

OCCUPATIONAL HEALTH & SAFETY POLICY

At Coca-Cola HBC CZ/SK, we are committed to driving an occupational health and safety (OH&S) culture by developing and applying effective occupational health and safety system standards and practices appropriate to the risks and opportunities associated with our business activities.

Coca-Cola HBC CZ/SK delivers its OH&S policy program through a structured implementation of the occupational health and safety assessment series standard OHSAS 18001 and occupational health and safety management system ISO 45001. This is enhanced by specific Coca-Cola Company and Coca-Cola HBC occupational health and safety standards.

This policy program aims to provide and maintain a healthy and safe working environment by eliminating hazards, reducing health and safety risks and raising awareness among employees, contractors, visitors and others who may be affected by business-related activities.

Our commitment to providing a healthy and safe working environment supports the following health and safety principles:

1. Provide an environment where work-related health and safety risks are controlled to prevent injuries and occupational ill health.
2. Comply with all legal and other applicable OH&S requirements from e.g. The Coca-Cola Company, Coca-Cola HBC and by implementing continuous improvement programs.
3. Implement an effective OH&S management program integral to ongoing business activities, which will:
 - Identify, assess and control OH&S risks and opportunities from known causes of occupational injuries and ill health associated with workplace processes and working environments.
 - Ensure that all employees, at every level of the organization, understand and are committed to implementing Coca-Cola HBC's OH&S policies and practices.
 - Provide a mechanism for the consultation and participation of employees to OH&S activities.
 - Develop employee OH&S competency through effective training and leadership at all levels in the organization.
 - Subject OH&S systems, procedures and performance to internal and external audits and validation.
 - Investigate the causes of work-related injuries and ill health and take actions to prevent recurrence.
 - Align the requirements of OH&S with all other business disciplines and ensure that they are subject to performance measurement and continuous improvement programs.
 - Include occupational health and safety strategies in the annual business planning process to ensure the subject remains an integral part of operations.
 - Set annual measurable OH&S objectives for all operations, and at the group level, to ensure OH&S culture, continuous improvement and compliance with requirements.
 - Communicate and share successful practices and lessons learned from incidents, to continually raise awareness and act preventively.
 - We report our OH&S performance in our Integrated Annual Report as part of our commitment to achieving excellence in OH&S.

As the Chief Executive Officer, I'm committed to our OH&S Policy and determined to provide the leadership and resources required to ensure this policy is fully implemented. That said, every Coca-Cola HBC employee at every level and in every function in the organization is responsible for the successful implementation of this policy and the related programs.

Maria Anargyrou-Nikolić
General Manager CC HBC ČR/SR