24 hours, the driver received formal confirmation that his resignation had been accepted, the majority of outstanding wages were paid, and he was supported to return safely to Poland to regularise his situation and seek alternative employment.

As part of our remediation, the subcontractor involved was suspended from all future business engagement pending further clarification. This case demonstrates how proactive due diligence can identify risks beyond our direct suppliers and how rapid, coordinated action can protect vulnerable workers in complex logistics chains.

2 Introducing mandatory Code of Conduct acknowledgement for all contractors

In 2025, we strengthened how we protect people across our sites by expanding our contractor access requirements. Now, every contractor must read and acknowledge our Code of Conduct and understand how to seek advice or raise concerns through our Speak Up channels—before stepping onto any CCEP site. This simple but critical step is helping us boost visibility, strengthen accountability, and ensure that anyone working with us knows exactly where to turn if something isn't right.

Rollout is ongoing across most of our markets as we continue to embed consistent, accessible safeguards across our business.

3 Increasing visibility of risks within the supply chain by using technology

Understanding what we buy and taking action when we encounter a risk is key to managing potential supply chain related impacts, including water and soil pollution. We recognise the growing importance of technology in increasing the visibility of risk within our supply chains. In 2025, we continued to work with our technology partners to increase supply chain visibility and supplement existing controls to proactively identify risks in our supply chains.

We assess suppliers across multiple criteria such as financial value, efficiency, innovation and risk. For our strategic suppliers, who make up 80% of CCEPs total spend, we proactively manage their sustainability performance and ethical, social and environmental-related risks in our supply chain using data gathered through EcoVadis, a leading solution for monitoring sustainability in global supply chains. The EcoVadis assessment includes questions related to environmental management systems, labor and human rights, ethics and sustainable procurement. By the end of 2025, 93% of our strategic suppliers in Europe, 94% of our strategic suppliers in API, 50% of our strategic suppliers in the Philippines, and 87% of our global strategic suppliers had undertaken an EcoVadis assessment and shared their scorecard with us.

Based on the results of a location-based risk assessment, and the EcoVadis assessment, we identify priority areas that will require a deeper level of investigation.

To assess the sustainability performance and ethical, social and environmental-related risks for our non-strategic suppliers, we use EcoVadis IQ. This tool helps us profile and map our entire supply base for risk and provide predictive intelligence to help us understand risks by country and industry.

Our Supplier Guiding Principle (SGP) framework involves a site audit of all our production facilities, co-filling manufacturing operations, ingredients, and primary packaging raw material suppliers. Each audit is undertaken on a routine three-year cycle covering the topics addressed by the SGPs. These audits generally include confidential interviews with employees and on-site contract workers. If a significant risk is identified, the supplier will be notified along with required remediation and/or mitigation measures required to be in place before a follow-up audit is performed to ensure compliance, and a required timeframe to implement the required remediation or mitigation measures.

We continue to use Resilinc software, an AI tool which helps us to proactively identify potential risks in our supply chain. Having used the software since 2022, we use the platform to map 976 tier 1 and 1,237 tier 2 (T2) suppliers, expanding our monitoring deeper into our global supply chain. In 2025, we continued using FRDM, a supply chain risk management tool, to monitor and mitigate human rights and climate-related risks in our supply chain.

4 European Sustainability Reporting Standards (ESRS) - Double materiality assessment (DMA)

In 2024, in line with ESRS requirements, we conducted a DMA. Based on European Financial Reporting Advisory Group (EFRAG) guidelines, the DMA considers CCEP's impacts on the environment and society and includes a financial assessment of our exposure to related risks and opportunities. This process built on our 2016 materiality assessment, which focused on CCEP's impacts only, and informed our This is Forward sustainability action plan, based on stakeholders' input.

To ensure our 2024 DMA results remain relevant, we refreshed the assessment in 2025. A full assessment will be carried out every three to five years, with targeted reviews in the interim to capture any relevant changes. Based on EFRAG guidelines, the DMA considers CCEP's impacts on the environment and society and includes a financial assessment of our exposure to related risks and opportunities.

5 Speak Up communication campaigns.

In 2022 the Ethics & Compliance (E&C) team rolled out the "Is it COKE?" communication campaign. The campaign encouraged people to Stand up, Seek Advice and Speak Up. This was further promoted annually via refresher campaigns.

In 2025, the Ethics & Compliance team launched a global Speak Up campaign in collaboration with Inclusion, Diversity and Equity (ID&E), Employee Relations (ER), Customer Service & Supply Chain (CS&SC) and People and Culture (P&C) communications teams. It provided targeted guidance for managers and promoted speaking up as a positive action that builds belonging, psychological safety, and inclusion. Its objectives were to ensure employees understood how to use Speak Up channels, felt protected when raising concerns, and enabled managers to run awareness sessions. More details about the 2025 campaign can be found under "Raising concerns – Speaking up".

Reporting entities covered by this statement

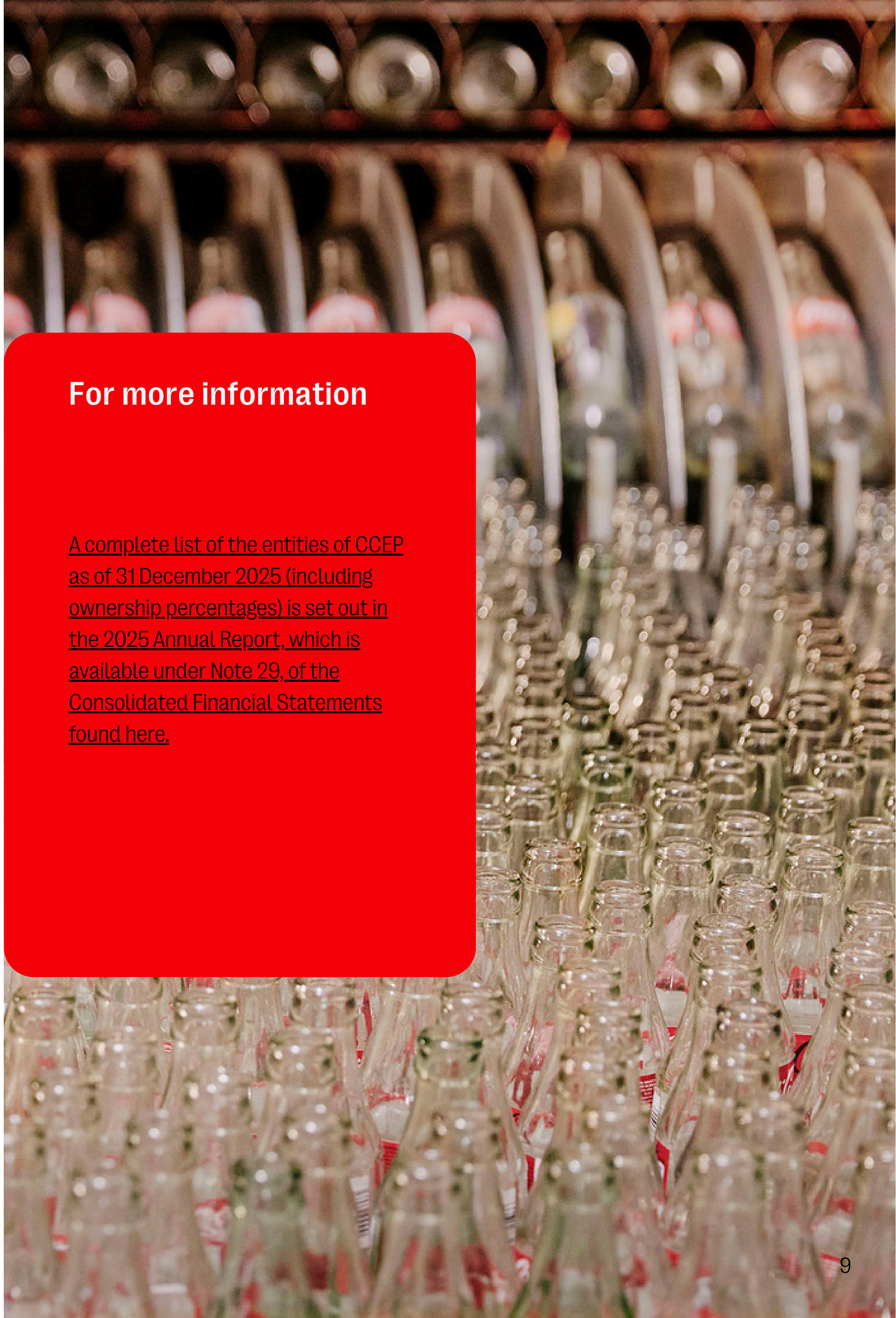
This statement is being made in accordance with the UK Modern Slavery Act 2015 (**UK Act**) and the Modern Slavery Act 2018 (Cth) (**Australian Act**). It sets out the steps taken by Coca-Cola Europacific Partners plc and its group companies ("**CCEP**") to prevent, identify, and address modern slavery risks across its business and supply chain.

The reporting entities under the UK Act are Coca-Cola Europacific Partners Great Britain Limited, Coca-Cola Europacific Partners Services Europe Limited, and CCEP Group Services Limited. For the purposes of the Australian Act, the reporting entity is Coca-Cola Europacific Partners Australia Pty Ltd, and this statement is being made under s.14(1) of the Australian Act by Coca-Cola Europacific Partners plc.

Consultation with controlled entities

The development of this statement was led by a dedicated Modern Slavery working group comprising representatives from each reporting entity. It was prepared in consultation with stakeholders from relevant functions across both the reporting entities and the broader CCEP group, including stakeholders from Procurement, Quality, Environment, Safety and Health (**QESH**), Sustainability, Legal, Workplace and Employee Relations, Ethics & Compliance, Enterprise Risk Management, and Manufacturing. Before being approved by the Board of Directors of Coca-Cola Europacific Partners plc the statement underwent thorough review and approval by senior representatives from each reporting entity, ensuring alignment and approval at all levels.

Where CCEP holds a "controlling interest" in an entity, the appropriate organisational representatives of each entity have been made aware of CCEP's policy framework and are actively engaged in taking the appropriate steps to mitigate modern slavery risks within its business and supply chains. During FY2025, we worked to ensure we have similar processes in place with entities where CCEP holds a minority equitable interest. This includes communicating our expectations and providing policy documentation outlining our standards and expectations and offering support as required.



For more information

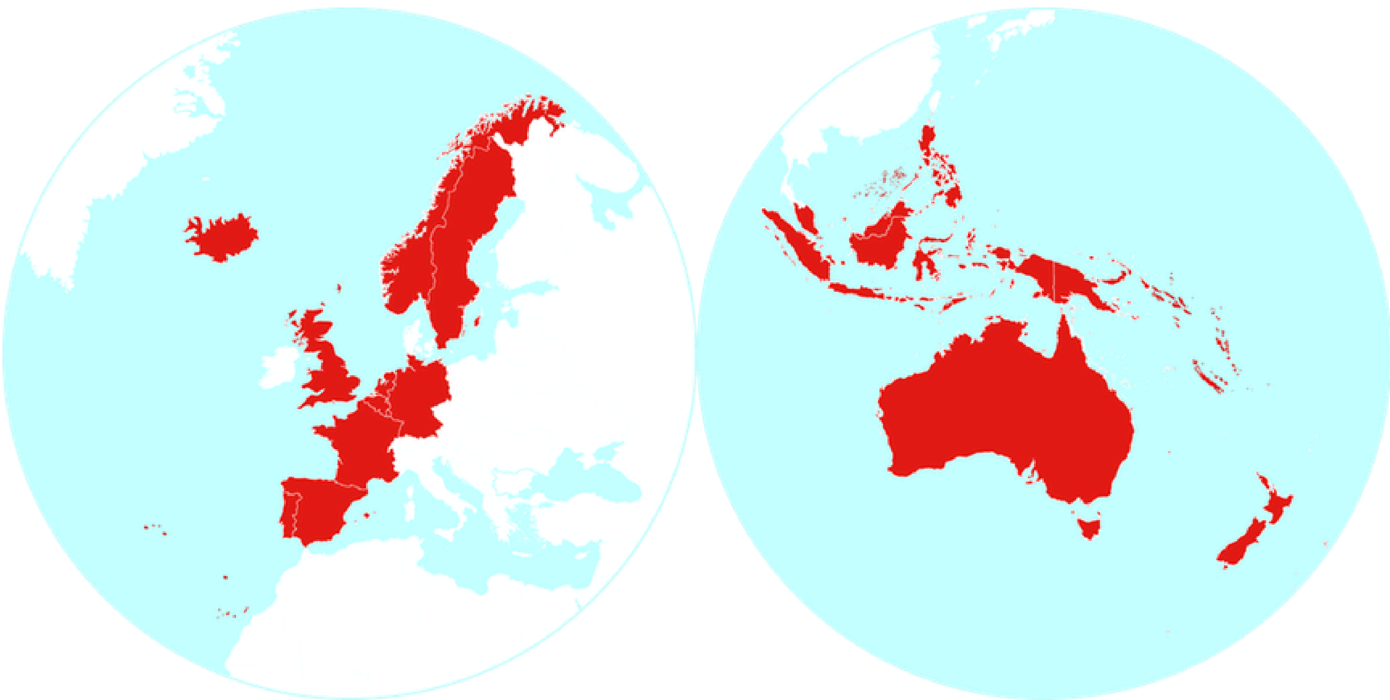
A complete list of the entities of CCEP as of 31 December 2025 (including ownership percentages) is set out in the 2025 Annual Report, which is available under Note 29, of the Consolidated Financial Statements found here.

Our structure, operations and supply chains

Structure and operations

CCEP is a leading consumer goods group in Western Europe and the Asia Pacific region, making, selling, and distributing an extensive range of primarily non-alcoholic ready to drink (**NARTD**) beverages. We make, move, and sell some of the world's most loved brands – serving nearly 600 million consumers and helping over four million customers across 31 countries grow. We combine the strength and scale of a large, multinational business with an expert, local knowledge of the customers we serve and communities we support. The company is listed on Euronext Amsterdam, NASDAQ Global Select Market, London Stock Exchange and the Spanish Stock Exchanges, trading under the ticker symbol "CCEP".

CCEP has operations across Andorra, Australia, Belgium, continental France, Fiji, Germany, Great Britain, Iceland, Indonesia, Luxembourg, Monaco, the Netherlands, New Zealand, Norway, Papua New Guinea, the Philippines, Portugal, Samoa, Spain, and Sweden. We employ more than 39,000 people (22,000 Europe and 17,000 APS) across our territories, creating a welcoming environment where everyone can grow and make a difference.



Our supply chain

At CCEP we seek to create genuine, shared value with our supplier partners built on collaboration and innovation whilst putting sustainability at the heart of everything we do. We recognise the importance of our suppliers in ensuring our supply chains are sustainable. We engage with suppliers across our value chain to address common challenges on human rights, water, biodiversity, pollution and emissions reduction. We source products from over 16,000 suppliers and spend approximately €8.7 billion with our suppliers. Approximately 86% was spent with suppliers based in our countries of operation.

Our key procurement categories of packaging and ingredients represent approximately 50% of our procurable spend with the balance split across the indirect categories including energy, capital equipment, buildings and facilities, transportation, sales and marketing, IT, telecoms, general administration and professional services.

How we source is critically important to CCEP, and we are committed to sustainably sourcing our direct and indirect inputs, including ingredients, raw materials and packaging. Our largest spend category is concentrates and syrups, which are supplied by our brand partners and other third parties with the entire requirement of our concentrates and syrups for Coca-Cola trademark beverages sourced from TCCC. Many of the purchases of our priority agricultural ingredients and primary packaging, such as sugar, aluminium cans, glass bottles, PET resin, closures and secondary packaging are made in partnership with TCCC and other Coca-Cola bottlers. As a result, we address many of the issues that we face in our supply chain, including modern slavery as a system.

CCEP continues to utilise tools such as EcoVadis, EcoVadis IQ, Resilinc and FRDM to improve its ability to identify and manage supply chain risks, including modern slavery risks.

Agricultural commodities – particularly sugar and pulp and paper – continue to represent the most significant modern slavery risk within CCEP's supply chain. Through our Responsible Sourcing Policy (RSP), we continue to drive high levels of compliance to our Principles of Sustainable Agriculture (PSA), which set out our expectations for responsible agricultural practices.

In 2025, 87.8% of CCEP's sugar was sourced through globally recognised certification schemes, including Bonsucro, Farm Sustainability Assessment (FSA), No Deforestation, No Peat and No Exploitation (NDPE) and Best Management Practice (BMP) Smartcane. This represents an increase of 7.7% compared to the previous year.

For pulp and paper, 98.6% of our sourced volumes were certified under either the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC) schemes, representing a 0.8% increase compared to the previous reporting period.

In addition, we require our suppliers to adhere to our Supplier Guiding Principles (SGP), which set out the mandatory standards suppliers must comply with, including requirements related to human rights, labour standards and ethical business conduct. In 2025, 98.8% of our procurement spend was covered by suppliers committed to our Supplier Guiding Principles.

Our 2025 progress	**Group**	**Group**	**Europe**	**APS**
KPIs	**2025**	**2024**	**2025**	**2025**
Percentage of total supplier spend covered by our Supplier Guiding Principles (SGPs) (%)	98.8	98.6	99.0	98.2
Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (PSA) (%)	87.8	80.1	100	68.6
Percentage of pulp and paper sourced through suppliers in compliance with our Principles for Sustainable Agriculture (PSA) (%)	98.6	97.8	100	96.4

Our Sourcing Guidelines

It is a requirement of TCCC and all bottlers within the Coca-Cola system to follow the **SGPs** and **PSA**. TCCC commissions independent audits to monitor how CCEP's ingredient and primary packaging suppliers comply with SGPs. PSA compliance is verified through adherence to global third-party sustainable agriculture standards approved by TCCC. These sourcing guidelines set out the minimum requirements we expect of our suppliers in areas such as workplace policies and practices, health and safety, human rights, environmental protection, and business integrity and set out our expectations of suppliers in relation to human rights.

The SGPs and PSA are incorporated into CCEP's **RSP** which expressly prohibits the use of all forms of child labour and forced labour – including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking. The PSA also specifically prohibit retention of personal identity documents, recruitment fees or excessive loan terms. Additionally, all children under 15 living on farms must have access to schooling. We have also provided greater clarity on how we classify strategic suppliers, who are required to have a higher level of compliance. The RSP is underpinned by the TCCC standards, and we have communicated this to our strategic suppliers and our Responsible Sourcing Policy is publicly available on our Corporate Website.

During 2025, we continued to evolve our capabilities on identifying and managing supply chain risks including modern slavery risks by utilising systems and processes such as EcoVadis IQ and FRDM, which are databases specifically focused on identifying and tracking modern slavery. We will continue to improve our transparency as new legislation and regulations come into force. In 2025, we continued to use EcoVadis IQ, we have now uploaded our ~16,000 suppliers into the system and are using the system to identify any potential labour and human rights risks of the relevant suppliers.

Supply contract

CCEP's standard supplier contracts include a general requirement to comply with all applicable laws and regulations and specifically call out a requirement for compliance with modern slavery and anti-bribery legislation as well as compliance with the RSP. Our RSP processes enable CCEP to evaluate a supplier's compliance with their contractual commitments. Where we find evidence of modern slavery or have cause for concern, we take action to remediate with our supply partner. Where a supplier fails to take appropriate action to address issues identified, it may result in supply suspension or termination.

Enterprise Risk Management

CCEP recognises that the review and management of human rights risks across our organisation and within our supply chain is an ongoing process underpinned by a risk-based approach. We assess our risk of human rights as a part of our broader corporate Enterprise Risk Management (ERM) framework, and responsibility for managing specific risks sits with a designated risk owner. These ERM risks and their controls, mitigations, and effectiveness are reviewed regularly by the Compliance and Risk Committee of the Executive Leadership Team (ELT) and shared annually with the Board.

Our governance, framework and policies

Accountable
All CCEP Employees & Supply Chain Partners
Governance
Board | Environmental, Social and Governance (ESG) Committee (Board Committee) | Compliance & Risk Committee of the Executive Leadership Team (Management Committee)
Policies
Code of Conduct | Human Rights | Supplier Guiding Principles | Principles for Sustainable Agriculture | Responsible Sourcing Policy | Speak up Policy

At CCEP, our Code of Conduct (CoC), policies and guidelines have an important role in ensuring respect for human rights throughout our business and supply chains. These policies reflect our values, underpin our ways of working and form the basis of the governance framework we have in place to enable CCEP to monitor and remediate against modern slavery.

CCEP has a strong governance framework. The Board of Directors oversees the interests of all stakeholders. Five committees support the Board. These include the Environmental, Social and Governance (ESG) Committee, which is responsible for overseeing CCEP's sustainability strategy and all related policy issues and risks, including human rights. At the Executive Leadership level, CCEP has also established a Compliance and Risk Committee, which, among other things, advises the ethics and compliance function of our business and provides management oversight regarding the ethics and compliance programme.

CCEP is committed to an aligned policy approach across the organisation. Following the acquisition of Coca-Cola Beverages Philippines, Inc. (CCBPI) we continue our focus to ensure everyone at CCEP has access to policies in the same way and in local languages. We continue to improve and harmonise our Policy Hub by reducing the total number of policies, leading to a simplification of our policy landscape for our employees.

We also ensure global policies, such as the Human Rights Policy and Code of Conduct, are the same across all territories. Policies are a crucial element to ensure everyone at CCEP is treated equally.

Our policy management process includes an annual policy review (including review of our Human Rights Policy, Speak Up Policy and Anti-Harassment and Inclusion Diversity and Equity Policy) led by CCEP's Employment Practices & Human Rights team. In this annual review, relevant policy owners review their policies and include any required changes, regarding new legislative requirements and/or changes to related policies.

In 2025 we reviewed our Anti-Harassment and Inclusion, Diversity and Equity policy. At CCEP, our philosophy is that "everyone's welcome to be themselves, be valued and belong." We bring this to life through our commitment to building a diverse workforce underpinned by an inclusive culture, equity at its core, strong partnerships, continuous learning, and visible leadership support. Our combined Anti-Harassment and Inclusion, Diversity and Equity Policy plays a fundamental role in supporting this commitment. By collaborating across countries and regions, we have been able to incorporate diverse perspectives to ensure alignment with varying local legislative requirements, enabling us to build the most effective and inclusive policy for CCEP.

Working in collaboration with Talent Acquisition (TA), additional guidance has been added into the policy for this team. TA is not only the gateway to our organisation - it is also a key driver of our commitment to inclusion, diversity, and equity. The way we attract, assess, and select candidates reflects our values and shapes the culture we aim to build. It is therefore essential that every step of the recruitment process is free from discrimination, bias, harassment, and sexual harassment. Additional guidance for TA ensures interview and assessment panels during the hiring process are gender balanced and reflect a range of identities and experiences. This policy is pending approval from the Board of Directors in Q1 2026.

To enhance accessibility to information regarding CCEP's human rights strategy, due diligence processes, and Speak Up resources and channels, we have a dedicated human rights section within our Genie platform. This section allows employees to easily access comprehensive information on human rights, supplementing our existing human rights training programmes. Additionally, it supports internal communications by providing a reliable reference point within Genie.

Our Code of Conduct

Our success is built on our great brands, great people, great execution all done sustainably.

Everyone at CCEP has a role to play in helping us deliver on this purpose. We are ambitious about the future. We are focused on delivering sustainable growth, creating value, and winning in the market with our customers. In order do that, we need to do business in the right way.

Our Code of Conduct (**CoC)** seeks to ensure that we act with integrity and accountability in all our business dealings and relationships, and in compliance with all applicable laws, regulations, and policies. We expect everyone working at CCEP to adhere to our CoC and all third parties who work on our behalf to act in an ethical manner consistent with our CoC and to comply with our RSP, which covers the mandatory guidelines that all suppliers, must comply with to be able to do business with CCEP. This includes obligations to our **SGP**s, **PSA** and expectations around modern slavery.

Our CoC sets out what we expect of everyone, what's OK and what's not OK. It is essential to creating a safe, respectful, and inclusive workplace. If something doesn't feel right, we want everyone to feel confident enough to stand up and speak up, just by asking ourselves, 'is it COKE?.'

- **Stand up** – it's OK to challenge, to ask questions, and to support your colleagues.
- **Seek advice** – speak to your line manager or the People and Culture team.
- **Speak up** – if things still don't work out, use one of our Speak Up Resources or Channels.

Our CoC sets out 16 principles, one of which is 'Protecting human rights'. Respect for human rights is fundamental to the sustainability of CCEP and the communities in which we operate. We are committed to protecting human and workplace rights as set out in the United Nations' Guiding Principles on Business and Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the United Nations Global Compact. In the CoC 'The way we work' guidelines, we highlight that we have a zero-tolerance approach to modern slavery of any kind within our operations. This includes human trafficking, and the use of child, forced, indentured or involuntary labour. We also hold our supply chain to the same standards and prohibit any form of forced labour and human trafficking within our system or by any company that directly supplies or provides services to our business. Additionally, we ask people managers to lead by example and help raise awareness with their teams and colleagues. We provide managers with advice on how to respond when approached by colleagues with concerns.

All employees are required to undergo our mandatory CoC training every three years in our European business units and territories and annually in our APS business unit, which is also a part of the induction process for new employees. Training on specific topics related to employees' roles is also provided where needed. Our CoC specifically calls out manager responsibilities and includes a matrix to help with decision making.

Our Human Rights Policy

Our CCEP wide Human Rights Policy is aligned with International Human Rights Principles encompassed by the Universal Declaration of Human Rights, the United Nations (UN) Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UN Global Compact, the UN Declaration on Rights of Indigenous People and the CCEP CoC. Our Human Rights policy further outlines our commitment to supporting human rights and provides a consistent approach to ensuring our workplace, our supply chain and our communities are safe, lawful, and diverse – respectful and responsible everywhere, every day. We are committed to identifying, preventing, and mitigating adverse human rights impacts caused or contributed to by our business activities, before or if they occur, through human rights due diligence and mitigation processes.

In 2024, CCEP updated its Human Rights Policy. The changes to the policy have been made in line with changes to the Human Rights Policy of TCCC, best practices of industry peers and the requirements of the German Act. The changes to the policy focus on providing transparency on our human rights process and procedures. In February 2025, the updated policy was approved by the Board and published shortly after.

In addition to our Human Rights Policy, we have reviewed our Statement of Principles ("Grundsatzerklärung") relating to human rights for Germany, which is required by the German Act. This statement builds on our existing CCEP wide Human Rights Policy and includes details of the actions we have taken to address human rights risks in our operations and our supply chain for Germany. This statement is reviewed on an annual basis and also reflects the most salient human rights risks for the German business.

Our policies and our expectation of external supply chains has a focus on the following key priority areas:

Forced labour, child labour and human trafficking	We prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour, and any form of human trafficking. We are committed to ensuring that our operations and supply chains are free from modern slavery practices. Retention of personal identity documents, recruitment fees or excessive loan terms are prohibited. **We set clear expectations for our employees, contractors, business partners, and suppliers to encourage the disclosure of potential human rights breaches and are prepared to take steps to prevent and address them.**
Work hours, wages and benefits and right to work	We compensate employees competitively relative to the industry and local labour market. **We operate in full compliance with applicable wage, work hours, overtime, and benefits laws.** We verify that all employees have the right to work in the jurisdictions in which they are employed.
Freedom of association, of assembly, and the right to organise and collective bargaining	We are committed to positively upholding freedom of association and collective bargaining. **Employees are free to join or form trade unions without fear of retaliation, and unions are able to operate in line with national laws**. Where employees are represented by recognised unions, we engage constructively with their elected representatives and bargain in good faith. We respect the right to strike where permitted by law. In countries where formal freedom of association is restricted, we support alternative platforms that enable meaningful employee dialogue and collective engagement
Vulnerable individuals and communities	We are committed to **respecting the human rights of all individuals regardless of gender, origin, colour, religion, age, and ethnic and social group,** who may be at heightened risk of becoming vulnerable or marginalised if adversely impacted by our activities or business relationships.
Workplace security	We are committed to **maintaining a workplace that is free from violence, harassment, sexual harassment, intimidation and other unsafe or disruptive conditions** due to internal and external threats.

For more information

Further additional policies that assist CCEP in managing human rights include Gifts, Entertainment and Anti-bribery Policy, Health and Safety policy, Inclusion and Diversity Policy, Procurement and Buying policy, Flexible Work Options policy, Working Together policy and our Speak-Up policy, which can be found in our Policy Hub.

Supply chain risk management for Modern Slavery

Our risk of modern slavery

We recognise the risk of modern slavery existing within our own business operations and throughout our supply chain. At CCEP, we have zero tolerance for work practices or other activities which:

- contravene the human or other legal rights of any person we employ, contract or who is otherwise connected with our supply chain; and
- are not representative of "doing business the right way" in accordance with our CoC.

We also acknowledge that certain parts of our value chain carry higher inherent risks. In particular, the transport and logistics sector—where long subcontracting chains, complex employment arrangements and limited visibility can create conditions of heightened vulnerability - remains an area where we may have more tangible exposure to modern slavery risks. These factors reinforce the need for stronger oversight, direct engagement with workers, and more robust due diligence.

CCEP recognises that the responsibility for identification and management of human rights risks sits throughout our organisation and is an ongoing process.

The risks of modern slavery practices mean (as per the UN Guiding Principles) there is potential for an entity to "cause, contribute to or be directly linked to" modern slavery through operations and supply chains. Hypothetical examples relevant to operations and supply chains of a consumer goods manufacturer could be that it:

- may cause modern slavery if it used exploited labour in a manufacturing site.
- may contribute to modern slavery if it required an upgrade to a site to be constructed, and the Key Performance Indicators (**KPIs**) for such construction were related to the quickest and cheapest provision of services which meant that forced labour and exploitation of workers would be highly probable.
- may be directly linked to modern slavery if it worked together with a logistics provider which used recruiting fees and/or passport retention to exploit its workers.

Enterprise risk management

As regards the risk of modern slavery, forced labour and child labour practices, CCEP recognises that the review and management of human rights risks across our organisation and within our supply chain is an ongoing process underpinned by a risk-based approach. We assess our risk of human rights as a part of our broader corporate Enterprise Risk Management (ERM) framework, and responsibility for managing specific risks sits with a designated risk owner. These ERM risks and their controls, mitigations, and effectiveness are reviewed regularly by the Compliance and Risk Committee of the Executive Leadership Team (ELT) and shared annually with the Board. In addition, we have a Human Rights Risk Assessment which covers detailed risks. The risk assessment is shared annually within our Modern Slavery Statement issued under the Modern Slavery Act 2018 (Cth) and the UK Modern Slavery Act.

Our people

Awareness and education of modern slavery principles

- Complete training, and comply with relevant policies and procedures.
- Follow policies and report non-compliance using the frameworks and processes available.
- Participate in awareness raising activities.

Our business

Appropriate engagement with direct and indirect third-party labour

- Facilitation of easy-to-access training for all employees
- Follow internal reporting mechanisms that compliment policies

Our supply chain

Comprehensive third party supply assurance programme

- Physical audits of strategic suppliers and additional ad hoc audits on high risk categories, usually conducted by TCCC on behalf of CCEP
- Online third party audits for medium value suppliers
- Self-assurance of tactical suppliers through the onboarding process

Overview of our risks of modern slavery

	Our operations	Our supply chain
Potential risks	• Risk assessments are a key method for CCEP to understand the different human rights risks in our own operations and within our suppliers. • In 2025 we conducted a human rights risk assessment in Germany where we identified a **low risk that CCEP employees may be exposed to modern slavery.** • We acknowledge, however, that we can be directly linked to modern slavery through poor contractual controls and monitoring processes of our own practices. CCEP has significant controls in place to manage these risks, including but not limited to, time recording systems, age verification, legal permission to work, and written contracts. • Very low income can be seen as a driver for modern slavery, however this risk is actively monitored and managed through measures such as collective tariff agreements (where applicable), and a diverse rewards and benefit programme.	For our strategic suppliers managed by the Procurement function, there has been no change to the assessed risk level of 'moderate' for the risk of modern slavery in our suppliers' supply chains based on the SGP audits conducted by TCCC and on the assessment completed by the suppliers in EcoVadis in 2025.
Common forms	Modern slavery has not been identified in our internal human rights assessments as a risk. However, we acknowledge, extensive recruitment fees or contractual binding clauses without CCEP knowledge could be a driver for modern slavery.	• Forced, bonded and migrant labour. • Exploitation • Excessive (unpaid) overtime • Underpayment • Recruitment fees
Categories	• Employment contracts, especially third-party labour, and contingent workforce.	• Raw materials – juice and sugar • Packaging – plastic resin and films, aluminium, pulp, and paper • Services related to a high number of workforces – e.g., facilities services, cleaning, security, haulage using third party drivers, third party labour
Countries	• All countries in which CCEP operates.	• All countries in which CCEP operates and China, Taiwan, Vietnam and Thailand in addition.
Management	• Internal policy framework • Regular training and information • Close monitoring of legislative changes across our markets of operation • Enterprise risk management framework • Country based risk assessments. • Education and Awareness materials made available to all employees via the Human Rights homepage in Genie	• RSP • Third party and online assessments • Updated supplier onboarding processes • Formalised contract templates • Enterprise risk management framework • EcoVadis IQ

Risk management

We recognise that all our employees and supply partners have a role in identifying and mitigating human rights risks across our business. Employees and managers are empowered to recognise and address human rights risks and issues as they conduct their work, and this extends to the arrangements we agree with workers and trade unions. The effective tracking and management of these risks also ensures compliance with relevant legislation.

As a result of human rights risks assessments which have been previously completed, we have identified 12 areas as priority issues for CCEP, as summarised in the human rights risk assessment table to the right.

Human Rights Playbook

CCEPs Human Rights Playbook is available across all jurisdictions. The purpose of the Playbook is to equip teams with the necessary tools and information to complete a local Human Rights Impact Assessment. The playbook not only offers detailed guidance but is also designed as a training resource for senior managers and above. The playbook can be tailored to the needs of different functions to ensure that everyone has the right resources to integrate human rights considerations into their work.

Human rights risk assessment: priority issues

- Migrant and temporary workers
- Data protection
- Right to privacy
- Wages
- Equality and non-discrimination
- Forced labour
- Health, safety and security
- Freedom of association
- Working hours
- Freedom from bribery and corruption
- Cultural rights of minorities
- Children and young people's protection from exploitation

Australia

Human Rights and Modern Slavery risks are routinely monitored as part of the risk management framework in place in Australia. Responsibility for reviewing and managing these risks sits with a designated risk owner within the Australian Business Unit. A review of Human Rights and Modern Slavery Risks occurs on a regular basis, as part of Australia's broader risk review process. During this review process, the risks and corresponding mitigations are routinely reviewed and adapted to address any changes in the risk profile. The consistency of these reviews ensures that a proactive approach to identifying and preventing modern slavery risks within the Australian operations and Supply Chain is taken. There were no reports of Human Rights breaches or Modern Slavery in the Australian operations in 2025.

Germany

In 2023, CCEP worked with an external agency to develop a risk assessment approach for CCEP Germany (**CCEP DE**). In 2025, in accordance with the German Act, the risk assessment of CCEP DE's own operations was conducted through a structured questionnaire with subject matter experts (**SME**) for each human rights or environmental risk from various functions and management levels, including a representative from the works council. The results of the questionnaire formed the basis for determining probability and severity of these risks. In addition, the SMEs assessed the maturity of risk management, which was validated based on other available information (e.g., assessments of downtime incidents).

The risk assessment identified three principal risks within our own operations: discrimination, workplace safety, and excessive water consumption. While each is considered unlikely to occur, they remain the most significant human rights and environmental risks for CCEP DE. Relevant teams have developed targeted action plans to address and mitigate these issues, and the results have been presented to management.

We did not identify any direct suppliers in the high- or very-high-risk categories. However, ~70 suppliers were assessed as presenting medium-high environmental risks, and ~120 were assessed as having medium-high human rights risks, with ~20 suppliers falling into the medium-high category in both areas. Key environmental risks relate primarily to energy consumption, materials, chemicals, and waste, as well as water use. For direct suppliers, we applied digital tools that evaluate risks associated with the goods or services provided and the countries in which they operate. Suppliers are classified on a six point scale ranging from very low to very high risk, enabling more detailed analysis of specific risk areas.

Following the risk assessment we have strengthened our cooperation with logistics suppliers to support compliance with human rights due diligence requirements, and further actions are planned for 2026.

Modern slavery was not identified as a risk within these suppliers.

Case Study

Hotel ethics and human rights review

According to a report by the Walk Free initiative, the hotel sector is particularly vulnerable to exploitation due to its complex supply chains and the high concentration of migrant workers. Additionally, research highlights that the tourism and hospitality industries face significant challenges in managing the risks of labour exploitation and modern slavery, due to the high number of migrant workers employed.

Based on these insights CCEP completed an ethics and human rights review of 103 of the hotels we partner with for employee business travel across Europe, with a focus on key hotel chains in 2024.

In 2025, we continued this review with a further 81 hotels in Europe and 104 hotels in APS. Using the EcoVadis rating system, we assessed the sustainability and ethical performance of each hotel. For our preferred hotels that did not have an EcoVadis scorecard, we distributed our own detailed questionnaire which aligns with the requirements of the German Act. As all hotels assessed met our requirements, no remediation was required; however, the exercise informed ongoing risk monitoring and future engagement with high-risk sectors.

Our due diligence processes in relation to modern slavery, forced labour and child labour

Our actions to assess and address modern slavery risk

Our performance

Human rights are fundamental to how we run our business and the communities in which we operate. We are committed to ensuring everyone who works at CCEP and in our supply chain is treated with dignity and respect.

Our business

Employment

At CCEP, in Europe [92.5] % and in APS [97.0] % of our employees were employed on permanent contracts in 2025.

We understand the risks related to engaging team members through a third-party labour provider, and we are committed to ensuring our work environments are safe and compliant.

When selecting third party labour providers, such as contractors, labourers, or security services, we follow a rigorous evaluation process. This includes an EcoVadis assessment, which requires our suppliers to have a minimum score of above 50 overall and above 35 on each criterion, including Labour and Human Rights. Furthermore, as part of our due diligence within the 7 Step Sourcing Process (7SSP), we ensure that third party labour providers adhere to working conditions that comply with all local labour laws and regulations. An essential element of this selection process is an Ethics & Human Rights assessment, which further strengthens our visibility into supplier practices and employee relationships.

TCCC Audit

The SGP framework involves a site audit of all CCEP production facilities, co-filling manufacturing operations, ingredients and primary packaging raw material suppliers. Each audit is undertaken on a routine three-year cycle by a TCCC approved third part Certification Body. If a significant risk is identified, it will be notified to TCCC, CCEP's production facility and/or to the supplier of the site, along with required remediation and/or mitigation measures to be taken, before being followed up to ensure compliance with required activities.

Audits against the SGPs generally include confidential interviews with employees and on-site contract workers. These audits include checks to ensure suppliers are not using child labour, forced labour, or any form of modern slavery, along with checks under other areas addressed in the SGPs.

Raising concerns - Speaking up

Any employee who wishes to raise a concern about wrongdoing at CCEP is encouraged to seek advice from their line manager or speak up through our internal Speak Up resources or our external Speak Up channels.

The CCEP Speak Up Policy supports the ability of employees to raise any concerns they may have, including those related to modern slavery. This Policy is available to employees, former employees, customers, contractors, suppliers, joint ventures, friends/relatives of employees and others. This reinforces that CCEP provides a safe and confidential environment where concerns regarding misconduct, impropriety, or wrongdoing may be raised without fear of retaliation or detrimental treatment. CCEP will act promptly and appropriately on any concern addressed. CCEP is committed to take all reasonable measures to prevent any retaliation against any person reporting concerns.

The Speak Up Policy is also promoted via our companywide Speak Up communication campaigns.

In 2025 the Ethics & Compliance team developed the Speak Up communication campaign in cross-functional collaboration with Inclusion, Diversity & Equity and with Employee Relations teams. We also worked with the CS&SC and P&C communication teams to create targeted messaging for people managers with a clear guidance on their role in the speak up process and shared these with appropriate timing and via the most effective channels in their areas. The key message of the campaign in 2025 was centred around promoting Speak Up as a positive action that fosters belonging, psychological safety and inclusivity and leads to better outcomes for colleagues and the wider business. The campaign objectives were for employees to know how to use Speak Up resources and channels, feel confident and protected when speaking up, and for people managers to be supported to use the Speak Up Guide to hold awareness sessions their teams.

The main campaign was launched in Q3/2025 via a mix of global and local channels and initiatives. Based on the evidence and metrics shared by stakeholders, the campaign has reached all countries and functions. Some of the feedback shared with us is: “there is full commitment for Speak Up – it links closely to performance, inclusion, and productivity,” “a big success and very much linked with our employee relation and labour relation activities in people and culture.”

Our local external facing webpages dedicated to human rights, provide information about human rights at CCEP, what CCEP does to protect human rights and how CCEP acts to prevent human rights breaches. The webpages increase accessibility to core information and directly link to our dedicated Speak Up channels which can be used to raise or report any concern related to human rights, modern slavery, or discrimination.

In all our Business Units, we have set up our external Speak Up channels. They are hosted externally and provide an additional place where CCEP workers and anyone else connected to CCEP through a work-related context can ask questions and voice concerns confidentially and anonymously, where allowed by local law. The external Speak Up channels are available 24 hours a day, 7 days a week and in multiple languages and can be reached via “EthicsPoint - Coca-Cola European Partners”.

In 2025, we expanded our site access requirements to ensure that all Contractors entering our facilities are aware of the CCEP Code of Conduct. Contractors must confirm that they have read and understood the Code, including the available channels to seek advice and raise concerns through CCEP’s Speak Up resources.

We have focused on increasing the visibility and accessibility of these Speak Up channels. All contractors are required to complete this acknowledgement process—either remotely or at the facility gatehouse—prior to entering any CCEP site.

Our process for responding to a breach of human rights

The process and actions we take to respond to a breach of human rights internally and within the supply chain of both tier 1 (suppliers with a direct contract with CCEP) and tier 2 (suppliers of suppliers) are clearly detailed with clarified roles and responsibilities. These are aligned with internal stakeholders including Procurement, Ethics & Compliance, Enterprise Risk Management and Quality Environment Health & Safety (QESH).

1 Notification

CCEP can be made aware of a potential breach of human rights through different channels including:

- Speak Up channels set out in our CoC and in our Speak Up Policy, enabling individuals to raise concerns anonymously if allowed under local law;
- Assessment reports from desktop supplier audits provided by our external provider EcoVadis;
- Notification from other supplier monitoring programmes like FRDM or Resilinc,
- Results of audits of supplier and CCEP's sites and production facilities carried out by TCCC against SGPs;
- Media

Each notification will be treated with the same level of seriousness, irrespective of how it was raised.

2 Internal information

Once a human rights breach has been identified, relevant internal stakeholders in the following functions will be informed: Employment Practices & Human Rights, Ethics & Compliance, Enterprise Risk Management, Legal, Public Affairs, Communications & Sustainability (PACS). Additional relevant internal or external stakeholders will be informed and involved in the process as appropriate.

3 Investigation

The Employment Practices & Human Rights team will start an investigation immediately with the relevant internal and external stakeholders to understand the nature and location of the potential breach; the circumstances which led to the potential breach; the number of impacted people; whether the potential breach can be substantiated and the potential impact of the case.

4 Remediation or mitigation

In cooperation with the involved persons, suppliers or communities, a remediation or mitigation plan will be established and implemented.

5 Monitoring

Depending on the nature of the case, the agreed remediation or mitigation can take some time. The remediation or mitigation plan is monitored on an ongoing basis to ensure it is implemented correctly. During this process, close contact with the human rights holder is maintained to ensure the effectiveness of our mitigations or remediations.

To assess the effectiveness of our approach to manage human rights concerns and potential modern slavery risks, in 2025 we designed a formal mechanism to evaluate our human rights case investigations. We will invite those who have been a whistleblower leading to a human rights investigation to provide feedback on how effective they feel our current approach has been, as well as any opportunities for improvement.

To protect the anonymity and confidentiality of participants, we issue a consolidated questionnaire at the beginning of the following year rather than following each individual case. This annual survey enables us to gather meaningful insights into the consistency, fairness, and responsiveness of our actions while ensuring that no individual case or reporter can be identified.

The results inform our continuous improvement efforts and support our commitment to maintaining a safe and trusted environment for raising concerns.

6 Due Diligence

Single events can be an indication of a risk of further human rights violations. The due diligence process will be adjusted to prevent similar cases in the future when appropriate. The effectiveness of our procedure will be reviewed, if we receive feedback related to our processes and procedures.

7 Report

Human rights cases will be included in CCEP's internal and external reporting where appropriate.

Our supply chain

We continue to demonstrate strong compliance with our Responsible Sourcing Policy (**RSP**).

Ernst & Young LLP (EY) was engaged by CCEP to perform a limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), to report if the Sustainability Statement for the year ended 31 December 2025 as set out on pages [285] to [287] of the Annual Report, including the information incorporated in the Sustainability Statement by reference, is in all material respects in accordance with the ESRS as adopted by the European Commission) excluding references to Article 8 of Regulation (EU)2020/852 (Taxonomy Regulation).

TCCC Audits

TCCC requires suppliers of primary packaging and ingredients to CCEP to complete physical audits of their sites to ensure compliance to the SGP framework. For 2025, TCCC was scheduled to conduct SGPs audits on 74 supplier sites, 52 supplying into CCEP Europe and 22 supplying into APS. Audits we conducted on time for 72 suppliers, with two suppliers listed as overdue, which were both based in the EU, and these have been rescheduled and found compliant.

Our 2025 progress	**Group**		**Europe**	**APS**
KPIs	**2025**	**2024**	**2025**	**2025**
Percentage of total supplier spend covered by our Supplier Guiding Principles (SGPs) (%)	98.8	98.6	99.0	98.2
Percentage of sugar sourced through suppliers in compliance with our Principles for Sustainable Agriculture (PSA) (%)	87.8	80.1	100	68.6
Percentage of pulp and paper sourced through suppliers in compliance with our Principles for Sustainable Agriculture (PSA) (%)	98.6	97.8	100	96.4

Digitalisation of risk management

CCEP continues to recognise the growing importance of technology in increasing the visibility of risk within our supply chain. We work with our technology partners to increase supply chain transparency and supplement existing controls to proactively identify risks in our supplier base and their supply chains.

We proactively monitor sustainability and human rights risks across our supply chain using a range of data-driven management tools.

Resilinc - In addition, we continue to use Resilinc, a supply chain risk monitoring platform, which helps us proactively identify potential risks within our supply chain. Having used the software to map our tier 1 suppliers since 2022, we continued to expand this mapping to our tier 2 suppliers using Resilinc in 2025. During 2025, we further expanded the use of Resilinc and now monitor 976 tier 1 suppliers and their operational locations, covering over 4,007 sites. We have also mapped the sites of 558 of these tier 1 suppliers, while identifying a further 1,237 tier 2 suppliers and 3,491 supplier locations for monitoring.

FRDM - During 2025, we continued to develop the FRDM platform which specialises in the mapping, monitoring and risk assessment of suppliers and their supply chains from a modern slavery perspective. We now have over 6,700 suppliers monitored and this includes all German and Norwegian suppliers relating to specific legislation and Indonesia, Papua New Guinea and the Philippines. FRDM is a startup organisation that uses publicly available shipping records to map suppliers' points of supply.

EcoVadis - For our strategic suppliers, we utilise EcoVadis sustainability assessments, while EcoVadis IQ provides risk screening for non-strategic suppliers. These tools support the identification of ESG risks, including risks related to labour practices and human rights. In 2025 84% of CCEP's strategic suppliers underwent an Ecovadis assessment. Thereof, 71% met CCEP's minimum requirements of achieving an overall score of at least 50, with an average score of 64. In 2026 we will continue to prioritise improving supplier compliance, including the integration of suppliers from the Philippines into the EcoVadis system. The EcoVadis IQ platform is a supply chain risk screening solution, used to assess the supplier risk landscape across ethical, social, and environmental dimensions for our non-strategic suppliers. In 2025 more than 16,000 non-strategic suppliers were uploaded to the platform, enabling the identification of potential labour and human rights risks across our supply base.

In addition, we held Supplier Days across our APS markets to reiterate our requirements and further engage our suppliers on our expectations. Combined, these technologies and engagement activities strengthen CCEP's ability to proactively assess and monitor supplier risk and take corrective action. We will continue to refine our data and leverage these systems throughout 2026.

In 2025, we continued to explore various risk management tools with Ecovadis including embedded lightweight questionnaires designed to gather essential information about supplier sustainability practise beneficial for smaller suppliers without full ratings. At current, CCEP continues to use our own tailored questionnaire, reaching out to our suppliers directly.

Remediation

Through our Human Rights Policy, we seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.

We review the findings of all our supplier audits from both physical and online platforms. Where concerns are identified we work with the supplier to agree a course of corrective action to address the findings. This includes both an action plan with specific timings and scheduling a follow up audit.

Case Study: Protecting a vulnerable driver through human rights due diligence in Germany

In October 2025, CCEP conducted a human rights due diligence assessment in the logistics operations at one of our sites in Germany, in cooperation with an NGO specialized on due diligence in the logistics sector. As part of this assessment, the NGO carried out structured interviews with truck drivers arriving on site to better understand their working and living conditions across our transport value chain.

During one of these interviews, a driver originally from the Philippines - employed under a Polish contract - shared a series of deeply troubling concerns about his employment situation. He explained that he had paid substantial recruitment fees prior to starting his job, had not taken any vacation for more than 18 months, and had been living continuously in his truck without access to adequate accommodation. These conditions had already caused serious physical and mental strain; shortly before the interview, he had been hospitalized for a week in France.

The most concerning element, however, was that the driver had formally resigned from his position, yet his Polish employer refused to accept his resignation. Instead, the company insisted he remained contractually bound for an additional two years.

Immediate action was taken. Our investigation confirmed that the employer operated as a second tier subcontractor within our logistics chain. We alerted our direct contractor and jointly initiated a rapid response to safeguard the driver.

Through close collaboration between CCEP, our direct contractor, and the NGO, we achieved the following outcomes within 24 hours:

- The driver received formal written confirmation from his Polish employer acknowledging his resignation.
- The majority of outstanding wages were paid.

The driver expressed considerable relief and had since returned to Poland to renew his work and residence permits and pursue alternative employment opportunities.

As part of our remediation steps, CCEP and our direct contractor have suspended the Polish company from all future business engagement pending further clarification.

This case illustrates the crucial role of proactive human rights due diligence in revealing hidden vulnerabilities in complex logistics chains. It also demonstrates how strong partnerships and rapid, coordinated action can deliver protection for affected workers.

Case study: Child labour check and questionnaire – New Zealand

In 2025, we conducted an internal assessment to determine whether any individuals under 18 were employed across our operations. Although our general practice is not to hire younger workers, we identified a small number of 16–18-year-olds in New Zealand. These individuals are primarily engaged in low-hour part-time merchandising roles within supermarket environments. As young workers may face heightened vulnerability to exploitation, including excessive working hours, hazardous tasks, or psychological stress, we examined our current safeguards through the lens of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018.

In New Zealand, young workers typically work fewer than twelve hours per week and operate within controlled customer site settings. These sites - mainly supermarkets - are equipped with CCTV and rely on formal access systems, including store-issued safe passes and a mandatory sign in and sign out procedures, ensuring visibility over who is on-site at all times. The work itself consists of manual merchandising tasks but does not involve any contact with hazardous materials. A job hazard assessment conducted by our Health & Safety team forms the basis of the training employees receive upon onboarding, which includes manual handling and the safe use of equipment such as box cutters and protective footwear.

To manage risks associated with working hours, all young workers submit detailed timesheets that include break records. These timesheets are reviewed weekly by merchandising managers to ensure compliance with New Zealand's legal requirements, which stipulate clear expectations regarding rest breaks. Scheduling is also closely monitored, and while the contracted hours are typically followed, managers frequently support students by arranging cover during periods of personal commitments such as examinations. In some cases, individuals are engaged on casual contracts, allowing them to work only when needed, thereby reducing pressure to meet fixed hour expectations.

Supervision and worker voice form an important part of the safeguarding environment. Young workers maintain regular contact with their direct managers, as well as Territory Sales Managers, who often work alongside them to provide informal coaching and support. Senior leaders communicate regularly with this workforce and remain available to address concerns. Any issues raised are logged and reviewed by these leaders in collaboration with the People & Culture team, ensuring that potential risks - whether operational, behavioural, or safety related are quickly identified and addressed.

Although New Zealand legislation treats young workers as standard employees and our policies do not differentiate based on age, recent updates to our internal policies - including our bullying and harassment policy - reinforce appropriate behaviour and expectations across all age groups. We are also exploring ways to integrate young-worker-specific considerations into our global policy framework to ensure alignment with international human rights standards and modern slavery expectations.

Our review found no instances of excessive working hours, hazardous material exposure, or other conditions that could elevate modern slavery risk among our young workers in 2025.

By strengthening oversight in areas where young workers may face increased vulnerability, we continue to reduce the risk of exploitation, promote decent work, and reinforce our commitment to safeguarding human rights across our operations and value chain.

Employee Training on Modern Slavery Risks

A key foundation of our internal management of modern slavery is to raise awareness across our employees through regular training on our Code of Conduct (**CoC**), policies, and human rights, including modern slavery.

The CoC training is required for all our employees with a re-training period of three years. In 2025, the Ethics & Compliance team launched a project to redesign the existing CoC training, aiming to create a more interactive and engaging user experience. The new approach incorporates gamification elements to strengthen participants' sense of community and empathy. The launch of the new training is planned for 2026.

The bi-annual mandatory training for human rights continues to be live for all employees in Europe. The most recent launch for European colleagues has been in November 2025 with 13,060 colleagues having completed the training by 31st December 2025.

As our Procurement function plays a crucial role in respecting human rights, we provide additional human rights training to all Procurement employees in Europe, which is recorded and shared with Procurement employees in APS, excluding Philippines, for those who cannot attend the live training session. In 2025, content for this training was updated and focused on how to spot the signs of Modern Slavery and an update on how we use technology to identify potential risks.

In 2025, our Australian business reviewed an external training programme designed to help employees identify and prevent risks of modern slavery. As part of this work, we engaged with a specialist humanitarian organisation that shared its learning materials and approaches. While we ultimately decided not to adopt the program at this stage, the review strengthened our understanding of available tools and reinforced our commitment to continuously enhancing employee awareness. We remain open to future opportunities that support our ongoing efforts to build capability and vigilance across our workforce.

Assessing the effectiveness of our actions

To ensure we continue to understand the effectiveness of our actions and grow our culture of continuous improvement, identification, and remediation of modern slavery we measure our progress. During the reporting period of 2025, CCEP assessed the effectiveness of its actions through different metrics, including:

1 Supplier assessment

Where risks are identified either through The Coca-Cola Company Supplier Guiding Principles (**TCCC SGP**) physical audits, EcoVadis, EcoVadis IQ or FRDM, our Procurement function works with the supplier to agree a course of corrective action, and we assess the effectiveness of this by undertaking a follow up audit to assess compliance.

For example, using the EcoVadis IQ risk assessment platform for compliance to the German Act we identified approximately 126 potential risks, predominately under the Labour and Human Rights risk pillar. Within this system risks are assessed based on the industry and the country that the suppliers operate. However, further investigation identified approximately 126 medium high-risk suppliers and no very high risk nor high risk suppliers.

2 EcoVadis assessment of CCEP

In 2025, we were awarded a EcoVadis Gold medal. This result places CCEP among the top 5% of companies assessed by EcoVadis in the past 12 months (97th percentile).

3 Third party risk assessment of modern slavery framework

We expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the Responsible Sourcing Policy (**RSP**). Together with TCCC, we routinely verify and assess suppliers' compliance with our SGPs by using independent third parties. Each audit is undertaken on a routine three-year cycle by a TCCC approved third part Certification Body. As part of the Coca-Cola system, we have relied on independent audits commissioned by TCCC to monitor supplier compliance with our SGPs for ingredients and primary packaging purchased by CCEP and for juices and concentrates purchased from TCCC. These audits include checks to ensure suppliers are not using child labour, forced labour, or any form of modern slavery.

These audits cover 100% of our suppliers of our ingredients and primary packaging. These audits generally include confidential interviews with employees and on-site contract workers. TCCC guidelines require auditors to select employees from different percentages of revenue and duties within the facility, including those of different genders, ethnic or religious backgrounds, employees who are pregnant, union representatives if available, and contingent workers.

If a supplier fails in any aspect of the SGPs, they are expected to implement corrective actions. TCCC conduct unannounced audits at their discretion and reserve the right to terminate an agreement with any supplier that cannot demonstrate that it is upholding the SGP's requirements. If a supplier fails any aspect of the SGPs or a significant risk is identified, they are expected to implement corrective actions before a follow-up audit is performed.

For more information on the audit guidelines of TCCC, please see its Human Rights Report.https://www.coca-colacompany.com/content/dam/company/us/en/reports/pdf/the-coca-cola-companys-human-rights-report.pdf.

TCCC is a member of the AIM-PROGRESS forum, a global forum promoting responsible sourcing practices and the harmonisation of supplier audits as a way of reducing duplication and costs for suppliers. The SGPs have been benchmarked against other members' protocols and are recognised by AIM-PROGRESS members through a framework called Mutual Recognition.

There is a total of 207 TCCC suppliers, who are supplying Primary Packaging and Ingredients to CCEP.

Each of these Suppliers are required to be compliant with our SGPs and are audited by TCCC. In 2025, TCCC was scheduled to conduct SGP audits on 74 supplier sites, 52 supplying into CCEP Europe and 22 supplying into APS. Audits we conducted on time for 72 suppliers, with two suppliers listed as overdue, which were both based in the EU, and these have been rescheduled and found compliant.

Of the 52 suppliers based in EU, 46 were found compliant, while 6 were identified as having non-compliances. These findings were predominantly related to health & safety matters – such as missing evacuation plans, lack of documented drills, or unmarked emergency exits. Follow-up audits have been scheduled to ensure corrective actions are implemented.

Within APS, TCCC audited 22 suppliers. Of these, 17 suppliers were found compliant with the SGP requirements at the time of the audit while 5 were identified as non-compliant. Among the APS non-compliant sites, 2 are located in the Philippines, and one each in Indonesia, Australia and New Zealand respectively. The identified non-compliances primarily related to wage and working hour requirements, responsible recruitment and deduction practices, workplace health & safety and emergency preparedness, as well as gaps in worker documentation.

In line with our responsible sourcing commitments, supply from the non-compliant supplier(s) has been put on hold until all findings are fully addressed. Follow-up audits have been scheduled to ensure all corrective actions are implemented and verified.

4 Risk assessment of human rights

In 2025, we have continued to conduct country specific risk assessments based on legislative requirements and CCEP research to identify potential new or existing human rights risks. One human rights risk assessment has been completed in Germany.

For Germany, the aim of the risk assessment has been to identify and remediate potential human rights risks within our own operations and the supply chain. The risk for modern slavery was seen as a low risk within our own operations and across the tier 1 suppliers. The identified salient risks, still rated with a low likelihood to occur, have been related to discrimination, occupational health, and extensive water consumption by the business. While each is considered unlikely to occur, they remain the most significant human rights and environmental risks for CCEP Germany. Relevant teams have developed targeted action plans to address and mitigate these issues, and the results have been presented to management.

5 2025 Code of Conduct cases, and effectiveness of 2025 Speak Up communication campaign

The 2025 companywide Speak Up campaign achieved broad visibility across CCEP through multiple channels. Laptop lock screens and screensavers ensured organisation-wide exposure. In corporate newsletters and our internal communication platform Redline, the Speak Up story reached 32,836 colleagues. The campaign was also reinforced through the November People Manager Bulletin.

Country teams actively amplified the message using business unit newsletters, on-site screens, and posters. Significant local initiatives were delivered across markets, Overall, the campaign reached a wide audience through consistent global messaging supported by strong local activation.

Overall, there were 460 Code of Conduct reports received of which 188 were through the external Speak Up channels.

6 Employee training on Speak Up Policy transposed into national law

Our employees across the business learn about speaking up and whistleblowing in the mandatory Code of Conduct training where our internal Speak Up resources and external Speak Up channels are mentioned as per our Speak Up Policy, enabling individuals to raise concerns anonymously if allowed under local law. To make an eligible disclosure and be protected by whistleblower laws, regulations, or policy applicable to the relevant territory, we refer employees to their local Speak Up Policy guidance for processes and options available to them.

In addition, there is a compulsory annual online course for people managers on how to respond when a concern is raised to them. In Australia, a different approach is implemented due to the strict local whistleblowing regime. There is an Australia-specific compulsory online learning for eligible recipients who are able to receive eligible disclosures from the Australian business, so that they understand what they need to do.

7 Employee survey

Since 2021, we have included questions in the bi-annual CCEP Inclusion Survey to assess how comfortable people feel to speak up without fear of retaliation, and to better understand the level to which everyone feels they are treated with dignity and respect.

We have a dedicated working group that has been in place since 2022 to further progress fair, safe and harassment free workplaces and to identify actions linked to the outcomes of the survey and Speak Up channels. This group has implemented refreshed anti-discrimination and harassment guidance, the launch of a global “is it COKE?” campaign to reinforce inclusive behaviours, and the rollout of “becoming a workplace ally” training.

We continue to monitor progress on the area of “being treated with dignity and respect.” In the 2025 Inclusion Survey, this area was ranked the highest positive experience across CCEP. In the area of feeling confident to share ideas and opinions, scores remained strong.
CCEP is committed to fostering a safe and inclusive workplace where every employee feels comfortable to speak up and share ideas. The working group continue to take actions from the survey outcomes and Speak Up channels. In 2026, the main focus will be to embed psychological safety as a condition for success across CCEP – providing tools and building capabilities to ensure better feedback, improved decision-making and a healthier speak-up culture.

8 Global Human Rights quiz

In 2025, we repeated our global online Human Rights Quiz as part of our ongoing approach to assessing the effectiveness of our actions and understanding employee awareness of key human rights topics. Most of the questions remained the same as in 2023 to allow direct comparison of progress, and we also introduced new questions to reflect emerging priorities. The quiz continued to focus on two core objectives: understanding employees' knowledge of human rights risks, prevention measures and how to raise concerns, and evaluating the impact of our internal actions, including our training, communications, and policy content.

Participation grew with employees from fifteen countries taking part. The overall results demonstrated a continued strengthening of knowledge across our business. One of the strongest indicators of progress was the top-performing question, where 99% of employees correctly identified what action to take when witnessing harassment, discrimination, or bullying. This result reflects the effectiveness of our sustained campaigns and training centred on creating a respectful and safe working environment.

9 CCEP Human Rights homepage

In 2025, we updated CCEP's external Human Rights homepage on our web site, including local sites. Beyond sharing information, the webpage reflects our commitment to protecting the dignity, safety, and rights of everyone connected to our operations.

To prepare this update, we conducted an extensive coordination process with all CCEP countries. Each local page has been reviewed to align publicly available information. This effort enabled us to harmonise and update a full suite of information.

By consolidating and aligning this content across all countries, the new Human Rights webpage delivers unified information on Human Rights and additional access points to our Speak Up channels across all our markets.

10 Reporting and review by the Compliance and Risk Committee of the ELT and the Environmental, Social and Governance (ESG) Committee of the Board

CCEP Enterprise Risk Management owns the responsibility for CCEP's risk management framework including the risk taxonomy for Enterprise Risks. Human Rights is included in the Enterprise Risk "Talent and Corporate Social Responsibility." The risks are shared and reviewed regularly by the Compliance and Risk Committee of the Executive Leadership Team (**ELT**) and annually with our Board of Directors.

In the first meeting of the Compliance and Risk Committee of 2026, we shared our third report on our human rights investigations for 2025. In total, 13 human rights investigations took place.

Five cases have been substantiated. One of these substantiated cases have been related to modern slavery – for further information, please see our case study. The other substantiated cases have been in the context of wages, Health & Safety and Healthy environment. All these substantiated cases have been closed with a successful remediation.

Eight cases have been unsubstantiated and dismissed. Six cases occurred in CCEP's own operations, seven within the supply chain. Six different human rights areas were the subject of the investigations, led by cases related to wages and discrimination.

Future focused

We are steadfast in our commitment to continually improving the identification and management of human rights and modern slavery risk across all our operations, and to evaluate risk by spend and category. We continue to deep dive into higher risk supply throughout our supply chain.

Recent developments of new regulations on human rights such as the **ESRS** and the **CSDDD** are reshaping the landscape for human rights and environmental rights. We closely monitor these developments and will adjust our human rights strategy accordingly. Our aim is to go beyond compliance and to be a force for good.

In 2026, we will build on our progress by continuing our cooperation with an NGO specialized on due diligence in the logistics sector, enhancing our human rights investigation tracking processes, and introducing human rights–focused questions into the competency evaluations of site managers. These steps will help embed human rights considerations more deeply into our operational decision making and leadership expectations.

We use the experiences and learnings from all our business areas in a holistic way to deliver an overarching approach to human rights and modern slavery. This requires:

- understanding of the different situations across the countries we are operating in; and
- identification of best practices.

In addition, since 2022 we have established best practice exchanges within the Coca-Cola system including TCCC and other bottlers like Coca-Cola Hellenic Bottling Company and Coca-Cola İçecek on a regular basis. In 2026, we will further strengthen our collaboration within the Coca-Cola system to address any human rights issues in the most effective way by working in partnership with TCCC and other bottlers.

We continue to actively participate in different business forums dedicated to human rights such as the United Nations Forum on Business and Human Rights and TCCC Annual Engaging Business Forum to ensure we learn as well from peers, unions, and NGOs. We are a member of the Global Industrial Relations Network (**GIRN**) of the International Organisation of Employers (**IOE**).

Building on our human rights research project completed in 2023, which mapped human rights related laws, regulatory requirements, and risks across our markets, we refreshed our human rights assessment strategy in 2024 to focus on countries where the highest risks were identified. This approach will continue to guide our prioritisation and action planning in 2026 and beyond.

For more information on CCEP's management of Modern Slavery within our business and our supply chains visit:

- cocacolaep.com
- 2025 Annual Report

Approval of statement

This statement was approved by the Board of Directors of Coca-Cola Europacific Partners plc on 28 May 2026, and by Coca-Cola Europacific Partners Great Britain Limited (5 June 2026), Coca-Cola Europacific Partners Services Europe Limited (5 June 2026), CCEP Group Services Limited (5 June 2026) and Coca-Cola Europacific Partners API Pty Ltd (2 June 2026).

It is signed by Damian Gammell, CEO of Coca-Cola Europacific Partners plc, on behalf of all reporting entities.

Damian Gammell

CEO

Glossary

Unless the context otherwise requires, the following terms have the meanings shown below.

the Acquisition	On 23 February 2024, the Group together with Aboitiz Equity Ventures Inc. (AEV) jointly acquired 100% of Coca-Cola Beverages Philippines, Inc. (CCBPI) (the Acquisition), a wholly owned subsidiary of The Coca-Cola Company (TCCC).
AI	Artificial intelligence
API	Australia, Pacific and Indonesia region incorporating Coca-Cola Amatil Limited and its subsidiaries and business unit
APS	Australia, Pacific and South East Asia region and renamed APS business unit following the Acquisition
Board	Board of Directors of Coca-Cola Europacific Partners plc
BU	a business unit of the Group
CCEPBI	Coca-Cola Beverages Philippines Inc.
CCEP DE	Coca-Cola Europacific Partners Deutschland GmbH
CCEP or the Group	Coca-Cola Europacific Partners plc (registered in England and Wales number 09717350) and its subsidiaries and subsidiary undertakings from time to time
CCL	Coca-Cola Amatil Limited
CEO	Chief Executive Officer (of Coca-Cola Europacific Partners plc)
CoC	Code of Conduct
Coca-Cola system	comprises The Coca-Cola Company and around 220 bottling partners worldwide
Committee(s)	the five Committees with delegated authority from the Board: the Audit, Remuneration, Nomination, Environmental, Social and Governance and Affiliated Transaction Committees
Company or Parent Company	Coca-Cola Europacific Partners plc
CSDDD	Corporate Sustainability Due Diligence Directive
Directors	a (the) Director(s) of Coca-Cola Europacific Partners plc
DMA	Double materiality assessment
EcoVadis	provider of business sustainability ratings
EFRAG	European Financial Reporting Advisory Group
ELT	Executive Leadership Team
ERM	enterprise risk management
ESG	Environmental, Social and Governance
ESRS	European Sustainability Reporting
EU	Standards European Union
Executive Leadership Team or ELT	the CEO and his senior leadership direct reports
EY	Ernest Young
GB	Great Britain
GIRN	Global Industrial Relations Network
Group or CCEP	Coca-Cola Europacific Partners plc and its subsidiaries subsidiary undertakings from time to time
ID&E	Inclusion, Diversity & Equity
IOE	International Organisation of Employers
IRO	Impact, Risk and Opportunities
ISAE	International Standard on Assurance Engagements

Glossary

Unless the context otherwise requires, the following terms have the meanings shown below.

KPI	key performance indicator
NARTD	Non alcoholic and ready to drink beverages
NGO	non-governmental organisation
PACS	Public Affairs, and Communications & Sustainability
Parents Company or Company	Coca-Cola Europacific Partners plc
Partnership	the partnership agreement entered into between the Group, the GB Scheme and CCEP Scottish Limited Partnership to support a long-term funding arrangement
PET	polyethylene terephthalate
PSA	Principles of Sustainable Agriculture
QESH	Quality Environment Health & Safety
RSP	CCEP's Responsible Sourcing Policy, launched in 2022
SGP	Supplier Guiding Principles
TCCC	The Coca-Cola Company
WWF	World Wildlife Fund
UN	United Nations