

# REAL COMMITMENT

2015 Sustainability Report



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**OUR SUSTAINABILITY FRAMEWORK  
FOCUSES ON REAL ACCOUNTABILITY  
AND REAL OUTCOMES FOR OUR PEOPLE,  
CONSUMER WELLBEING, THE ENVIRONMENT  
AND OUR COMMUNITY.**

**THESE FOUR PILLARS, TOGETHER  
WITH THE ECONOMIC BENEFIT WE BRING  
TO THE COMMUNITIES AND COUNTRIES  
IN WHICH WE OPERATE, REFLECT  
THE COCA-COLA AMATIL CONTRIBUTION.**

**THROUGH OUR SUSTAINABILITY REPORTING  
WE WILL HOLD OURSELVES ACCOUNTABLE,  
ENSURING WE REMAIN OPEN AND  
TRANSPARENT ABOUT THE CHALLENGES  
WE FACE, PROGRESS WE ACHIEVE AND  
AREAS FOR CONTINUOUS IMPROVEMENT.**



COCA-COLA AMATIL OPERATES IN SIX COUNTRIES

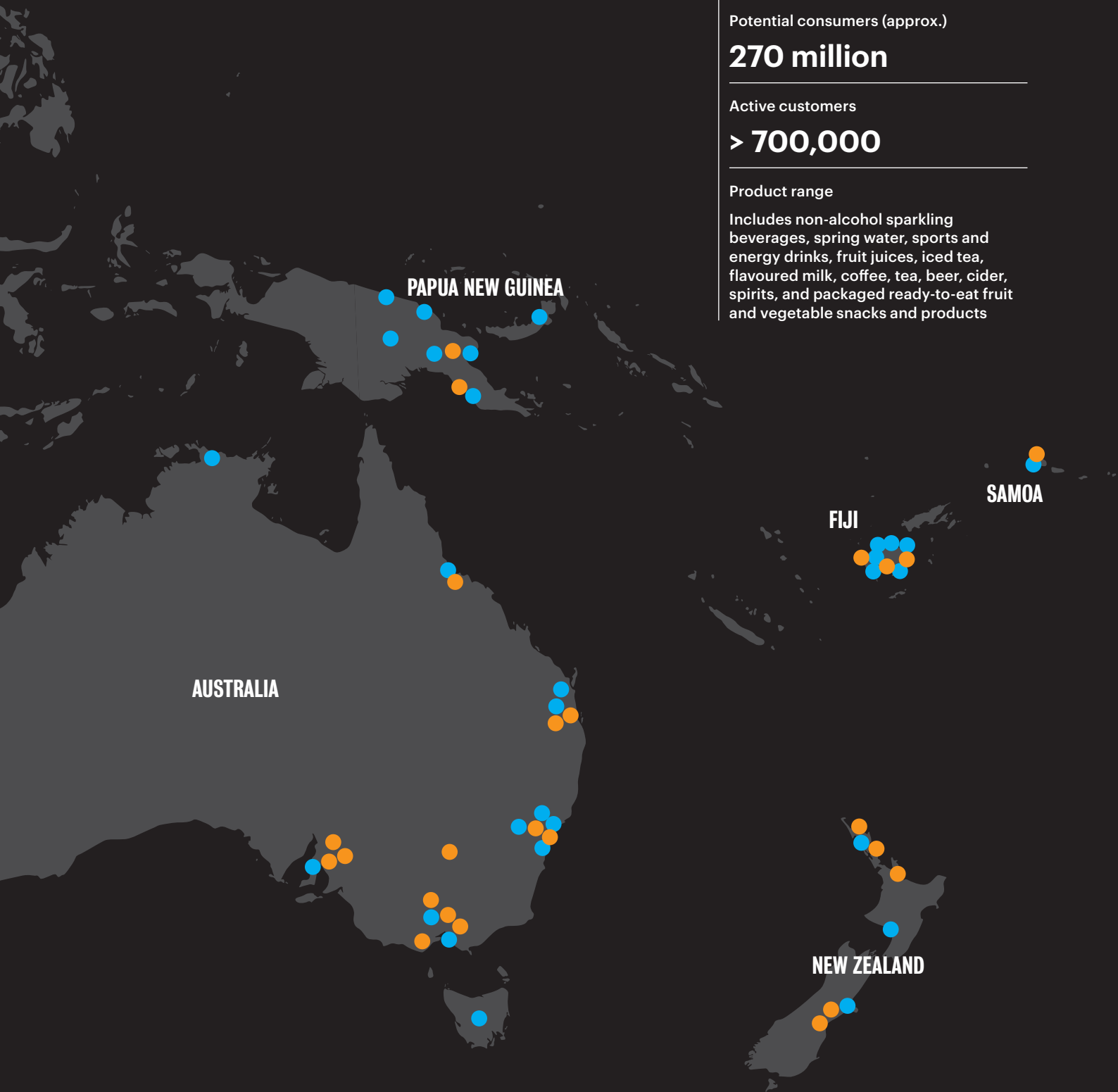
# AUSTRALIA, NEW ZEALAND, INDONESIA, PAPUA NEW GUINEA, FIJI & SAMOA

Key

● Production facilities

● Warehouses





Countries where we operate

**6**

Employees (approx.)

**14,000**

Potential consumers (approx.)

**270 million**

Active customers

**> 700,000**

Product range

Includes non-alcohol sparkling beverages, spring water, sports and energy drinks, fruit juices, iced tea, flavoured milk, coffee, tea, beer, cider, spirits, and packaged ready-to-eat fruit and vegetable snacks and products



# WHO WE ARE

**A**t Coca-Cola Amatil we work across a diverse group of businesses to delight millions of consumers every day with our leading range of beverage and food products.

As one of the largest manufacturers and distributors of ready-to-drink alcohol beverages, non-alcohol beverages, coffee and ready-to-eat food snacks in the Asia Pacific region, we are proud of our products which millions of people make part of their lives.

We directly employ around 14,000 people and indirectly create thousands more jobs across the supply chain. Partnering with key suppliers we manufacture, package, sell and distribute the products loved by many.

We are committed to leading through innovation and building a sustainable future, achieved via our access to approximately 270 million consumers through more than 700,000 active customers who sell our products.

We have a long and proud history of working closely with our partners, bringing to the table our unrivalled scale, reach, relationships and in-market expertise.

Our Group Strategy is our blueprint for success, positioning us to capture growth and deliver long-term value, centred around the following themes:

- LEAD: Strengthening our category leadership
- EXECUTE: Delivering a step change in productivity and execution
- PARTNER: Achieving better alignment with The Coca-Cola Company and our other partners.

At Coca-Cola Amatil our employees share one vision that guides what we do today, towards an even better tomorrow for shareholders, partners, customers, consumers, suppliers and our community.

We are driven by our values, which guide how we do business:

- We are straight-forward and open
- We take initiative and own the outcome
- We plan for today and tomorrow.

In planning for tomorrow we understand our responsibility to all stakeholders.

Our sustainability framework outlines our commitment with a focus on real accountability and real

outcomes across four pillars:

- Our People
- Wellbeing
- Environment
- Our Community

These four pillars, together with the economic benefit we bring to the communities and countries in which we operate, reflect the Coca-Cola Amatil contribution.

We know our financial results over the long term will be underpinned by our delivery against each of these pillars and we continue to challenge ourselves, every day, to improve our performance in addressing the concerns of our stakeholders.

Through our sustainability reporting we will hold ourselves accountable and ensure we remain open and transparent about the challenges we face, our achievements, the positive contribution that we make and the impact we have.

We are making real progress against our Group Strategy, and demonstrating real commitment to our sustainability performance and reporting.

We are Coca-Cola Amatil.



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# OUR SUSTAINABILITY FRAMEWORK

## OUR PEOPLE

We provide a safe, open, flexible and inclusive workplace where our people are energised by the opportunities they have.

## WELLBEING

We provide choices and the information consumers need to make their choice.

## ENVIRONMENT

We operate responsibly in all we do to minimise our impact on the environment and ensure we deliver a positive lasting legacy.

## OUR COMMUNITY

We partner with our communities to deliver a shared benefit from our presence.

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# OUR VISION

## EVERY DAY WE CREATE MILLIONS OF MOMENTS OF HAPPINESS & POSSIBILITIES.

### FOR OUR CONSUMERS

we delight with an exceptional portfolio of brands, always within arm's reach.

### WE DRIVE

productivity and a lean, agile cost structure.

### WE CREATE VALUE

with our partners, built on common purpose.

### IN OUR COMMUNITY

we make a distinctive and positive contribution to the world we live in.

### FOR OUR SHAREHOLDERS

we deliver attractive sustainable returns.

### WITH OUR CUSTOMERS

we build unrivalled shared value and generate growth.



# SUSTAINABILITY AT COCA-COLA AMATIL

## Governance and Management of Sustainability at Coca-Cola Amatil

From the Board to the Group Leadership Team, Group Functions to the Businesses, we are committed to continuous improvement and acting responsibly to support a better future for all our stakeholders.

We understand that to do this we must take an integrated approach to decision-making, ensuring that we understand the impact our decisions and actions have on the environment, our people, our communities and consumer wellbeing.

The Coca-Cola Amatil Board is committed to achieving the highest standards of corporate governance and business conduct. The Board sees this commitment as fundamental to the sustainability and performance of our business and to enhancing shareholder value.

The Sustainability Committee of the Board reviews the effectiveness of Coca-Cola Amatil's controls and strategies to manage our non-financial and operational risks and compliance matters by:

- reviewing and monitoring compliance with our legal and regulatory responsibilities, internal policies and industry standards on operational matters
- approving policies and standards that reflect our reputation
- reviewing and monitoring social issues that could impact our reputation
- reviewing Coca-Cola Amatil's non-financial and operational risks and controls

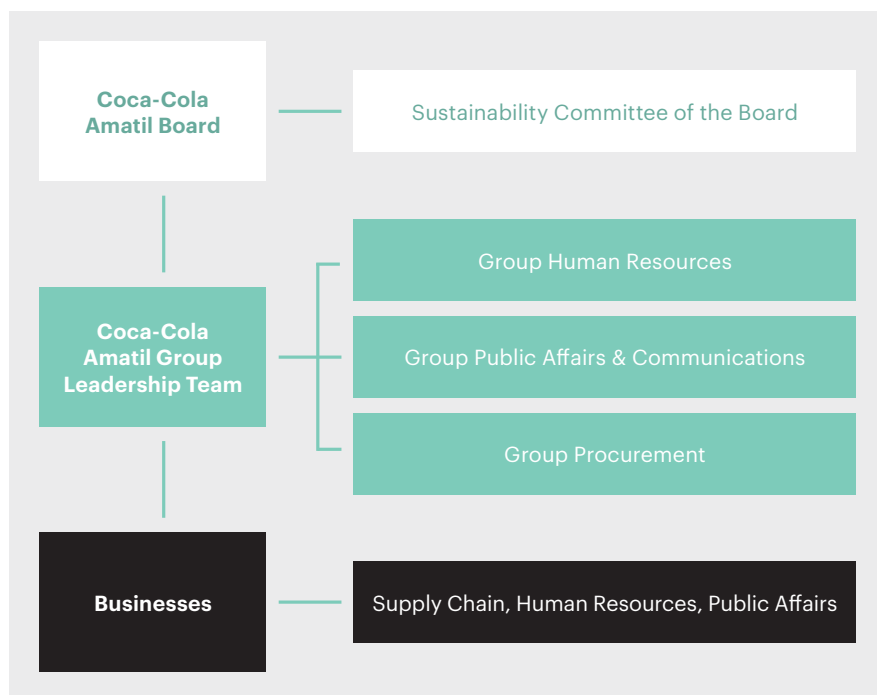
Management decisions in relation to sustainability are made by the Group Managing Director, Group Leadership Team and individual members of management who have direct authority. Across the Group Functions and within each business, health, safety, supply chain, environment, human resources, and public affairs and communications teams are responsible for the day-to-day implementation, management, monitoring and reporting of specific initiatives.

## Approach to 2015 Sustainability Report

The Coca-Cola Amatil 2015 Sustainability Report is reporting performance and progress on the 2013 Sustainability Report commitments and captures data from calendar years 2013, 2014 and 2015.

In addition, we are enhancing our approach to sustainability reporting with more data and analysis on the sustainability performance of all our businesses and a transition towards the Global Reporting Initiative (GRI) G4 framework.

Coca-Cola Amatil's 2015 Sustainability Report data was collected under the previous sustainability framework and adapted for the enhanced sustainability framework used in this report. We will continue to consider future focus areas and benchmarks in consultation with stakeholders as we work towards improved sustainability.





## Reporting – Subject and Scope

In our enhanced approach to sustainability reporting, environmental data is presented as Group-level data, split into the major product classes:

- Non-alcohol beverages
- Food & Coffee
- Brewing (co-located beer to be split from beverages) & Distilling

Though this is different to our financial reporting structure, this approach will allow for more meaningful peer comparisons, particularly as they relate to water and energy usage and efficiencies.

In line with this change the pillars of our sustainability framework are broken down into the subjects, based on our sustainability commitments and scope.

Coca-Cola Amatil is committed to developing and implementing a plan for continual improvement on material aspects based on product category and country of operation. Where appropriate, for example, in relation to the health, safety and diversity of our people, Group-wide targets for performance measurement are applied across all product categories and countries of operation. Throughout the 2015 Sustainability Report there are areas for improvement as well as exceptional performances within individual businesses that can be considered for broader application across the Group. The GRI framework enables us to continuously measure progress as we work towards making a distinctive and positive contribution.

### Continual Improvement

We recognise that in a rapidly changing stakeholder environment, setting new targets for future performance could create unrealistic expectations. Setting performance measures that focus on continual improvement in material aspects on the basis of product category and country of operation, ensures meaningful outcomes.

### Commitments on Future Reporting

Coca-Cola Amatil will report our sustainability performance in accordance with GRI G4 Framework core-level reporting in the 2016 report and is committed to reporting our sustainability performance annually. This commitment is aligned with The Coca-Cola Company's global sustainability commitments and approach.

Coca-Cola Amatil's future Sustainability Reports will continue to capture data for each of our sustainability pillars from all businesses within the Group.

We will continue to engage our internal and external stakeholders to inform our understanding of sustainability risks and further enhance our approach to sustainability performance and reporting.

Pillar	Subject	Scope
<b>Our People</b>	<ul style="list-style-type: none"> <li>– Safety and employee wellbeing</li> <li>– Diversity and inclusion</li> </ul>	Group
<b>Wellbeing</b>	<ul style="list-style-type: none"> <li>– Portion control</li> <li>– Low- and no-kilojoule options (non-alcohol beverages)</li> <li>– Product quality</li> </ul>	Group
<b>Environment</b>	<ul style="list-style-type: none"> <li>– Water</li> <li>– Energy and carbon</li> <li>– Packaging and recycling</li> <li>– Sustainable sourcing</li> </ul>	Businesses (manufacturing only)
<b>Our Community</b>	<ul style="list-style-type: none"> <li>– Philanthropy and partnerships</li> <li>– Employee volunteering</li> <li>– Matched workplace giving</li> </ul>	Group Group Australia

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**WE ARE COMMITTED  
 TO CONTINUOUS  
 IMPROVEMENT  
 AND ACTING  
 RESPONSIBLY  
 TO SUPPORT  
 A BETTER FUTURE  
 FOR ALL OUR  
 STAKEHOLDERS.**  
 ”



# REAL COMMITMENT TO SUSTAINABILITY

## CHAIRMAN & GROUP MANAGING DIRECTOR

**W**e are delighted to present the Coca-Cola Amatil 2015 Sustainability Report. We are proud of the distinctive and positive contribution our organisation makes across the four sustainability pillars of Our People, Wellbeing, Environment and Our Community.

Coca-Cola Amatil has a long-standing commitment to the communities in which we operate and the environmentally conscious approach our businesses take to delight millions of consumers every day, with our leading range of beverage and food products.

Our Group strategy is delivering real progress in the overall performance of our business. At the same time, we are committed to improving our sustainability performance and reporting.

The relationships and partnerships we have with our people, customers, consumers and communities are essential for the long-term health of our business. We want to ensure our approach to sustainability meets the expectations of our stakeholders. To achieve this, we are committed to more frequently reviewing material aspects identified for future sustainability reporting, the way we measure our future performance, and our future commitments for continual improvement.

At Coca-Cola Amatil sustainability is a significant focus for us all, today and tomorrow.

### The Sustainability Committee of the Board

Coca-Cola Amatil's Sustainability Committee of the Board is chaired by Catherine Brenner and includes David Gonski, Martin Jansen, Wal King and David Meiklejohn.

With guidance and support from the Sustainability Committee, the Board is pleased to confirm our recent performance and our commitments in the 2015 Sustainability Report to improve sustainability.

### Our Performance

Our performance over the reporting period demonstrates our commitment to continual improvement, with specific highlights including:

- 50% reduction in total injuries
- Expanded range of low- and no-kilojoule options in all our markets
- 86 million litres – or 2% – of water saved from Australian and New Zealand plants
- 594 tonnes of Fairtrade coffee sourced
- Supporting 3,000 Indigenous boys in football academies across Australia through the Clontarf Foundation

These achievements provide a strong foundation on which we will continue to improve our performance.

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## 50%

reduction in total injuries

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## 86 MILLION LITRES

of water saved from Australian and New Zealand plants (represents savings of 2%)

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## 594 TONNES

of Fairtrade Organic and Rainforest Alliance certified coffee sourced

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#### Commitment to Global Reporting Initiative G4 Framework

Coca-Cola Amatil's 2015 Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) G4 Framework. This sets the framework for our 2016 report, prepared in accordance with the GRI G4 core-level reporting and capturing data for each of our sustainability pillars from all businesses within the Group.

We are confident that we have a robust sustainability framework to provide a stronger focus on improving our performance, demonstrating our real commitment and delivering real outcomes for our people, our environment, our consumer wellbeing and our community.

**David M. Gonski, AC**  
Chairman

**Alison M. Watkins**  
Group Managing Director

“  
**WE ARE  
COMMITTED TO  
IMPROVING OUR  
SUSTAINABILITY  
PERFORMANCE  
AND REPORTING.**  
”



# 2015 PERFORMANCE

Pillar and Subject	Performance (on commitments and progress during the reporting period)
<b>1. Our People<sup>1</sup></b> <b>Health, Safety &amp; Wellbeing</b> See factsheet pages 18-23	<p>Our performance in health, safety and employee wellbeing for the reporting period included:</p> <ul style="list-style-type: none"> <li>– Sadly, 22 work-related fatalities occurred between 2012 and 2015 all due to traffic accidents (involving our people and people who are not employees or contractors of Coca-Cola Amatil) in the course of business activity</li> <li>– 50% reduction in total injuries</li> <li>– 25% reduction in lost time injuries</li> <li>– &gt; 3,000 employees participated in behavioural safety training</li> <li>– &gt; 5,000 employees participated in driver safety training in Indonesia</li> </ul> <p>Recipient of The Coca-Cola Company's inaugural safety award at the 2015 Global Supply Chain Council</p>
<b>2. Our People<sup>1</sup></b> <b>Human Rights; Diversity &amp; Inclusion</b> See factsheet pages 24-27	<p>Our suite of company policies, designed to protect human rights, promote employee health, safety and wellbeing, and support diversity and inclusion, included:</p> <ul style="list-style-type: none"> <li>– Code of Business Conduct</li> <li>– Workplace Health and Safety Policy</li> <li>– Disciplinary and Grievance Policy</li> <li>– Whistleblower Policy</li> <li>– Diversity and Inclusion Principles</li> </ul> <p>Our performance in diversity for the reporting period includes:</p> <ul style="list-style-type: none"> <li>– Women in Leadership:               <ul style="list-style-type: none"> <li>• 30% of Coca-Cola Amatil Board of Directors</li> <li>• 21% of Coca-Cola Amatil senior leaders</li> <li>• 30% of all management roles</li> </ul> </li> <li>– Women in Leadership goals are on track against targets and achieved 12 months ahead of schedule in Indonesia, Fiji and Papua New Guinea</li> <li>– Ongoing focus on developing gender diversity in leadership is supported by our program of development activities and specific core curriculums designed for high-potential female leaders</li> <li>– 2015 Gender Pay Equity Review in Australia showed no evidence of any Coca-Cola Amatil specific bias and indicated we are providing equal pay for equal jobs</li> </ul>
<b>3. Wellbeing<sup>2</sup></b> See factsheet pages 28-33	<p>Our performance in relation to consumer wellbeing has included responding to changing consumer preferences with greater choice across our portfolio including:</p> <ul style="list-style-type: none"> <li>– Launch of Coca-Cola Life in Australia and New Zealand in 2015</li> <li>– Availability of a low- or no-kilojoule option for all of our top selling sparkling beverages by the end of 2015 including Coca-Cola, Fanta Orange and Sprite in all markets (with the exception of Sprite in Indonesia)</li> <li>– Downsized 450mL PET to 390mL PET for Coca-Cola Trademark™ brands in Australia, reducing energy per serve by an average 13% in selected outlets</li> <li>– Provision of nutrition information on more than 75% of our Australian, New Zealand, Fijian and Samoan vending machines</li> <li>– Introduction of the 'clear on calories' policy in Indonesia and Papua New Guinea with front-of-pack kilojoules labelling on all beverages and science-based information available at <a href="http://www.beverageinstituteindonesia.org">www.beverageinstituteindonesia.org</a></li> <li>– 25% reduction of sodium content across 25% of SPC Baked Beans and Spaghetti stock keeping units</li> <li>– 60% sugar reduction in IXL Jams through the use of stevia in four of nine stock keeping units</li> </ul>

1. 2015 reporting period is 2012 through to 2015. 2. 2015 reporting period is 2013 through to 2015.

Pillar and Subject	Performance (on commitments and progress since 2013 Sustainability Report)
<b>4. Environment<sup>1</sup></b> <b>Water</b> See factsheet pages 34-41	<p>Our performance in water stewardship for the reporting period included:</p> <ul style="list-style-type: none"> <li>– 100% of all water being sustainably sourced</li> <li>– 86 million litres of water saved from Australian and New Zealand plants (represents savings of 2%)</li> <li>– 1.27 million litres of rainwater harvested in Indonesia</li> </ul> <p>Our performance in water replenishment through The Coca-Cola Company for the reporting period includes:</p> <ul style="list-style-type: none"> <li>– 4.88 billion litres of water safely returned from projects in Australia and Indonesia</li> <li>– 158% of total Group non-alcohol beverage production volume replenished</li> <li>– Improving the water quality of the Great Barrier Reef through The Coca-Cola Company's Project Catalyst by working with sugar farms to reduce sugarcane cultivation nutrient run-off to the Reef</li> <li>– Installation of 1,700 infiltration wells across Indonesia in areas of high water stress in our operating territories</li> </ul> <p>Our performance in water efficiency* for the reporting period included:</p> <ul style="list-style-type: none"> <li>– Non-Alcohol Beverages: 2.16L/L, a 0.4% decrease in efficiency on 2014</li> <li>– Food: 8.53L/kg, a 26% decrease in efficiency on 2014</li> <li>– Alcohol: 11.0L/L, a 21% increase in efficiency on 2014</li> </ul> <p>*Water efficiency in this section is defined as the amount of water used to produce our portfolio of products. For non-alcohol and alcohol beverages this is measured in the total number of litres used to produce one litre of product (L/L). With regard to food it is measured in the total amount of water required to produce one kilogram of product (L/kg)</p>
<b>5. Environment<sup>1</sup></b> <b>Biodiversity</b> See factsheet pages 42-44	<p>Our performance in protecting and improving biodiversity for the reporting period included:</p> <ul style="list-style-type: none"> <li>– Development of the Coca-Cola Forest in Bandung in Indonesia with capacity to supply up to 20,000 saplings a month</li> <li>– Planting of more than 11,000 trees in vulnerable areas in Indonesia</li> <li>– Support of Borneo orangutans campaign in Kalimantan in collaboration with other organisations</li> <li>– Eight-year partnership with Quiksilver to deliver the beach clean-up programs across the Indonesian archipelago, with over 29 million kilograms of rubbish removed in 2015</li> <li>– Supporting the olive ridley sea turtle conservation program on Kuta Beach, Bali in partnership with Quiksilver, now in its fifth year</li> <li>– Ongoing support for turtle conservation with Mamanuca Environment Society in Fiji</li> <li>– Supporting the revegetation of Toongabbie Creek, NSW, now in its seventh year</li> </ul>

1. 2015 reporting period is 2013 through to 2015.



# 2015 PERFORMANCE

Pillar and Subject	Performance (on commitments and progress since 2013 Sustainability Report)
<b>6. Environment<sup>1</sup></b> <b>Climate and Energy</b> See factsheet pages 45-49	Our performance in managing climate change for the reporting period included: <ul style="list-style-type: none"> <li>– Non-alcohol beverage manufacturing emissions intensity of 70.9g CO<sub>2</sub>e/L, an increase of 1.4% on 2014</li> <li>– Total Coca-Cola Amatil Group manufacturing carbon footprint was 298,549 tonnes of CO<sub>2</sub>e being:               <ul style="list-style-type: none"> <li>• Non-alcohol beverages (manufacturing only): 229,860 tonnes</li> <li>• Food &amp; Coffee (manufacturing only): 60,009 tonnes</li> <li>• Alcohol (manufacturing only): 8,680 tonnes</li> </ul> </li> <li>– 400 tonnes CO<sub>2</sub>e saved in interstate freight optimisation in Australia in partnership with Toll Logistics</li> <li>– 47% improvement in alcohol manufacturing energy efficiency since 2013</li> <li>– Coca-Cola Amatil Group non-alcohol beverages energy efficiency of 0.53MJ/L</li> </ul>
<b>7. Environment<sup>1</sup></b> <b>Responsible Sourcing</b> See factsheet pages 50-51	Our continued commitment to The Coca-Cola Company's Supplier Guiding Principles is supported by Coca-Cola Amatil's responsible sourcing initiatives during the reporting period which included: <ul style="list-style-type: none"> <li>– Guidelines for Responsible Sourcing, endorsed by the Coca-Cola Amatil Board, and engaging an independent third party provider to conduct Environment Social and Governance audits of suppliers beginning in 2016</li> <li>– 594 tonnes of Fairtrade Organic and Rainforest Alliance certified coffee sourced</li> <li>– A reduction of 9.3 tonnes per month of paper consumed in offices Australia-wide</li> </ul>
<b>8. Environment<sup>1</sup></b> <b>Sustainable Packaging &amp; Recycling</b> See factsheet pages 52-55	Our performance in packaging and recycling for the reporting period included: <ul style="list-style-type: none"> <li>– PET resin savings of 9680 tonnes per annum since 2010</li> <li>– Recycled PET (rPET) made up 20% of all resin purchased in 2015:               <ul style="list-style-type: none"> <li>• Mount Franklin 600mL now contains 50% rPET</li> <li>• All other Australian carbonated soft drinks and water PET contain a minimum of 20% rPET</li> </ul> </li> <li>– Aluminium savings of 400 tonnes per annum from 2015</li> <li>– Cardboard savings of 1,350 tonnes per annum from 2015</li> <li>– Lightest 1881-type water bottle closure in the Coca-Cola System at 1.8g and 2.1g for carbonated soft drinks</li> <li>– Coffee cups sourced from certified sustainable, renewable paper sources</li> <li>– Coffee lids made from biodegradable plastic</li> </ul>

1. 2015 reporting period is 2013 through to 2015.

Pillar and Subject	Performance (on commitments and progress since 2013 Sustainability Report)
<b>9. Environment<sup>1</sup></b> <b>Cold Drink Equipment</b> See factsheet pages 56-57	<p>Our performance in cold drink equipment for the reporting period included:</p> <ul style="list-style-type: none"> <li>– Purchase of new Hydrofluorocarbon (HFC)-free coolers commenced, reducing the Global Warming Potential (GWP) from 1300 to 1</li> <li>– Improved cooler energy efficiency since 2010 by:               <ul style="list-style-type: none"> <li>• 29% for a fountain dispenser</li> <li>• 60% for a one-door cooler</li> <li>• 56% for a two-door cooler</li> <li>• 78% for an air-curtain cooler</li> </ul> </li> <li>– Deployment of solar coolers in the Papua New Guinea market</li> <li>– Development of a road map to achieve future consistency with The Coca-Cola Company policy</li> <li>– Release of a tender to suppliers requesting compliance with The Coca-Cola Company policy for all new coolers greater than 300 litres</li> <li>– Commencement of supplier development on HFC-free chillers for use in fountain</li> </ul>
<b>10. Our Community<sup>1</sup></b> See factsheet pages 58-63	<p>Our performance in supporting our communities in the reporting period included:</p> <ul style="list-style-type: none"> <li>– Donating more than 340,000 kilograms of product to Foodbank in Australia</li> <li>– Supporting 3,000 Australian Indigenous boys in football academies nationwide through the Clontarf Foundation. 75% of program participants complete Year 12 and remain in employment or training 12 months later</li> <li>– Supporting the upgrade of 34 libraries across Indonesia delivering enhanced learning resources</li> <li>– Providing financial support to the Youthline partnership in New Zealand</li> <li>– Delivering the HIV/AIDS awareness campaign in Papua New Guinea through our Nature's Own water brand partnership</li> <li>– Partnering with World Vision in the delivery of a water, sanitation and hygiene project, known as the WASH project in Lae, Papua New Guinea</li> </ul>

1. 2015 reporting period is 2013 through to 2015.



# 2016 COMMITMENTS

Pillar and Subject	Commitment (for performance in 2016 and beyond)
<b>1. Our People</b> Health, Safety & Wellbeing	<p>Coca-Cola Amatil aspires to have zero harm and we expect our leaders to lead the business safely. This approach and expectation is consistent across all operations.</p> <p>Coca-Cola Amatil will provide opportunities designed to support worker health and wellbeing through both volunteer and non-volunteer programs that are specific to the business environment. Our goal is to have at least 50% of our employees taking part in wellbeing activities by 2020.</p>
<b>2. Our People</b> Diversity & Inclusion	<p>With a strong foundation for diversity and inclusion, we continue to identify opportunities for ongoing improvement, which will include:</p> <ul style="list-style-type: none"> <li>– Development of a Coca-Cola Amatil Group-wide Human Rights Framework aligned with the United Nations Global Compact Principles</li> <li>– Continually improve our gender-specific core curriculum to accelerate progress of women in leadership roles and remove barriers to inclusion and diversity in operational roles</li> <li>– Strengthening employee engagement so that employee feedback is heard on health, safety and wellbeing and inclusion and opportunity</li> <li>– Expand scope of annual Gender Pay Equity Review to include our businesses outside Australia</li> </ul>
<b>3. Wellbeing</b>	<p>Coca-Cola Amatil will continue to implement The Coca-Cola Company's systematic reformulation plan for many of our non-alcohol beverages, progressively reducing kilojoules over time and providing more choice in smaller portion sizes.</p> <p>Coca-Cola Amatil will prioritise the provision of clear nutrition information on our non-alcohol beverages for easy reference for consumers.</p> <p>Coca-Cola Amatil will continue its commitment, established in 2009, to not market non-alcohol beverages (other than water) to children under the age of 12, and ensuring all of our marketing content, messaging, design and placement complies with this requirement. This applies to all forms of media, including the internet and mobile phones, through which 35% or more of the audience is composed of children under 12 (where this information is possible to obtain).</p> <p>Coca-Cola Amatil is committed to the responsible service, promotion and consumption of alcohol.</p>
<b>4. Environment</b> Water	<p><b>Water Stewardship</b></p> <p>Coca-Cola Amatil will optimise the use of water across our value chain by:</p> <ul style="list-style-type: none"> <li>– Ensuring sufficient, high-quality sustainable supplies for all operations</li> <li>– Working with our suppliers to develop a value chain approach to water sustainability</li> </ul> <p><b>Water Efficiency</b></p> <ul style="list-style-type: none"> <li>– Using less water to produce non-alcohol beverages by 2020 across the countries in which the Coca-Cola Amatil Group operates</li> <li>– Reducing, reusing and recycling water within our operations</li> <li>– Responsibly treating and disposing of waste water within our operations</li> <li>– Working with the communities in which we operate to assist the protection of local watersheds</li> <li>– Educating all employees on the importance of water efficiency</li> </ul> <p><b>Water Replenishment</b></p> <p>Coca-Cola Amatil will work with The Coca-Cola Company to deliver on their commitment to safely return to nature an amount of water equivalent to what we use in our beverages by 2020.</p>
<b>5. Environment</b> Biodiversity	<p>Coca-Cola Amatil will continue to support local communities and non-government organisations through our charitable foundations to improve biodiversity within the communities in which we operate, and by providing volunteers, financial and non-financial assistance contributing to flora and fauna conservation efforts.</p>

Pillar and Subject	Commitment (for performance in 2016 and beyond)
<b>6. Environment</b> Climate and Energy	<p>Coca-Cola Amatil will optimise the use of packaging across the business to deliver a high-quality product to consumers by working with our suppliers to increase recycled content and evaluate renewable materials.</p> <p>Coca-Cola Amatil will continue to ensure our packaging's recyclability, minimise waste to landfill from our manufacturing sites and encourage post-consumer recovery.</p> <p>Coca-Cola Amatil will benchmark our food, coffee and alcohol businesses against global peers to inform future continual improvement measures to reduce emissions.</p>
<b>7. Environment</b> Responsible Sourcing	<p>Coca-Cola Amatil is committed to sustainable practices and believes they are integral to how we operate. We will continue to play an active role in driving positive social, environmental and economic improvements in our supply chain to create benefits for our communities and society as a whole.</p> <p>Coca-Cola Amatil will drive responsible procurement practices of the highest ethical and professional standards to ensure we appropriately manage risk with external suppliers.</p> <p>Coca-Cola Amatil will work with our diverse range of suppliers globally to deliver adherence to Coca-Cola Amatil's Responsible Sourcing Guidelines, showing preference to those that exceed them.</p>
<b>8. Environment</b> Sustainable Packaging & Recycling	<p>Coca-Cola Amatil will optimise the use of packaging across the business to deliver products of the highest possible quality whilst working with our suppliers to increase recycled content and evaluate renewable materials.</p> <p>Coca-Cola Amatil will continue to ensure packaging's recyclability, minimise waste to landfill and encourage post-consumer recovery.</p>
<b>9. Environment</b> Cold Drink Equipment	<p>Coca-Cola Amatil will work to reduce the carbon footprint of our cold drink equipment through the continual improvement of energy efficiency in our cooler range and the ongoing introduction of natural refrigerants into all new purchases, whilst also improving the recyclability of units at end of life. We will continue to implement plans to reduce the carbon emitted across all of our operations.</p>
<b>10. Our Community</b>	<p>Coca-Cola Amatil will deliver the following benefits to communities in 2016</p> <p><b>In Australia:</b></p> <ul style="list-style-type: none"> <li>– Develop and implement a Reconciliation Action Plan for Indigenous Australians</li> <li>– Participate in the 5by20 program in partnership with Beacon Foundation and The Coca-Cola Company mentoring young women (aged 15-18 years) to complete high school education</li> <li>– Undertake Foodbank Food Fight with SPC Ardmona product donations</li> <li>– Sponsor a three-year partnership between SPC Ardmona and Ganbina, supporting the Year 10 Leadership Program, seasonal employment, mentoring, and volunteering in Ganbina events including careers nights</li> </ul> <p><b>In Indonesia:</b></p> <ul style="list-style-type: none"> <li>– Participate in the 5by20 program targeting 100,000 women entrepreneurs who own food and beverage businesses by 2020 (achieved 10,000 beneficiaries by 2015) in partnership with The Coca-Cola Company</li> </ul> <p><b>In Papua New Guinea:</b></p> <ul style="list-style-type: none"> <li>– Participate in the partnership with the Australian Government and United Nations on Disaster Relief in Western Province Rain Water Harvesting</li> </ul> <p>Coca-Cola Amatil will identify measurable goals for continual improvement in community partnerships on a Group-wide basis.</p>



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# OUR PEOPLE AT COCA-COLA AMATIL



# HEALTH, SAFETY & WELLBEING

## 2015 PERFORMANCE\*

Sadly, 22 work-related fatalities occurred between 2012 and 2015 all due to traffic accidents (involving our people and people who are not employees or contractors of Coca-Cola Amatil) in the course of business activity

50% reduction in total injuries

25% reduction in lost time injuries (LTI)

> 3,000 employees participated in a Behavioural Safety Training program

> 5,000 employees participated in driver safety training

Recipient of The Coca-Cola Company's inaugural safety award at the 2015 Global Supply Chain Council

## 2016 COMMITMENT

Coca-Cola Amatil aspires to have zero harm and we expect our leaders to lead the business safely – this approach and expectation is consistent across all countries of operation

Coca-Cola Amatil will provide opportunities designed to support worker health and wellbeing through both volunteer and non-volunteer programs that are specific to the business environment – our goal is to have at least 50% of our employees taking part in wellbeing activities by 2020

### Our Approach

Our approach to reporting work-related injuries and fatalities is to include all incidents that have occurred through the course of our business activity. The logistics involved in a business of our nature, are such that much of our work-related activity is in traffic on public roads.

We recognise that in the course of their business activity, our people are involved in traffic accidents with members of the public and irrespective of the relationship the person has with Coca-Cola Amatil or who is deemed to be at fault, we record these as work related incidents. Road transportation has its own health and safety risks, which is heightened in countries like Papua New Guinea, Samoa and Indonesia, which experience among the highest rates of traffic-related road deaths in the world.

Sadly, there were 22 work-related fatalities between 2012 and 2015, all due to traffic accidents in the course of business activity. Of these 22 fatalities, 16 were in Indonesia, two in Papua New Guinea, two in Samoa, one in Australia and one in Fiji. One fatality is one too many and our response to each incident has been immediate and comprehensive. Business Managing Directors are responsible for ensuring in-depth investigations are conducted into fatalities with findings and lessons learned shared across all businesses and with the Sustainability Committee.

We acknowledge the importance of the road environment in the course of our business activity and we continue to identify appropriate measures to mitigate traffic accident risks, particularly in countries that experience a higher level of road-related accidents and rate high on the World Health Organisation's Road Traffic Accident Death Rate.

In 2015 our Indonesian business implemented a global best practice e-learning behavioural driver safety program to complement the classroom and in-vehicle training that is already in place. The purpose of the program is for people to get home to their families safely. A driver risk profiling tool has been introduced to allow specific support to be provided to individuals. It is also a strictly enforced requirement that all motorcycle riders wear appropriate safety attire including helmets, jackets and enclosed shoes.

We believe health, safety and wellbeing should be owned by the whole team and that each individual is responsible for their own safety, whilst always looking out for the safety of our workmates.

The physical safety of our workplace has long been a dedicated focus across the business and we now balance this with programs geared toward employee health and fitness, in the belief that a fit and healthy worker will be more engaged and productive. All parts of our business have volunteer programs focused on health and wellbeing that are specific to their environment. Businesses develop an annual health, safety and wellbeing plan that is signed off by the Business Managing Director and presented to the Coca-Cola Amatil Sustainability Committee at the beginning of the year. Quarterly updates are provided to the Sustainability Committee with a 'deep dive' conducted in specific areas where performance is deemed to be 'off track'.

Our country heads of health, safety and wellbeing meet annually to share best practice insights and agree the Group health, safety and wellbeing focus areas for the following 12 months. The goal of this process is to increase individual capability while, through a consistent focused approach, continually improving safety performance across the Group.

\* 2015 reporting period is 2012 through to 2015.

In 2015 the following focus areas were agreed:

- Employee wellbeing
- Machine guarding
- Chain of responsibility
- Driver safety

In addition to efforts to control or eliminate physical risks, a great deal of time and energy is spent engaging all workers to participate in our zero harm safety approach and making Coca-Cola Amatil a safer place to work. We believe that 14,000 safety ambassadors, across the six countries in which we operate, will create a culture of safety and see a continual improvement in safety performance that has a flow-on effect to personal lives and communities.

We actively encourage our people to participate in safety activities such as safety conversations, safety walks, safety observations and sharing safety stories, and integrating these activities into their daily routine, rather than something they make time for occasionally. Making safety part of the daily routine is how we create a strong safety culture at Coca-Cola Amatil.

Routine internal and external auditing is also a critical component of our safety culture at Coca-Cola Amatil. These audits can be announced or unannounced and are strictly enforced by our valued partners such as The Coca-Cola Company.

#### Our Progress

Our annual engagement survey, using the Aon Hewitt engagement model, has been tailored to seek feedback from all employees on our safety culture and related leadership behaviours. For two years running, these items have delivered upper quartile responses with safety defined as one of our top three engagement drivers.

Injuries across the Coca-Cola Amatil Group have reduced 50% over the 2012 – 2015 period. In 2015 we broadened the scope for reporting restricted work injuries to incorporate all businesses, resulting in an increase from 2014. Plans have been developed and implemented to rectify this with significant performance improvements by the end of 2015.

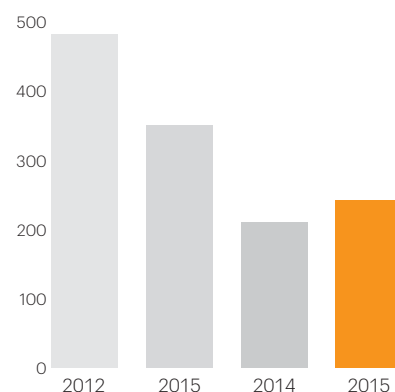
#### Injury frequency rates

Coca-Cola Amatil measures its injury frequency rates in two ways. The more traditional Lost Time Injury Frequency Rate (LTIFR) is referenced when an injured worker cannot report for duty on the next scheduled work day. The more holistic Total Recordable Injury Frequency Rate (TRIFR) takes into account both lost time injuries (LTIs), medical treatment injuries (MTIs) and restricted work injuries.

TRIFR for the Australian Beer Company has been skewed due to the small workforce – LTIFR and TRIFR for this business represents two injuries.

Additionally, we also record LTIs per 100 employees, a widely accepted measure used by businesses to benchmark within and across industries. In 2015 Coca-Cola Amatil's Group LTIs per 100 employees was 0.46.

#### Total Group Injuries



#### Injury Frequency Rates

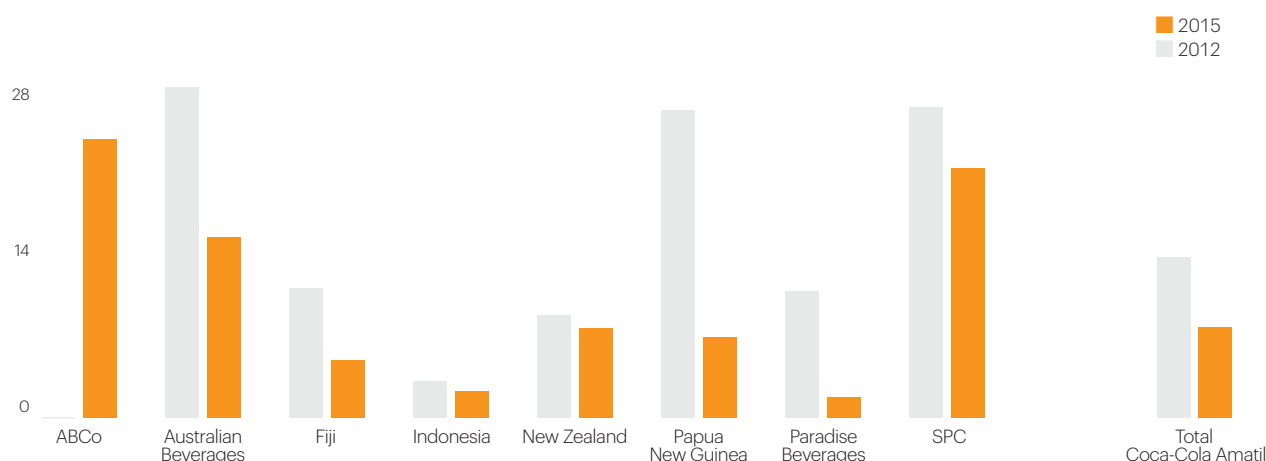
	LTIFR
Coca-Cola Amatil Group	2.2
Australia Beverages	3.7
SPC	3.4
Aust. Beer Co.	12.0
New Zealand	3.4
Indonesia	1.0
Fiji	5.2
Papua New Guinea	2.2
Samoa (Paradise Bev.)	1.8

#### Work-Related Fatalities<sup>1</sup>

	2012	2013	2014	2015
Australia	0	0	0	1
New Zealand	0	0	0	0
Indonesia	2	3	7	4
Fiji	0	0	0	1
Papua New Guinea	1	0	0	1
Samoa	0	1	0	1

1. Includes our people and people who are not employees or contractors of Coca-Cola Amatil.

#### Annual Total Recordable Injury Frequency Rate (TRIFR)





### Continual Improvement

Our focus is to simplify safety, make the complex simple and the simple compelling in a way that engages and enlists our workforce as safety ambassadors, creating a culture of safety that delivers continual improvement in safety performance. In all businesses, we recognise and communicate examples of great safety behaviour.



#### EMPLOYEE STORY

##### **Jon Baker appointed as Co-Chair of Global Safety Council**

The Global Safety Council is the leadership group made up of representatives from The Coca-Cola Company and many of the bottlers from around the globe. The group is challenged to provide thought leadership in safety and wellbeing as well as develop, and deliver, strategies for continual improvement in the safety performance of The Coca-Cola Company's bottling partners around the world.

Jon Baker, Coca-Cola Amatil's Head of Safety, Health and Wellbeing joined the Global Safety Council in 2012 and in 2015 was appointed to the role of Co-Chair of the Global Safety Council.

Jon is well-positioned to help guide bottlers and The Coca-Cola Company to the next level of improved safety culture and performance.





## CASE STUDY

### Dean Wellard and Paul Richardson: Winners 2015 Innov8 – Vendlift Trolley

At Coca-Cola Amatil's 2015 Innov8 awards, recognising achievements in innovation within the business, Dean Wellard and Paul Richardson from the Australian Equipment Services team won both the Safety Award and the Grand Champion trophy for their innovation, Vendlift Trolley.

Dean and Paul identified hazards encountered by staff when manoeuvring 450kg vending equipment through the turnstiles at several of Sydney's train stations. Trying to get large machinery through or around the turnstiles could cause malfunction to hydraulic trolleys or result in the vending machines falling. Dead lifting the equipment was out of the question as the machines weigh almost 450kg. The solution ultimately became the Vendlift Trolley.

Prior to Dean and Paul's invention, turnstiles had to be removed whenever a vender was placed, or removed, requiring both mechanical and electrical work to be undertaken. In analysing the problem and identifying root causes they commenced designing a trolley that would reduce hazards, risk of injury, damage and impact on Sydney Trains, customers, property and business operations.

For the Vendlift Trolley to be successful it needed to meet a number of criteria including:

- Battery operated lifting capacity to eliminate manual handling or dead lift risks
- Remote control to operate lifting and lowering of machine
- Locking mechanisms to eliminate the risk of malfunctioning unit
- Safety feet to eliminate the movement of trolley during raising and lowering of machine
- Castors to reduce manual handling risks
- Guarding to eliminate any pinch point risks
- Ratchet straps with adjustable brackets to reduce the risk of machine falling off platform

As a result of this vision being brought to life with the assistance of external designers and fabricators, vending machines can now be delivered safely over the pedestrian barrier turnstiles at train stations across Sydney, providing the customer greater flexibility, and choice, in relation to product placement.

The Vendlift Trolley is now being evaluated for use across Australia and has been nominated for a global Safety Award from The Coca-Cola Company.



## CASE STUDY

### New SPC tomato plant: Safety focus resulted in zero injuries

In 2015 SPC closed the Mooroopna plant in regional Victoria and transferred the production of tomato products including sauces, tinned tomatoes and tomato paste to the Shepparton facility. Over a six-month period, the new processing lines and equipment were installed and commissioned to be ready for the 2016 season. SPC processes over 30,000 tonnes of tomatoes annually, producing 13 million cans, bulk food service packs and paste, and will now do so in a more efficient, modernised plant at a rate of 600 cans per minute.

In transferring tomato processing from Mooroopna to Shepparton significant focus was placed on completing the transition safely.

With any project of this magnitude a large proportion of the work is carried out by specialist contractors under the supervision of project managers to ensure a smooth, timely, cost effective and above all, safe installation and commissioning of new equipment. To add further complexity, the Shepparton site had to maintain its normal operations during the project, so managing all of this, whilst the rest of the plant was still running, made safety a critical success factor. A comprehensive contractor safety management plan was established to ensure this goal was met.

Prior to engaging any workers, principal contracting companies were assessed in relation to management systems, commitment to zero harm and safety culture. Before commencing works all individual contractors undertook safety and environment inductions with more than 720 completed during the course of the project. Additionally, daily toolbox meetings were held with a senior representative from each principal contractor in attendance. All incidents, near misses, identified hazards and observations from the previous day were reviewed as part of these meetings, together with a review of works requiring risk assessments and Safe Work Method Statements to be completed during the day.

The toolbox meetings also cover a broad range of important topics including, but not limited to:

- Safe/Unsafe behaviour
- Traffic management
- Safety permits
- Hot works and electrical safety
- Working at heights
- Forklift assessments
- Test and Tag
- Off-the-job safe practices



Throughout the project over 1400 risk assessments were completed along with 650 hot work permits and 680 working-at-height permits. There were three medical treatment injuries sustained, but zero lost time injuries during the project. To instil a culture of recognising safe behaviours and practices, the project encouraged recognition of safe practices and positive workplace behaviour, as well as calling out unsafe practices in the workplace.

Following the completion of works, and during commissioning of the new equipment, reviews of machine guarding, noise and lighting were conducted, ensuring all works met the required standards.



# DIVERSITY & INCLUSION

## 2015 PERFORMANCE\*

Our suite of company policies, designed to protect human rights, promote employee health, safety and wellbeing, and support diversity and inclusion, now includes:

- Code of Business Conduct
- Workplace Health and Safety Policy
- Disciplinary and Grievance Policy
- Whistleblower Policy
- Diversity and Inclusion Principles

Our performance in diversity for the reporting period included:

- Women in Leadership:
  - 30% of Coca-Cola Amatil Board of Directors
  - 21% of Coca-Cola Amatil senior leaders
  - 30% of all management roles
- Women in Leadership goals are on track against targets and achieved 12 months ahead of schedule in Indonesia, Fiji and Papua New Guinea
- Ongoing focus on developing gender diversity in leadership is supported by our program of development activities and specific core curriculums designed for high potential female leaders

2015 Gender Pay Equity Review showed no evidence of any Coca-Cola Amatil specific bias and indicated we are providing equal pay for equal jobs

## 2016 COMMITMENT

With a strong foundation for diversity and inclusion, we continue to identify opportunities for ongoing improvement, which will include:

- Developing an overarching Human Rights Framework aligned with the United Nations Global Compact principles
- Continually improving our gender-specific core curriculums to accelerate progress of women in leadership roles and remove barriers to inclusion and diversity in operational roles
- Strengthening employee engagement so that employee feedback is heard on health, safety and wellbeing and inclusion and opportunity
- Expand scope of annual Gender Pay Equity Review

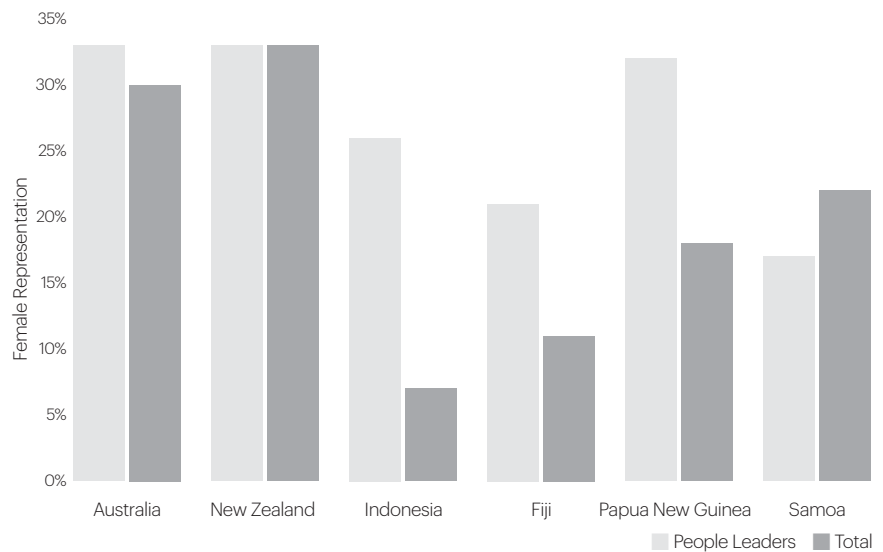
### Our Approach

Our diversity and inclusion strategy focuses on building and driving an inclusive culture in our workplace, reflective of the diverse markets and communities within which we operate. To do this, we focus on sourcing, developing and retaining talented employees who each bring unique background, experiences, education, thinking and knowledge. Our focus is on ensuring we create an environment in which every employee is supported to be the best they can be. This approach is based on developing capable, inclusive leaders who understand the value a diverse workforce brings to the business, and who are accountable for developing, and encouraging, diversity in their teams. Harnessing this diversity, and supporting individual development, will play a key role in positioning Coca-Cola Amatil to achieve our ambitious goals.

\* 2015 reporting period is 2013 through to 2015.

“  
WE CREATE  
AN ENVIRONMENT  
IN WHICH  
EVERY EMPLOYEE  
IS SUPPORTED  
TO BE THE BEST  
THEY CAN BE.  
”

### Gender Diversity by Country



	People Leader and above		Total	
	Female	Male	Female	Male
Australia	447	997	1,363	3,155
New Zealand	89	182	280	572
Indonesia	160	466	499	6,186
Fiji	6	22	28	212
Papua New Guinea	23	49	119	554
Samoa	2	10	78	272

### Coca-Cola Amatil Group Diversity and Inclusion Principles

#### Our business

- takes a leadership position on diversity and inclusion issues, and leverages our leadership as a competitive advantage
- develops strong, accountable and inclusive leaders who value unique perspectives
- aspires for gender equality and balanced representation across the organisation in leadership, in opportunity and in reward; recognises the challenges faced by under-represented groups, and takes proactive action to provide opportunities for development, career advancement and leadership
- where necessary, sets targets at Group and local levels to drive action and ensure appropriate diversity at all levels

#### Our leaders

- treat everyone fairly, demonstrating our Values through being open and transparent
- excel through building diverse teams
- take personal responsibility for driving performance, productivity and innovation through valuing, respecting and capitalising on the unique contributions, perspectives and talents of their teams
- respect and harness individual strengths and differences to surface the best ideas and insights

#### Our people

- are recognised and rewarded on ability and merit for their contributions
- have, and believe that there is, equal opportunity for growth and advancement
- are encouraged through inclusive leadership to fulfil their potential
- respect each other for who they are, and demonstrate it through their behaviours
- reflect the diversity of our markets, customers, consumers and communities at every level in the organisation

“  
ON A GROUP-WIDE  
BASIS, WOMEN  
CURRENTLY  
REPRESENT 21%  
OF OUR SENIOR  
LEADERSHIP ROLES  
AND 30% OF OUR  
MANAGEMENT ROLES.  
”

#### The Leadership Framework

The responsibility for developing a diverse workforce and inclusive culture sits at all levels of leadership within Coca-Cola Amatil. In recognition of this, in 2015 we introduced the Coca-Cola Amatil Leadership Framework. The Leadership Framework identifies the 12 leadership capabilities that are critical to driving high performance at all levels of an organisation, and are critical for our business if we are to succeed in achieving our long-term strategic goals.

Specifically, the Coca-Cola Amatil Leadership Framework drives the development of an inclusive culture through articulating the requirements of an inclusive leader. Coca-Cola Amatil leaders must demonstrate curiosity, seek out and recognise the value of different opinions through collaboration, and recognise the unique attributes and requirements of their team by effective coaching and personal development. The Leadership Framework forms a critical component of our key people practices: in recruitment through targeted selection criteria; in performance through behavioural assessment against our Leadership Framework and Values; and in development through focused activity.

Our Group Leadership Team (GLT) play a critical and active role in fostering an organisational culture of inclusion and supporting our diversity strategy. The GLT charter, established in 2014, continues to drive direct accountability for role modelling inclusive behaviour, harnessing our collective strength, building organisational capability and investing in the development of Group talent. We have established talent metrics across the group that are reviewed annually (at a minimum) by the GLT, with targeted action plans developed to address any issues. All GLT members have individual diversity and inclusion objectives relevant to their business as a part of their individual performance objectives.

Our processes, organisation and culture continue to improve to support diversity and inclusion. In particular, and in line with the ASX Recommendations, we have set targets aimed at increasing the representation of women in senior leadership and management roles across the Group, and at Board level. We have made significant progress in increasing the number of women in leadership roles since 2013. In our emerging markets of Indonesia, Fiji and PNG, our 2016 targets were achieved a year earlier than anticipated. This is evidence of the tailored activity and action plans developed by each of our businesses to suit their market and workforce relating to sourcing, developing, promoting and retaining talented women.

On a Group-wide basis, women currently represent 21% of our senior leadership roles and 30% of our management roles. In addition, women represent 30% of our Board of Directors.

Our progress and commitment to gender equality in particular has been recognised externally. In 2015, our New Zealand business was recognised for its efforts in promoting gender equality by receiving the Supreme Award at the White Camellia Awards, organised by the United Nations Women National Committee New Zealand, the Equal Employment Opportunity Trust, Business and Professional Women New Zealand and the Human Rights Commission.

#### Talent, progression and development

Our ability to identify and develop talent continues to improve as we focus on future needs. In 2015 the business invested significantly in identifying, developing and increasing the visibility of talent across the Group. Through continuing our systematic approach to identifying talent, the GLT reviewed the population of senior executives at the top four layers of leadership. Of this group, 27% (87) are female, 73% (234) are male; 34.5% were identified as “talent” based on performance and potential; and female leaders make up 30% of total identified talent. Although there is a lower total population of female leaders at this level, 40% have been identified as talent, compared to 32% of the male population.

We have continued to leverage our partnership with The Coca Cola Company to support the development of female leaders. In 2015, we conducted ‘train the trainer’ development programs in Indonesia and Australia to further the rollout of Achieving Your Best Self, a developmental program for high-potential emerging female leaders. For the first time, the program was conducted in Indonesia with participants from both Coca-Cola Amatil and The Coca Cola Company.

#### Fostering and building an inclusive culture

Coca-Cola Amatil’s Diversity and Inclusion Principles are designed so that all employees are recognised and valued for the unique contribution they make to the organisation. Through 2015, we took steps to ensure we enhance the visibility of our diverse workforce. For example, the Australian Beverages business profiled a diverse range of employees through our internal communication channel, ‘Bubble Up’, each drawing on their unique stories, experiences, successes and challenges. The New Zealand business continues to demonstrate commitment to diversity, receiving the Rainbow Tick accreditation for the second year running, and entering a float in the annual Pride Parade.

#### CCA Leadership Framework

INSIGHT	LEADERSHIP
Commercial	Engage & Inspire
Insight	Coach & Develop
Curiosity	Empower With Accountability
ACHIEVEMENT	STRENGTH
Deliver Results	Optimism
Collaborate	Confidence
Influence	Discipline

Across the Group, we accommodate and celebrate our differences with allocated time and prayer rooms for all religions. This is particularly relevant in Indonesia, where a high proportion of our workforce is Muslim. Over the Ramadan festive period, we also recognise the need for annual leave and flexibility in work schedules to allow for recognition of the holy month.

We are deeply committed to the Indigenous community in Australia, providing opportunity and support to attract and retain Indigenous employees. Coca-Cola Amatil partners with several leading organisations to support our Indigenous employment and participation strategy. Those valued partners include Beacon Australia, Clontarf Foundation and Career Trackers. We offer Indigenous cultural awareness training to our employees and have a number of preferred supplier agreements to help secure Indigenous people into traineeships, apprenticeships, graduate positions and direct employment.

We also work with labour hire providers to improve Indigenous employment opportunities within our supplier network, via the inclusion and Indigenous talent clause within our contracts. For example, the Grinders Coffee business has sponsored an Indigenous trainee program, flying two aspiring baristas from Uluru to Adelaide for an advanced coffee training program. The sponsorships aim to reward and develop promising young baristas and create local champions to help mentor the region's future talent.

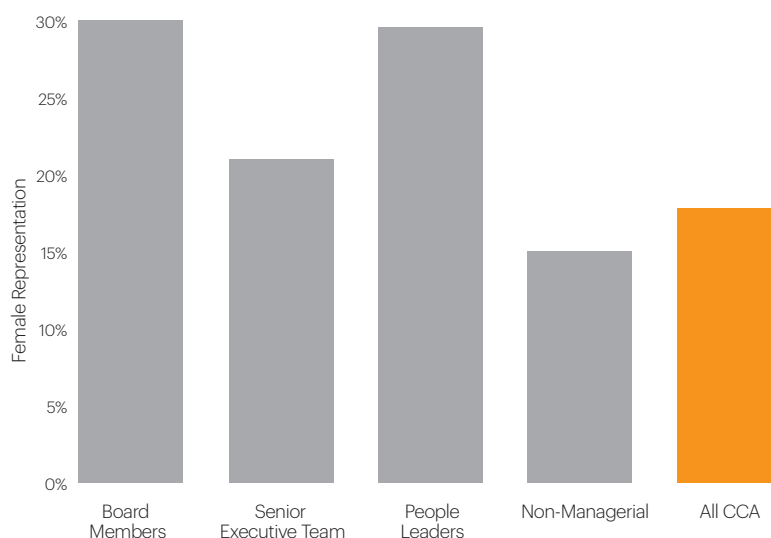
#### Our Progress

In 2015 the annual Gender Pay Equity Review was specifically focused on our Australian employees as we build our approach and methodology. The 2016 review will cover the full breadth of our business.

The 2015 review highlighted:

- At an aggregate level in our Australian businesses we have a pay gap (varying by grade) between males and females. This includes all roles at each grade and does not take into account the function and role (which attract different rates of pay in the market) or the individual's experience, performance and capability (which influence how we pay them relative to market)
- Our analysis of remuneration relative to the relevant market benchmarks for each role showed minimal evidence of any inequities. Those identified were a mixture of both pro-male and pro-female through different grades and functions. Overall this indicates that we are providing equal pay for equal jobs by paying each of them competitively to their relevant market benchmark
- The analysis of the 2014/2015 remuneration review increases and the 2014 performance assessments (which directly link to incentive outcomes paid in early 2015) did not show any evident bias or inequity

#### Gender Diversity within Coca-Cola Amatil



Our results demonstrate that despite the overall pay inequity evident through Australia and our workforce at an aggregate level, we are ensuring we provide equal pay for equal jobs and ensuring unbiased remuneration reviews and performance assessments. We recognise that to address the aggregate pay gap we need to continue to proactively focus on improving gender representation across our workforce, whilst ensuring our remuneration related processes and decisions mitigate any potential biases or inequities.

#### Continual Improvement

Our continual improvement initiatives include:

- Developing a Coca-Cola Amatil Group-wide Human Rights Framework aligned with the United Nations Global Compact principles
- Introducing a Domestic Violence Policy in Australia
- Reviewing Paid Parental Leave entitlements in Australia to remove barriers to inclusion and increase the number of women in operational roles
- Piloting an inaugural Group-wide Women Leading @ CCA program, aimed at building on the strengths of our high-potential mid to senior level female leaders
- Introducing a Coca-Cola Amatil Leadership 360 Survey informing the Group Leadership Team's review and actions for talent and inclusion metrics

Our aspiration is to be recognised for diversity and inclusion in all of the markets in which we operate.

## 12 MONTHS

ahead of schedule in achieving our Women in Leadership goals in Indonesia, Fiji and PNG

## RAINBOW TICK

accreditation awarded to our New Zealand business for a second year

## 40%

of our senior female executives are considered "talent" based on an assessment of performance and potential



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# WELLBEING AT COCA-COLA AMATIL



# WELLBEING OF CONSUMERS

## 2015 PERFORMANCE\*

### Non-alcohol beverages

Our performance in relation to consumer wellbeing has included responding to changing consumer preferences with greater choice across our portfolio

Availability of a low- or no-kilojoule option for all of our top selling sparkling beverages by the end of 2015, including Coca-Cola, Fanta Orange and Sprite (with the exception of Sprite in Indonesia)

Downsized 450mL PET to 390mL PET for Coca-Cola Trademark (TM) brands in Australia, reducing energy per serve by an average of 13% in select channels

Provision of nutrition information on 75% of our Australian, New Zealand, Fijian and Samoan vending machines

Introduction of the 'clear on calories' policy in Indonesia and Papua New Guinea with front-of-pack kilojoules labelling on all beverages and the provision of science-based information at [www.beverageinstituteindonesia.org](http://www.beverageinstituteindonesia.org)

### SPC

25% reduction of sodium content across 25% of SPC Baked Beans and Spaghetti stock keeping units

60% sugar reduction in IXL Jams through the use of stevia in four of nine stock keeping units

## 2016 COMMITMENT

Coca-Cola Amatil will continue to implement The Coca-Cola Company's systematic reformulation plan for many of our non-alcohol beverages, progressively reducing kilojoules over time and providing more choice in smaller portion sizes

Coca-Cola Amatil will prioritise the provision of clear nutrition information on our non-alcohol beverages for easy reference for consumers

Coca-Cola Amatil will continue its commitment, established in 2009, to not market non-alcohol beverages (other than water) to children under the age of 12 and ensuring all of our marketing content, messaging, design and placement complies with this. This applies to all forms of media, including the internet and mobile phones, through which 35% or more of the audience is composed of children under 12 (where this information is possible to obtain)

Coca-Cola Amatil is committed to the responsible service, promotion and consumption of alcohol

### Our Approach

#### Non-alcohol beverages

As a major beverage manufacturing company, with brands and products loved by many, we are committed to making a distinctive and positive contribution to the wellbeing of our consumers.

We believe our products can be enjoyed as part of a balanced, healthy lifestyle which includes a sensible diet, proper hydration and regular physical activity.

Soft drinks are often front and centre of the conversation around obesity, but just 1.9 per cent<sup>1</sup> of the average daily intake of kilojoules for Australians comes from soft drinks and flavoured mineral waters. In New Zealand just 1.5% of the average daily intake of kilojoules comes from soft drinks<sup>2</sup>. Soft drink consumption has declined in the period that obesity has increased.

We recognise that obesity is a very real issue in many countries across the world, including Australia and New Zealand. As a leader within the beverages industry, we take our responsibility to play our part in helping to address this challenge seriously. We know choice and information are fundamental for consumers to be able to make the right decisions for them and their families and we are committed to providing both.

1. Australian Bureau of Statistics – *Australian Health Survey: Nutrition First Results – Foods and Nutrients, 2011–12 – Australia*, Tables 9.1 and 9.2, released May 2014 (accessed 18 May 2015).
2. New Zealand Ministry of Health, New Zealand National Nutrition Study 2008/2009.

\* 2015 reporting period is 2013 through to 2015.

We believe our industry has a role to play in promoting the energy balance message and helping consumers make the right choices. This is why we are constantly challenging ourselves to ensure we offer choice when it comes to the range of portion sizes and kilojoule options. We also know people need clear information so they can make the right choice for them and we are committed to ensuring this is available wherever our products are sold.

We have four clear priorities in helping to address these health challenges, and are proud of the progress we are making against each of these:

1. More choices of smaller serving options
2. More choices of lower kilojoule options
3. Nutrition and choice information
4. Help and inspiration to be more active

We are delivering on these commitments through a combination of increased choice in portion sizes, new product development and reformulation, clearer labelling, wider information availability and engaging with communities in physical activity programs.

We understand our future is inextricably linked to the behaviour, and choices, of our consumers and we will continue to act accordingly. We have made a significant investment in our portfolio in recent years to reformulate some of our most popular brands and give consumers greater choice. Successful reformulations have been made possible by our research and innovation with new ingredients, such as sweeteners from natural sources, including stevia, which makes it possible to produce lower kilojoule drinks without compromising on taste.

Our new product development and reformulation, as well as product promotion, will be supported by new guidelines. We will shortly begin piloting programs in select customer environments to promote a broader range of beverage options.

#### Responsible marketing to children

We respect the role of parents and guardians and believe they should be able to make the choices they believe are right for their children.

In 2009, Coca-Cola Amatil made a commitment that we will not market our non-alcohol beverages (other than water products) to children under the age of 12. All of our marketing content, messaging, design and placement is created for an audience aged 12 or over. This policy applies to all forms of media including the internet and mobile phones, through which 35% or more of the audience is composed of children under 12 (where this information is possible to obtain).

#### More Choices of Smaller Serving Options

Australia	New Zealand, Fiji & Samoa	Indonesia & PNG
<ul style="list-style-type: none"> <li>- Launched 250mL packs for Coca-Cola™ brands</li> <li>- Expansion of 200mL multipacks for Coca-Cola™ brands</li> <li>- Shift 450mL PET to 390mL PET** for Coca-Cola™ brands</li> <li>- Shift 385mL glass to 330mL glass** for Coca-Cola™ brands</li> <li>- Launched Mount Franklin Lightly Sparkling Flavours 450mL</li> </ul>	<ul style="list-style-type: none"> <li>- Extended 250mL multipack to Fanta and Schweppes Mixer range</li> <li>- Launched Powerade 500mL PET</li> <li>- Launched MOst Juice 275mL</li> <li>- Launched Kiwi Blue sparkling flavours single serve</li> </ul>	<ul style="list-style-type: none"> <li>- Launched Frestea Cups 300 mL</li> <li>- Launched Frestea PET 350mL</li> <li>- Launched 250mL slim can for Coca-Cola™ brands</li> <li>- Launched 250mL PET for Coca-Cola™ brands</li> </ul>

\*\* In select channels

#### More Choices of Lower Kilojoule Options

Australia	New Zealand, Fiji & Samoa	Indonesia & PNG
<ul style="list-style-type: none"> <li>- Coca-Cola Life</li> <li>- Zico Coconut Water</li> <li>- Fanta Zero</li> <li>- Powerade Zero Lemon Lime</li> <li>- Kirks Sugar Free Pasito Natural</li> <li>- Glaceau Vitaminwater Focus</li> </ul>	<ul style="list-style-type: none"> <li>- Coca-Cola Life</li> <li>- Fanta Zero</li> <li>- Zico Coconut Water</li> <li>- Lift + Zero</li> <li>- Powerade Zero</li> <li>- Coke Zero Vanilla</li> <li>- Deep Spring Naturals - 312kJ sparkling flavoured spring water</li> <li>- Low kJ Fuze tea</li> <li>- Kiwi Blue sparkling flavours multi-serve</li> </ul>	<ul style="list-style-type: none"> <li>- Frestea Low Calorie</li> <li>- Coke Zero</li> <li>- Frestea Klasik</li> </ul>

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## CASE STUDY

### SPC Sneaky Veg

SPC's market research identified a growing perception of empty carbohydrates as well as the struggle to encourage children to eat vegetables in a format they like, that is convenient, easy to prepare and cost-effective. With this insight, we sought to find a way to enhance the nutritional profile of SPC Baked Beans and Spaghetti products with the inclusion of vegetables.

Essentially, vegetable puree can be added to the existing range without significantly changing the well-known taste and texture of the product. It was clear the dominant buyers in the market were mothers, and brand awareness of the new products was key. The outcome was 100% Australian-made products in a convenient four-pack branded with a 'Sneaky Veg' tagline for Baked Beans, Spaghetti, and Numberghetti, along with the new Spag-a-stralia. With 2.7 serves of vegetables per can, no artificial flavours or preservatives, low in sugar and reduced salt, SPC provided the market with a healthier and more nutritious product.



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## CASE STUDY

### Goulburn Valley Perfect Fruit

Goulburn Valley Perfect Fruit is a new dessert made with 99% Australian fruit that is whipped with air and then frozen. Several years in development using world-first technology and aligned with SPC's vision of transforming from a cannery to a modern snack food company, Perfect Fruit is gluten free and contains no dairy. It is 100% fat free and a standard 148mL serve has less than 75 calories, which is less than an average apple. Perfect Fruit is a healthy alternative to ice cream and frozen yoghurts and is available in strawberry, mango and mixed berry flavours.





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**>30%**

of the cola we sell in Australia and New Zealand is low- or no-kilojoule

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**75%**

of our vending machines in Australia and New Zealand provide nutritional information

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**30%**

increase in marketing investment to support low-kilojoule products in 2015 compared with 2014

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### Nutrition information

We provide factual information about our products with front-of-pack energy labelling on beverage products (with the exception of plain water). The daily intake thumbnail guide featured on the front of product labels contains at-a-glance information about the energy content of our drinks, helping consumers choose a drink that best fits their lifestyle. It contains two numbers: the number of kilojoules per serve, and the percentage of an adult's daily intake of energy in that serve.

In Australia and New Zealand, we have voluntarily adopted the Australian Government's Health Star Rating for beverages and we commenced changing product labelling in the second half of 2015.

### Our Progress

In 2015, there were 604.8 million unit cases<sup>1</sup> of non-alcohol beverages manufactured, distributed and consumed across the region. We are responsible for the beverage contents as well as how people access and consume it. We take this responsibility seriously.

Our first no-sugar cola, Diet Coke, was introduced more than 30 years ago. Coke Zero followed 10 years ago and in April 2015, we launched lower kilojoule Coca-Cola Life in Australia and New Zealand. More than 30% of the cola we sell in Australia and New Zealand is low- or no-kilojoule.

By the end of 2014, all of our top selling sparkling beverage brands had a low- or no-kilojoule option, including Coca-Cola, Fanta Orange and Sprite (with the exception of Sprite in Indonesia).

### Nutrition and choice information Australia

- Information for consumers and stakeholders available at [www.coca-colajourney.com.au/compare-products](http://www.coca-colajourney.com.au/compare-products)
- Nutrition information on 75% of our vending machines
- A 30% increase in marketing investment to support low kilojoule products in 2015 compared with 2014

### New Zealand, Fiji & Samoa

- Nutrition information on 75% of our vending machines

### Indonesia & PNG

- Introduced 'clear on calories' policy providing front-of-pack labelling
- Science-based information for consumers and stakeholders available at [www.beverageinstituteindonesia.org](http://www.beverageinstituteindonesia.org)

### Help and inspiration to be more active Australia

- >\$1.6 million per annum invested in active healthy living community programs

### Indonesia & PNG

- \$160,000 (AUD) invested in active healthy living programs, including Coke Kicks soccer development program and the annual Jakarta Schools Football Association (JSFA) League – a competition that involves more than 200 teams from approximately 65 schools

### Alcohol

Coca-Cola Amatil's commitment to the responsible service, promotion and consumption of alcohol is demonstrated by the work we do with our brand partners, including:

- Introducing responsible consumption and pregnancy advice labels across our range of alcohol products
- Implementing the Designated Driver program in conjunction with 50 Australian Leisure and Hospitality Group venues across Australia, rewarding responsible designated drivers with a free non-alcohol beverage
- Providing annual Responsible Service of Alcohol accredited training for all employees working with alcohol and conducting regular internal and external checks to ensure this accreditation is maintained on an ongoing basis.

Coca-Cola Amatil is a member of Alcohol Beverages Australia, a pan-industry organisation that supports initiatives encouraging responsible consumption of alcohol in Australia, and seeks to contribute to an informed discussion on alcohol beverages issues in Australia.

1. Unit case = 5.678 litres or 24 serves of 8 US fluid ounces.

## SPC

We are committed to providing consumers with a range of products to help them balance their nutritional needs. We understand the challenges of maintaining an active, healthy lifestyle, and we design products with both nutrition and convenience in mind.

We are constantly innovating to develop our range across a number of categories, to meet consumer needs. Over the last five years we have made a number of changes to our portfolio to provide consumers with more 'better for you' options:

- Perfect Fruit – an all-natural soft serve snack made from 99% fruit, which is fat free, dairy free, gluten free and contains no artificial ingredients.
- Baked Beans and Spaghetti Sneaky Veg – 1.3 serves of vegetables added to each 220g can, low sugar, 99% fat free and 25% sodium reduction in three out of 12 stock keeping units.

We have made some significant changes to our Goulburn Valley fruit range, including:

- Reduced 1kg pack to 700g
- Reduced single serve from 220g to 170g – single serve now less than 100 calories
- Added 170g mango, peach and pear varieties
- Coconut water added to the range in the place of fruit syrup.

Since 2014, we have also reduced the sugar and salt content in some Ardmona tomato products and launched a new range of IXL strawberry, raspberry, breakfast marmalade and apricot jams with 60% less sugar, sweetened with stevia in four out of nine stock keeping units.



### CASE STUDY

#### Coca-Cola Life

We have made a significant investment in our portfolio in recent years to reformulate some of our most popular drinks and give consumers greater choice. We know that while many people want to reduce their kilojoule intake, they do not want to compromise on taste. This is a difficult balance to achieve but is something we continue to strive for.

In April 2015, we introduced Coca-Cola Life (in Australia and New Zealand) – a lower kilojoule cola containing one third less sugar and kilojoules than regular cola. It is sweetened with a blend of sugar and stevia leaf extract. Coca-Cola Life offers consumers a great tasting, lower kilojoule alternative to the original Coca-Cola.

## Continual Improvement

Our future is inextricably linked to that of our consumers, our customers and our shareholders. To thrive, we must also respond to what consumers want, which ensures there is a sustainable future for our employees. We will continue to build on the progress of our commitments and make positive changes to our non-alcohol beverages, by increasing the availability of smaller portion sizes, reformulating some of our most popular products to reduce kilojoules and offering more low-kilojoule beverage options. We will provide transparent nutrition information in more places and we will step up our support for a variety of community wellbeing programs.

Our commitment to improving the wellbeing of our consumers is at the heart of our business strategy.

“  
**TO THRIVE,  
WE MUST  
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CONSUMERS  
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# ENVIRONMENT

# AT COCA-COLA

# AMATIL



# WATER STEWARDSHIP

## 2015 PERFORMANCE\*

100% of all water sustainably sourced

86 million litres of water saved from Australian and New Zealand plants

1.27 million litres of rainwater harvested in Indonesia

## 2016 COMMITMENT

Coca-Cola Amatil will optimise the use of water across our value chain, by:

- Ensuring sufficient, high quality sustainable supplies for all operations
- Working with our suppliers to develop a value chain approach to water sustainability
- Reducing, reusing and recycling water within our operations
- Responsibly treating and disposing of waste water
- Working with the communities in which we operate to protect local watersheds
- Educating all employees on the importance of water efficiency

### Our Approach

Water is crucial to our supply chain and we place great value on its sustainability from all sources. Water is the main ingredient in all of our beverage products. It plays a major role in the production of other ingredients in our products including sugar, coffee, juices, whole fruits, vegetables, grains and hops. Water is fundamental to the production and processing of our products. Coca-Cola Amatil's Water Policy states our approach to accessing sustainable high quality supplies for our business without compromising access to that same high quality water for all other users within the catchments we share.

Scarcity and declining water quality are key indicators of water stress and Coca-Cola Amatil takes managing the risks around these indicators seriously. Coca-Cola Amatil commenced hydrogeological studies on groundwater sources in 2003 and from 2009 the scope of these studies expanded to all water sources, including municipal and surface water, to ensure all stakeholders maintain sufficient supplies of fresh water as, and when, they need it.

These studies provide the guidance we need to identify quantitative, qualitative and community-based risks associated with water withdrawals and more importantly serve as the input in developing rigorous management plans to ensure the risks are addressed to maintain ongoing supplies for all users.

Unlike carbon, water is not an easily transferable resource because it is inherently a local resource and our approach to water management is respectful of the nature of the resource to local communities.

Some of Coca-Cola Amatil's plants operate in water-stressed areas, most notably south eastern Australia and Java in Indonesia. In these areas of high baseline water stress, the predictions for increase in water stress for the medium to long-term are also rated as a high probability by the World Business Council for Sustainable Development (WBCSD) Global Water Tool 2015.

In the Global Risks Report 2016 (11th Edition), the World Economic Forum ranked water crises as the global risk of highest concern over the next 10 years. At the same time, more than one billion people lack access to improved water. Some 2.7 billion – or 40% of the world's population – suffer water shortages for at least a month each year. Global water demand is projected to exceed sustainable supply by 2030 and approximately 70% of all water abstracted from rivers, lakes and aquifers is used for agricultural purposes.

\* 2015 reporting period is 2013 through to 2015.



## CASE STUDY

### Darrell Hobby, Water Source Project Manager Australia

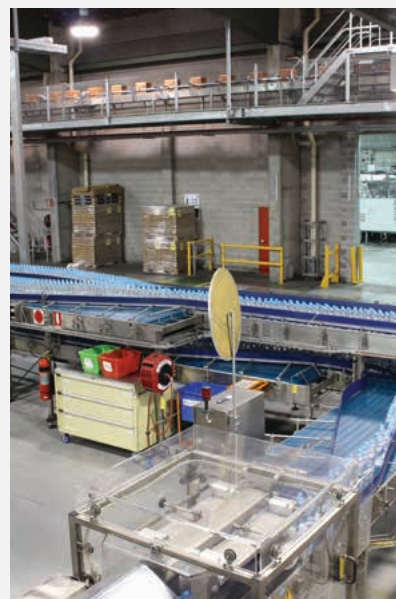
Darrell is our water expert in Australia with a focus on sustainable water sourcing. Darrell's role is to ensure Coca-Cola Amatil operates responsibly in all we do to minimise our impact on the environment and ensure we deliver a positive lasting legacy.

For our water business, this means sourcing spring water from a range of natural sources to avoid depleting any one source. Darrell works closely with independent hydrogeological consultants in the selection process, which is informed by a comprehensive Source Vulnerability Assessment (SVA), a water source specific risk assessment.

SVAs involve formal identification and rating of vulnerabilities such as the quantity and quality of water sources as well as social, environmental, political and regulatory aspects of the water source. Approved water sources must meet the global standards endorsed by The Coca-Cola Company.

Source Water Protection Plans are developed for each local water source that take into account specific features including risks, regulatory and legislative requirements, and others who access the local catchment or aquifer and their requirements.

In Australia, Darrell oversees this whole process for Coca-Cola Amatil to ensure that we are following through on our commitments, approach and management practices in the interest of sustainable water sources for all stakeholders.



## Water Management Practices

Although there are some significant differences in the way our alcohol and non-alcohol beverages are made, and an even greater difference in the manufacture of our SPC food products, there are some fundamental similarities across all of our facilities that allow for a common focus.

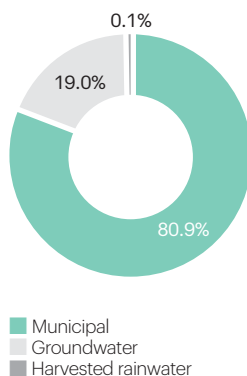
Our strategy in reducing water use is focused on five main areas:

- Water treatment – ensuring that we maximise the efficient use and recovery of water treated for its end use either in product or in processing it
- Cleaning and sanitation – maintaining safe, high-quality products requires careful management of product processing equipment in hygienic conditions
- Auxiliary processes – whether it be cooling towers or refrigeration condensers, generating steam, container rinsing or fluming fruit through the factory
- Recovery and reuse – some processes lend themselves to recovering water with simple but effective treatment then reusing it in other areas
- Alternate sources – collecting, storing and utilising rainwater and on-site ground water recovery

## Water sourced by volume and type\*

	ML (mega litres)	% of total consumed
Municipal	6744.872	80.9
Groundwater	1588.907	19.0
Harvested rainwater	1.27	0.1
<b>Total</b>	<b>8335.049</b>	<b>100</b>

\* Data gathered using internal Coca-Cola Company methodologies and ISO14001 management systems



## Waste water

Coca-Cola Amatil's manufacturing facilities manage waste water according to local regulations and treat waste water utilising available infrastructure at the local point of discharge. All plants in Australia, New Zealand and Fiji discharge to municipal treatment plants. Our plants in Indonesia, Papua New Guinea and Samoa have on-site biological treatment plants.

# WATER REPLENISHMENT

## 2015 PERFORMANCE\*

4.88 billion litres of water safely returned in Australia and Indonesia through The Coca-Cola Company

158% of total Group in non-alcohol beverage production volume replenished through The Coca-Cola Company

Improve the water quality of the Great Barrier Reef through The Coca-Cola Company's Project Catalyst by working with sugar farms to reduce sugarcane cultivation nutrient runoff to the Reef

Installation of 1700 infiltration wells across Indonesia in areas of high water stress in our operating territories

## 2016 COMMITMENT

Coca-Cola Amatil will work with The Coca-Cola Company to deliver on their commitment to safely return to nature an amount of water equivalent to what we use in our beverages by 2020

### Our Approach

#### Project Catalyst – Australia

Project Catalyst is a pioneering partnership funded by The Coca-Cola Company and aimed at reducing the environmental impacts of sugar production on the Great Barrier Reef through innovative farming practices. Project Catalyst seeks to test and validate practices that are good for farmers and also good for the Reef.

Project Catalyst was established to help sugarcane growers develop innovative, economically viable and environmentally sustainable farming practices.

The program is a unique collaboration between cane farmers, the Coca-Cola Foundation, the World Wildlife Fund, Bayer CropScience, natural resource management groups and the Australian Government. It currently involves more than 70 cane growers from the state's major areas of sugar production – Mackay and the Whitsundays, Burdekin Dry Tropics, and the Wet Tropics.

#### Our Progress

Project Catalyst growers have improved runoff and drainage water quality of an estimated 150 billion litres. Project Catalyst has so far delivered annualised savings of:

- 72 tonnes p.a. of particulate nitrogen runoff to the Reef
- 64 tonnes p.a. of dissolved inorganic nitrogen runoff to the Reef
- 34 tonnes p.a. of particulate phosphorus runoff to the Reef
- 13 tonnes p.a. of filterable reactive phosphorus runoff to the Reef
- 551 kg p.a. of pesticides from entering the Reef

### CASE STUDY

#### Infiltration wells – Malang, East Java, Indonesia

The Coca-Cola Foundation Indonesia, in collaboration with the United States Agency for International Development, takes action in preserving the environment through the Indonesia Urban Water, Sanitation, and Hygiene program in order to sustain the environment through groundwater rescue efforts. The 800 infiltration wells were installed around Malang, East Java and will function as a water catchment to absorb at least 392 million litres of water per year during the rainy season, providing groundwater aquifer recharge in an area of high water stress. Another 900 infiltration wells have also been installed in Sibolangit, Sumatra recharging aquifers there with an additional 746 million litres of rainwater each year.

\* 2015 reporting period is 2013 through to 2015.

## EMPLOYEE STORY

### Providing clean water and sanitation – East Bali, Indonesia

Through Water for Life, Coca-Cola Amatil Indonesia distributes 8,000 litres of water per day, using four water trucks, and donates 4,800 bottles of Aedes each month. Moving forward, Coca-Cola Amatil Indonesia and the East Bali Poverty Project will build sanitation facilities in the same area, which will be supported by healthy life socialisation to the Karangasem community.



“  
**PROJECT  
CATALYST IS ONE  
OF COCA-COLA'S  
BIGGEST SUCCESS  
STORIES GLOBALLY.**  
”

#### Message from Roberto Mercade, President Coca-Cola South Pacific

For The Coca-Cola Company, water is a top priority. In addition to being our primary ingredient, water is central to our manufacturing process and necessary to grow the agricultural ingredients on which we rely. Safe, accessible water is also essential to the health of people and communities, critical to ecosystems and indispensable for economic prosperity—all things our business requires.

In 2007, The Coca-Cola Company set an ambitious goal to return to communities the same amount of water as we use in creating our beverages by 2020.

Since Coca-Cola South Pacific became a founding partner in 2009 we are proud to have provided financial support of more than \$5 million to the program. Project Catalyst is one of The Coca-Cola Company's biggest success stories globally.

To date, the innovative work being conducted by Project Catalyst growers has significantly improved the quality of more than 150 billion litres of water that flows into the Great Barrier Reef.

The outstanding achievements of Project Catalyst have contributed to The Coca-Cola Company meeting its 2020 water replenishment goal five years early in 2015. The collaborative partnership between Coca-Cola South Pacific, WWF, cane farmers, Bayer Crop Science, NRM groups and the Australian Government, enables us to achieve results together.

# WATER EFFICIENCY

## 2015 PERFORMANCE\*

2.16L/L use of water in non-alcohol beverage manufacturing, a 0.4% decrease in water efficiency on 2014

8.53L/kg use of water in food manufacturing, a 26% decrease in efficiency on 2014

11.0L/L use of alcohol beverage manufacturing, a 21% increase in efficiency on 2014

## 2016 COMMITMENT

Coca-Cola Amatil will use less than 1.95L of water to produce 1L of non-alcohol beverages by 2020 across the countries in which the Coca-Cola Amatil Group operates

### Our Approach

Enhancing water efficiency across all of our operations requires initiatives tailored to production processes and auxiliary processes associated with manufacturing plant facilities. Since our last report Coca-Cola Amatil has increased its product portfolio in both product range and geographical footprint.

### Water treatment optimisation

All of our plants utilise some form of water treatment onsite to ensure the highest quality end products are delivered to our consumers. This treatment varies from plant to plant and depends upon the incoming water quality and the products made at that site.

During 2015 in our Adelaide plant we installed a 3rd stage to our reverse osmosis plant to improve water recovery to 90% (up from 75%), saving an estimated 45 million litres of water each year. Similarly in our Perth plant in Western Australia we were able to optimise the treatment plant to minimise start/stop operation and virtually eliminate waste from the process, saving another 11 million litres per annum.

### Cleaning and sanitation

In most plants, the highest non-production use of water is in the cleaning and sanitation of the process equipment. In order to ensure the quality and safety of our products, an extremely high level of scrutiny is placed on proper cleaning and hygienic practices. This can require a lot of water, and we focus on minimising the water and chemicals used in cleaning whilst not compromising on hygiene.

With the introduction of blowfill throughout the business the lines installed were also fitted with rinse recovery systems allowing the final rinse of each tank or transfer line to be recovered, hygienically stored and then reused as the pre-rinse for the next wash, saving thousands of litres of water every cycle.

### Auxiliary processes

If not properly managed and maintained, processing unit operations such as container rinses and cooling towers can consume large quantities of water and energy, even more so for fruit fluming at SPC. Moving fruit around using water is still one of the most effective ways to convey it from one place to another before processing.

When we moved tomato processing to our Shepparton plant a water recovery system to enable reuse of fluming water was also installed allowing for the recovery and reuse of the water input to the process in moving the fruit into the factory.

By upgrading to blowfill for PET containers, we have eliminated the need to use water to rinse PET bottles prior to filling, although our can lines still rely on water for preparation prior to filling the containers. In New Zealand, we are investigating options to minimise water used to effectively rinse cans without compromising quality.

In Perth, we installed an air rinser eliminating the need for water for pre-filling altogether. We are now monitoring the overall benefits in trading water for energy in switching to air rinsing before rolling out to other can lines.

\* 2015 reporting period is 2013 through to 2015.





### **Recovery and reuse**

Some of our non-product uses of water have only minor impacts on the water after it is used. Can rinsing for example has minimal impact on the water after it leaves the can. In all of our Australian plants that use water rinsing, we recover the post-rinse water, filter it and then reuse it in some of our auxiliary processes. For example, at our Sydney plant we have minimised the water used in can rinsing, saving 270kL of water per annum. We also recover the water we do consume and use it in cooling towers, refrigeration condensers, cleaning hoses and flushing toilets, offsetting another 30ML of fresh water consumption per annum.

### **Alternate sources**

Alternate sources of water, whether it be rain water harvesting or onsite bores, do not provide an offset or direct improvement in our efficiency measures but can provide an alternative that reduces costs in inputs and treatment. These sources are typically of sufficient quality as to require less stringent treatment to achieve the same final quality outcome. Last year Cibitung in Java harvested 1.27 million litres of rainwater and Australian sites harvested 157 million litres of bore water.

### **Our Progress**

Since our last report Coca-Cola Amatil has increased its product portfolio in both product range and geographical footprint. Over this time we have: added dairy products in Australia, and increased juice production capabilities in Fiji; and opened new soft drink plants in both Papua New Guinea and Indonesia, increasing volume by 66% since 2010. PNG and Fiji have each recorded significant volume growth of 21% over the past five years, albeit from a lower base than Indonesia. Coca-Cola Amatil has purchased and upgraded beer brewing capacity in Fiji and re-entered the beer market in Australia under a joint venture with the Australian Beer Company, distributing local and international brands, and renewed a distribution agreement with Beam Suntory. We have also consolidated an entire tomato processing facility into our Shepparton factory within the SPC business and brought the Samoan co-brewing operations into the Group.

All of this change in delivering on shareholder return has had its challenges in maintaining our progress on becoming more water efficient. Whilst safety is always our top priority, maintaining the quality and safety of our products has meant some decline in our manufacturing water efficiency across the Group. New plants require commissioning and more sensitive products necessitate more rigorous cleaning and sanitation regimes to ensure our products reach our consumers in premium condition. Producing more SKUs in smaller serving sizes means shorter production runs between flavours or sizes, while keeping inter-product cleaning to the same high standard has meant an increase in the proportion of water used for cleaning over product.

“  
**SINCE OUR  
LAST REPORT  
COCA-COLA AMATIL  
HAS INCREASED  
ITS PRODUCT  
PORTFOLIO IN BOTH  
PRODUCT RANGE  
AND GEOGRAPHICAL  
FOOTPRINT.**  
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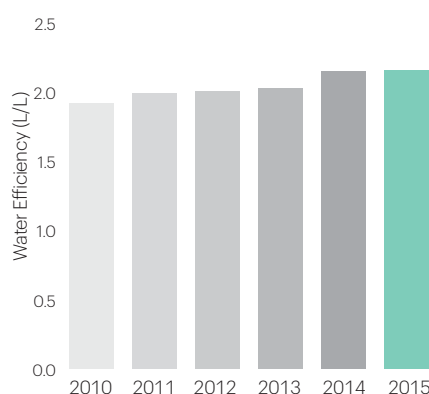
We are restating our performance from 2010 through to 2015 incorporating a more complete data set, and separating our product portfolios so that they show data in a more meaningful and consistent way. For reporting purposes, we have split our non-alcohol beverages from our food production and also consolidated our breweries and distillery water efficiencies.

### Non-alcohol beverages

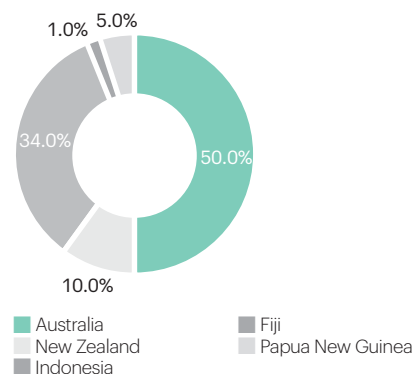
The launch of the Barista Bros. dairy range from our Queensland facility, along with commissioning the Port Moresby plant in PNG and the manufacturing plant in Suva, Fiji, has had a significant negative impact on water use, driving a reversal of a previously improving efficiency trend for Australia. Most significant though has been the huge increase in the influence of Indonesia over the Group's water efficiency in non-alcohol beverages. Since 2010 Indonesia has increased from 34% of Group water use to 45% whilst Australia has reduced its proportion from 50% in 2010 to 39% in 2015.

During 2015, we also closed two of our least water-efficient plants in the Australian Beverages business, transferring both production lines to other plants in Australia that are more water efficient. The water efficiency L/L performance in treatment, cleaning and auxiliary applications in the old location was relatively poor, and we are utilising existing, more efficient processes in the new plants to minimise water use.

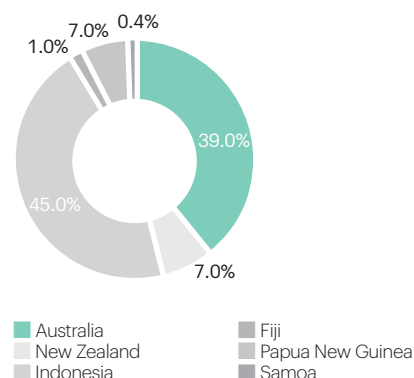
### CCA Group Non-alcohol beverages Water Efficiency



### CCA Non-alcohol Beverages Total Water Use 2010



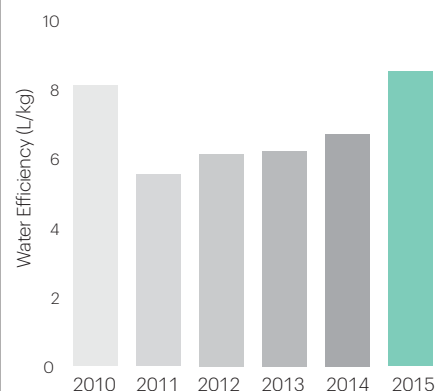
### CCA Non-alcohol Beverages Total Water Use 2015



### Food and Coffee

Our SPC business has undergone a prolonged period of declining volumes due to the prevalence of cheap imported product, primarily from Italy, which has adversely affected the ability of the businesses to improve water efficiency. In late 2015 the Mooropna tomato processing plant operations were transferred to the much larger Shepparton site, which is expected to improve water efficiency from 2016 onward.

### CCA Food & Coffee Water Efficiency

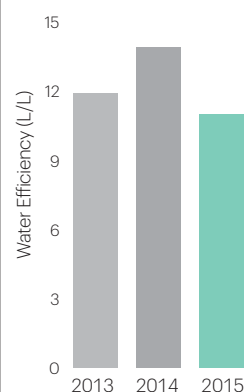


### Alcohol

Since 2013, Coca-Cola Amatil divested its interest in one brewing business and established the Australian Beer Co through a joint venture with Casella Wines in Yenda, NSW. In addition, Paradise Beverages was acquired, with brewing operations in Fiji and Samoa and a distillery in Fiji. Brewing beer and distilling spirits is a significantly different process to manufacturing soft drinks and it is therefore relevant to distinguish its performance in the water efficiency area from the other categories. Coca-Cola Amatil acquired these businesses in 2013 and data is not available for earlier years.

In 2015, brewing businesses in Australia and Fiji made significant progress on improving their output, and water efficiency improved by 30% in Australia and 26% in Fiji.

### CCA Group Alcohol Water Efficiency



# BIODIVERSITY

## 2015 PERFORMANCE\*

Development of the Coca-Cola Forest in Bandung, Indonesia with capacity to supply up to 20,000 saplings a month

Planting of more than 11,000 trees in vulnerable areas in Indonesia

Support of the Borneo orangutans campaign in Kalimantan in collaboration with other organisations

Eight year partnership with Quiksilver to deliver the beach clean-up programs, across the Indonesian archipelago, with over 29 million kilograms of rubbish removed last year alone

Supporting the olive ridley sea turtle conservation program on Kuta Beach, Bali in partnership with Quiksilver

Ongoing support for turtle conservation with Mamanuca Environment Society in Fiji

Supporting the revegetation of Toongabbie Creek, NSW, now in its seventh year

## 2016 COMMITMENT

Coca-Cola Amatil will continue to support local communities and NGOs through our charitable foundations to improve biodiversity within the communities in which we operate, through providing volunteers, financial and non-financial assistance, and contributing to flora and fauna conservation efforts

### Our Approach

Coca-Cola Foundations (funded jointly by Coca-Cola Amatil and The Coca-Cola Company), support local community and NGO efforts to address biodiversity concerns including flora and fauna conservation, through volunteering programs or with other financial and non-financial assistance

### CASE STUDY

#### #SAVEDODO – Protecting Borneo's orangutan population

The Bornean orangutan population left in the wild has declined by 75% since 1900 and is currently estimated to be 54,000. This exclusive Asian species native to the island of Borneo is listed as an endangered species due to a continuing decline in population and the immediate threats to their habitat from hunting and illegal trade.

The #SAVEDODO campaign is supported by Swiss-Belhotel International together with the Borneo Orangutan Survival Foundation, Quiksilver Indonesia and Coca-Cola Amatil Indonesia who are taking action to help prevent orangutan extinction through exclusive t-shirt sales. Dodo, one of the orangutan survivors, is the face of this initiative, which serves as a channel for all stakeholders to support Bornean orangutan conservation.

\* 2015 reporting period is 2013 through to 2015.





#### CASE STUDY

##### **Reforestation – Bandung, West Java and Semarang, Central Java, Indonesia**

Based on the tree-nursing concept, Coca-Cola Forest Bandung plants up to 20,000 saplings per month. When strong enough – usually around six months old – they are transferred to selected water conservation areas that are identified in collaboration with government, community interest groups and associations.

To complement the main program, future activities in Coca-Cola Forest Bandung will include recycling plastic bottles into sapling pots and converting waste from

Frestea manufacturing to compost. Five members of the local community will be employed at Coca-Cola Forest Bandung to manage activities and ensure that Coca-Cola Amatil Indonesia's contribution delivers the intended outcomes. In Semarang, Coca-Cola Amatil Indonesia, together with the local government of Semarang district and Department of Agriculture, Plantation and Forestry, conducted trees planting in Tajuk Village, Semarang. The More Trees, More Water initiative is one of Coca-Cola Amatil Indonesia's efforts to support water conservation for a sustainable future.

During this activity, Coca-Cola Amatil Indonesia handed over 1,000 baby trees, to the Department of Agriculture, Plantation and Forestry. "We hope that through this initiative we can not only take real action to save our environment, but also create more awareness for people to actually participate and contribute in supporting positive action for the environment," said Ida Lukitowati, Public Affairs and Communications Officer for Coca-Cola Amatil Indonesia, Central Java.





## CASE STUDY

### Case Study: Beach Clean Up – Bali and West Papua

Since 2007, the Bali Beach Clean Up program has been collecting more than 2,900 tonnes of garbage from five iconic beaches in Bali: Kuta, Legian, Seminyak, Jimbaran, and Kedonganan, providing job opportunities for 78 people from the local community and raising public awareness through Bali's Big Eco Weekend and community beach clean-up. This initiative was established by Coca-Cola Amatil Indonesia and Quiksilver Indonesia in 2007.

In 2015, Bali Beach Clean Up was recognised as the 1st Runner Up in the 12th United Nations World Tourism Organisation Awards for Excellence and Innovation in Tourism held in Madrid.

In addition, Coca-Cola Amatil, together with local government and community, held a clean-up day at Dofior Beach, Sorong in West Papua. Our people encouraged the community to show their concern for the environment by participating in this event and collected 300kg of garbage in the first hour alone. "We hope that through this initiative, people can be involved directly in the activity and feel the benefit of having a trash-free beach," says Indah Triyanti, Coca-Cola Amatil Indonesia Public Affairs and Communications Executive.

Since 2010, Coca-Cola Amatil Indonesia has contributed to a sea turtle conservation program at Kuta Beach. In conjunction with the Bali Beach Clean Up program, the improved health of Bali's beaches is attracting more olive ridley sea

turtles (*Lepidochelys olivacea*) to lay their eggs in the area. A team of volunteers from The Bali Sea Turtle Society collects eggs in the breeding season (between May and September) to ensure maximum survivability of the hatchlings. On average, 80% of the eggs collected are successfully hatched and returned to the ocean at Kuta.

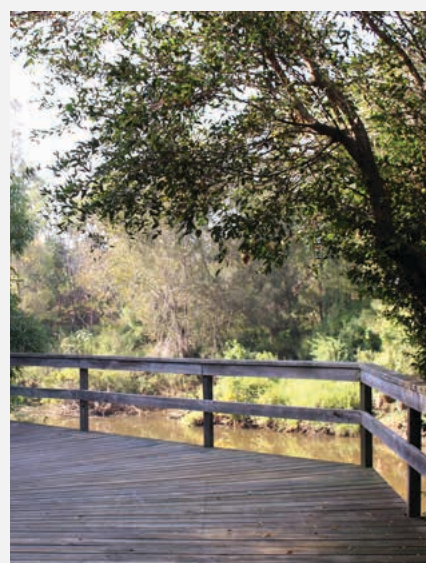
## CASE STUDY

### Revegetation of Toongabbie Creek, NSW

In 2007, Coca-Cola Amatil Australian Beverages submitted a development plan for the construction of a high bay warehouse at the Northmead site. Through this project, Coca-Cola Amatil has supported the restoration, weed removal and revegetation of the section of Toongabbie Creek that runs along the rear of the Northmead site. Parramatta City Council engages contractors to target weed control and removal, native species replanting and the construction of a boardwalk along the northernmost section to facilitate community access to the area.

Coca-Cola Amatil has supported the works undertaken with free access, plant species and funds totalling over \$400,000 to date. The aim of the project has been to:

- Limit streambank and instream erosion;
- Trap sediment, nutrients and other contaminants before they reach the waterway;
- Contribute to healthy terrestrial and aquatic ecosystems;
- Provide essential habitat for terrestrial, riparian and aquatic species;
- Help control the growth of nuisance plants and algae;
- Enhance recreational and aesthetic values



# CLIMATE CHANGE & ENERGY

## 2015 PERFORMANCE\*

Non-alcohol beverage manufacturing emissions intensity of 70.9g CO<sub>2</sub>e/L an increase of 1.4% on 2014

Total Coca-Cola Amatil Group manufacturing carbon footprint was 298,549 tonnes of CO<sub>2</sub>e in 2015

400 tonnes CO<sub>2</sub>e saved in interstate freight optimisation in Australia in partnership with Toll Logistics in 2015

47% improvement in alcohol manufacturing energy efficiency since 2013

Coca-Cola Amatil Group non-alcohol beverages energy efficiency in 2015 of 0.53MJ/L

## 2016 COMMITMENT

Coca-Cola Amatil will continue to implement plans to reduce the carbon emitted across all of our operations

Coca-Cola Amatil will benchmark our food, coffee and alcohol businesses against global peers to inform future continual improvement measures to reduce emissions

“  
**OUR APPROACH  
TO MANAGING  
CLIMATE CHANGE  
IS THROUGH  
TARGETING EMISSIONS  
REDUCTION ACTIVITIES.**  
”

### Our Approach

Our Environment policy (available at [www.ccamatil.com](http://www.ccamatil.com)) covers our commitments to sound environmental management including our commitment to climate, underpinned by our ISO14001 certified management systems across our suppliers, customers and our own operations.

Electricity consumption is one of the major drivers of our emissions and across our operating countries the mix of renewable and fossil fuel fired electricity generation varies considerably. In New Zealand and Papua New Guinea renewables are dominated by hydro-electric generation and form more than 50% of grid supply, whereas in our biggest markets, Australia and Indonesia, coal fired generation still predominates leading to higher grid emission factors. However, pockets of high renewables penetration exist in Australia. Specifically, the South Australian market is made up of about 38% renewable energy (mostly wind with solar making up the balance). This led to a 21% decrease in the South Australian electricity grid's emission factor in the last five years. The overall mix however, is the key driver of the high emissions from these two countries.

Our approach to managing climate change is through targeting emissions reduction activities across the five key pillars of our value chain covering our ingredients, packaging, manufacturing, distribution and refrigeration. Across our three main product categories, non-alcohol, alcohol and food, the proportion of emissions and energy use attributable to each pillar will vary considerably. Although we have a good understanding of our relevant impacts from the non-alcohol beverages category, we continue to evaluate how this is apportioned for our alcohol and food categories.

\* 2015 reporting period is 2013 through to 2015.

Embedded emissions and energy across these pillars covers the all three Scopes where:

- **Scope 1** is direct emissions i.e. combustion of fuels
- **Scope 2** is indirect emissions from the consumption of electricity from the grid
- **Scope 3** is related third party emissions resulting from our business activities, such as our cooler fleet

As with most manufacturers approximately 80% of our emissions profile sits within Scope 3 indirect emissions, including ingredients, packaging and refrigeration. Because of the way in which our food, coffee and alcohol products are produced, the ingredients in them, their differing packaging formats and the ways in which they are consumed, we expect this profile to differ considerably from our non-alcohol products. We are working toward quantifying these differences across the same five pillars but still expect the bulk of the emissions to fall within Scope 3.

#### Our manufacturing carbon footprint

Emissions from our core operations in manufacturing are recorded as their Scope 1 and Scope 2 emissions, which account for all fuel uses on site including natural gas and LPG and diesel consumed on site for generators, vehicles or other applications. This report sets out our Scope 1 and Scope 2 emissions by country from each product category.

We measure our footprint across all manufacturing activities in all countries, excluding owned and third party fleet operations from this data. For future reports we are working on improving our data gathering for fuels to include the emissions from distribution across the same portfolio split as shown in the table above.

The emissions from non-alcohol beverages make up 77% of all Coca-Cola Amatil Group emissions.

In 2015 we estimated our non-alcohol beverages emissions profile to be apportioned as such:

#### Non-alcohol Beverage Emissions Profile

		CO <sub>2</sub> e
INGREDIENTS	Sweeteners, Fruit, Tea, Coffee, CO <sub>2</sub>	14%
PACKAGING	Primary, Secondary	24%
MANUFACTURING	Fuel, Electricity	14%
DISTRIBUTION	Trucking, Fleet, Logistics	6%
REFRIGERATION	Refrigerants, Electricity	42%

This applies only to our non-alcohol beverages business and we are working on an equivalent profile for the food, coffee and alcohol businesses, which we hope to have quantified for future reports.

#### Non-Alcohol Beverages

Tonnes of CO <sub>2</sub> e	Australia	New Zealand	Fiji	Indonesia	PNG <sup>1</sup>	Samoa <sup>2</sup>
Scope 1	12,898	2,014	684	22,772	4,927	339
Scope 2	70,025	5,897	797	102,611	6,823	73

#### Food and Coffee

Tonnes of CO <sub>2</sub> e	Food (SPC)	Coffee (Grinders)
Scope 1	22,864	1,165
Scope 2	35,546	434

#### Alcohol

Tonnes of CO <sub>2</sub> e	Australia (beer)	Fiji (beer)	Samoa (beer) <sup>4</sup>	Fiji (spirits)
Scope 1	717	3,201	1285	113
Scope 2	2,010	951	276	127

#### Total Group Emissions

Tonnes of CO <sub>2</sub> e	Non-alcohol	Food & Coffee	Alcohol	Coca-Cola Amatil Group Total	% of Total
Scope 1	43,634	24,029	5,316	72,979	24%
Scope 2	186,226	35,980	3,364	225,570	76%
<b>Total</b>	<b>229,860</b>	<b>60,009</b>	<b>8,680</b>	<b>298,549</b>	<b>100%</b>
% of Group	77%	20%	3%		

1. Includes emissions captured from fuel consumed in the self-manufacture of ingredient CO<sub>2</sub> on site under CCA's operational control.

2. A constant ratio of split of emissions arising from fuels and electricity use has been used to derive the figures shown in the table. No sub-metering data of production is available to more accurately quantify the emissions (and energy) attributable to beer vs. soft drink production on the co-located facility.

### Managing our carbon footprint in ingredients

For our progress in ingredients please refer to the Sustainable Sourcing Factsheet in this report.

### Managing our carbon footprint in packaging

For our progress in packaging please refer to the Sustainable Packaging and Recycling Factsheet in this report.

### Managing our carbon footprint in manufacturing

Our emissions profile in manufacturing is heavily influenced by our use of grid electricity and although renewables in the electricity grid make up a part of the mix in most countries where we operate, most of the electricity we consume is generated by fossil fuels.

Our efforts in emissions reduction is therefore focused on the energy efficiency of our production facilities. Each site develops a specific energy efficiency target measured in mega joules per litre (or kilogram in the case of food and coffee) of production: MJ/L or MJ/kg. These are based on product mix at the site and become part of a national target for each group country. Sites that produce dairy, juices or other sensitive products typically have higher targets and we are in the process of benchmarking our alcohol and food operations against similar global businesses to stress test those targets.

### Managing our carbon footprint in refrigeration

For our progress in refrigeration please refer to the Cold Drink Equipment Factsheet in this report.

### Our energy use

Our energy consumption varies considerably both in magnitude and energy source, based on the manufacturing process. Our non-alcohol beverage manufacturing consumes proportionally more electricity than fuels whereas energy consumption for food production, brewing and distilling is more fuel-intensive.

The Total Group Energy Use table contains energy consumption data for our manufacturing plants including the manufacture of plastic packaging in both Australia and Indonesia and self-manufacture of the ingredient carbon dioxide in Papua New Guinea. It includes the energy consumed in all activities direct and indirect in the production of finished goods within the site boundary of each facility. The data capture for fuel consumption associated with distribution is sub-optimal for accurate reporting, although it is our intention to include this category for future reporting.

### Total Group Energy Use

#### Fuels consumed by source

	GJ	% of Total
Natural Gas used	1,149,332	45%
LPG used	94,991	4%
Diesel & Petrol used	154,603	6%
Wood burned	50,625	2%

#### Electricity consumed by source

	MWh	GJ	% of Total
Electricity from Grid	303,957	1,094,245	42.98%
Solar PV Generation	129	466	0.02%



### CASE STUDY

#### Managing our carbon footprint in distribution

Toll Logistics, a key logistics partner to Coca-Cola Amatil in Australia for many years, has its own internal sustainability goals around emissions reduction and is helping move Coca-Cola Amatil toward its own goal to reduce the carbon produced in our operations.

Toll Logistics has implemented changes in their interstate freight meaning they can haul 25% more pallets of preforms and closures per truck from our Eastern Creek plant to the factories around Australia. Following a national freight review, Toll Logistics now moves more than 98% of all Coca-Cola Amatil pallets in B-Double class truck movements,

up from 40% prior to the review. Overall, these changes resulted in a 400 tonne per annum reduction in distribution-related emissions in Australia. They have also delivered significant improvements in the emissions per load and significantly reduced harmful emissions of particulate matter, carbon monoxide and nitrogen oxides as they now operate using the new Euro V standard fleet.

Toll Logistics also share the value Coca-Cola Amatil places on safety and has a policy in place whereby drivers return home after their shift. Each driver day is scheduled so that they can return home each day to rest and spend time with their family before commencing their next shift behind the wheel.



## Our Progress

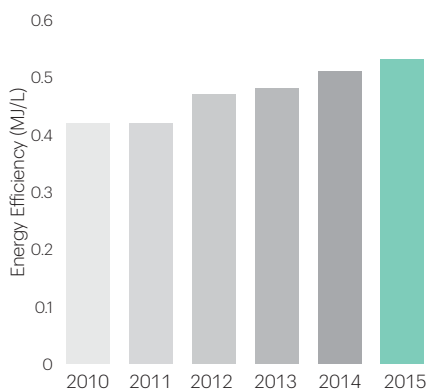
Our business has changed significantly since our last report. Adding dairy and juice capacity has impacted our water efficiency and our use of energy. In addition, moving to blowfill for PET, opening new plants in Indonesia and Papua New Guinea, and installing self-manufacture of carbon dioxide to increase security of supply, has seen our baseline energy use rise over the last five years.

Our performance to date reflects these impacts and can be seen in the charts below:

### Non-alcohol beverages

Given the increase in volume in the Indonesia & PNG business in the last five years (up 66% and 21% respectively) means they now account for a combined 62% of all energy consumed in the non-alcohol beverage business, up from 47% in 2010.

#### CCA Group Non-alcohol Beverages Energy Efficiency

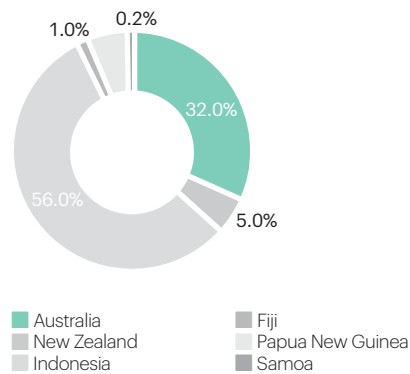


## Food and Coffee

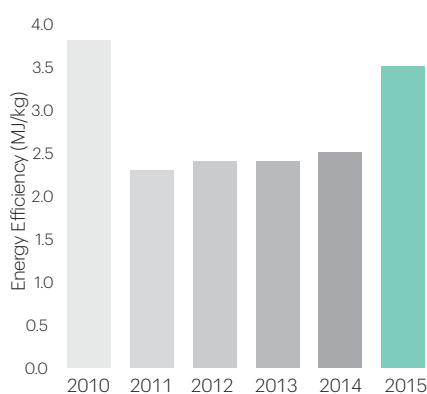
Our SPC Shepparton plant is currently undertaking a \$100M capital investment program to consolidate and improve operations for the entire business.

Our Grinders coffee plant has grown its output by 100% in last five years and is now roasting over 2000 tonnes of beans each year. The Grinders plant recently installed LED lighting throughout the warehouse, reducing emissions and energy use at the site.

#### CCA Group Non-alcohol Beverages Total Energy Use



#### CCA Food & Coffee Energy Efficiency

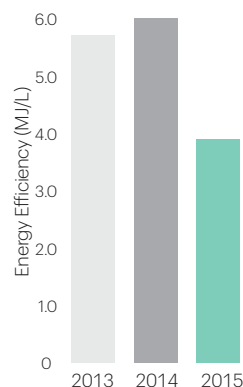


## Alcohol

Our brewing and distilling efficiencies have achieved a particularly good result across our Australian, Fijian and Samoan plants. With volumes up 86% we have achieved improvement in the total energy efficiency of the alcohol business since 2013.

In particular, the Yenda brewery in NSW, Australia has almost tripled its brewing volumes and more than doubled its energy efficiency.

#### CCA Group Alcohol Energy Efficiency



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## CASE STUDY

### High pressure compressors

Compressing air for pneumatic use, whilst virtually essential in most industrial processes, is inherently inefficient. Only about 9% of the energy input to a compressor is realised when the air is used, so getting the most out is vital.

When Coca-Cola Amatil brought bottle blowing in-house high pressure compressed air came with it. Initially blowing bottles required 37bar (standard factory air pressure is 6-7bar) to turn a preform into a final bottle ready for filling. The team in our Moorabbin factory working with our in-house experts optimised that to 32bar, resulting in a 13.5% reduction in pressure across several compressors and a saving of 488 megawatts per hour of electricity in the plant and 581 tonnes of carbon dioxide per annum at no capital cost. This exceptional performance is now being analysed and where possible will be applied to other similar units across the Group.



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## EMPLOYEE STORY

### Brad Cohen, Maintenance Manager Northmead

Brad has been a member of the team at Northmead for over 25 years and is passionate about keeping his plant running optimally. Over the past few years Brad has implemented projects that have seen the plant become the most water and energy efficient in the entire Coca-Cola Amatil Group.

Most recently, Brad's work has resulted in reduced energy consumption and emissions from the refrigeration plant, by identifying an opportunity to increase the suction pressure of the returning gas to the compressors. By simply changing a set point, Brad's innovative solution resulted in a saving of 80 megawatts per hour of electricity and almost 69 tonnes of carbon dioxide equivalent per annum.



# RESPONSIBLE SOURCING

## 2015 PERFORMANCE\*

Guidelines for Responsible Sourcing endorsed by the Coca-Cola Amatil Board

594 tonnes of Fairtrade Organic and Rainforest Alliance certified coffee sourced in 2015

A reduction of 9.3 tonnes per month of paper consumed in offices Australia wide

## 2016 COMMITMENTS

Coca-Cola Amatil is committed to sustainable practices and believes they are integral to how we operate. We play an active role in driving positive social, environmental and economic improvements in our supply chain to create benefits for our communities and society as a whole

Coca-Cola Amatil will drive responsible procurement practices of the highest ethical and professional standards, to ensure we appropriately manage risk with external suppliers

Coca-Cola Amatil will work with our diverse range of suppliers globally to deliver adherence to our Responsible Sourcing Guidelines, giving preference to those that exceed them

### Our Approach

Coca-Cola Amatil recognises the importance of having ethical and sustainable procurement practices that support its business and sustainability goals.

Our approach to responsible sourcing is covered by our existing Procurement Policy alongside The Coca-Cola Company's Supplier Guiding Principles. Coca-Cola Amatil remains committed to fully enforcing these principles and expects our suppliers to develop and implement appropriate internal business process to ensure compliance.

Coca-Cola Amatil is also developing a Responsible Sourcing Framework, with select suppliers participating in a pilot program designed to evaluate our Responsible Sourcing Guidelines. These Guidelines intend to provide suppliers with our expectations of them regarding business ethics, human rights and labour standards, the environment, society and the expected level of support for communities we operate within. The Guidelines will complement The Coca-Cola Company's Supplier Guiding Principles.

### Our Progress

Coca-Cola Amatil is conducting a pilot program with suppliers to evaluate our Responsible Sourcing Guidelines, which aim to reduce packaging and wherever practicable and appropriate, ensure our packaging contains recycled materials.

### Continual Improvement

Coca-Cola Amatil's Responsible Sourcing Guidelines will be released in 2016.

\* 2015 reporting period is 2013 through to 2015.

## EMPLOYEE STORY

### Emma Gluskie, Group Procurement Manager COE and IT&T

Coca-Cola Amatil, in partnership with Canon Australia, implemented a new printing process across all office locations in Australia through the uniFlow Secure Print system. This involved upgrading the copiers and printers at each site with new Canon units introducing the 'swipe to print'. If a document is selected to print, an access card must be swiped at the printer in order for printing to commence. The same process applies when copying and scanning documents. The purpose is to reduce printing waste from uncollected and unnecessary printing and copying of documents. Emma Gluskie from Coca-Cola Amatil's procurement team has been instrumental in the success of the project which has been recognised and presented the Kyosei award from Canon Australia. Savings from switching to the uniFlow system amount to more than 187 tonnes of paper to June 2015 or around 9.3 tonnes of paper per month.

## CASE STUDY

### The Fairtrade Premium and the Highland Organic Agricultural Cooperative in PNG

Grinders Coffee has, for the last few years, been the single largest coffee roaster contributor in Australia to the Fairtrade Premium. As a result, the business has indirectly supported building a sounder economic base for creating sustainable social and environmental development.

On average, Fairtrade farmers earn 19% more for their crops than non-Fairtrade farmers. The Fairtrade Premium is an additional payment the cooperative receives to invest in community development projects covering: education, health, business improvements and organic farming practices. 25% of that premium must be invested into quality and/or productivity improvement projects.

The Highland Organic Agricultural Cooperative (HOAC) in PNG is one such beneficiary of the Fairtrade Premium. They achieved certification in 2005 and have around 2,600 members.

The funds received have been invested into:

- 100 coffee pulping machines delivered to farmers to improve quality
- 7km of water supply piping delivering running water to the village via 47 taps and five showers
- Construction of four permanent elementary schools, including teacher accommodation
- HOAC has also assisted other villages with materials to build two more schools



"The Fairtrade Premium has made a huge impact in our community with benefits for every family, not just coffee growers. Now we have hope for a better future," said Daniel Kinne, Chairman of HOAC.



# SUSTAINABLE PACKAGING & RECYCLING

## 2015 PERFORMANCE\*

PET resin savings of 9680 tonnes per annum since 2010

Recycled PET (rPET) made up 20% of all resin purchased in 2015

- Mount Franklin 600mL now contains 50% rPET
- All other Australian Carbonated Soft Drinks (CSDs) and water PET contains a minimum of 20% rPET

Aluminium savings of 400 tonnes per annum from 2015

Cardboard savings of 1350 tonnes per annum from 2015

Lightest 1881-type water bottle closure in the Coca-Cola System at 1.8g and 2.1g for CSDs

Coffee cups sourced from certified sustainable, renewable paper sources

Coffee lids made from biodegradable plastic

## 2016 COMMITMENTS

Coca-Cola Amatil will optimise the use of packaging across the business to deliver products of the highest possible quality whilst working with our suppliers to increase recycled content and evaluate renewable materials

Coca-Cola Amatil will continue to ensure packaging's recyclability, minimise waste to landfill and encourage post-consumer recovery

### Our Approach

Our packaging innovation is a continuous process and focuses on several key aspects:

- Elimination, where possible, of packaging elements likely to reduce a pack's recyclability or impact the litter stream unnecessarily e.g. foil seals on Powerade products, one-piece CSD closures, biodegradable coffee cup lids
- Light-weighting of packaging has been a strategic focus for many years across all primary (cans, bottles and closures), secondary (outer packaging) and tertiary (palletised product) formats
- Recycled content - we look to use as much recycled content in packaging as practicable across as many packaging components as possible
- Ensuring that 100% of Coca-Cola Amatil's bottles and cans we produce are recyclable

### Our 2015 packaging footprint for Australia, New Zealand, Fiji, Indonesia, Samoa and PNG

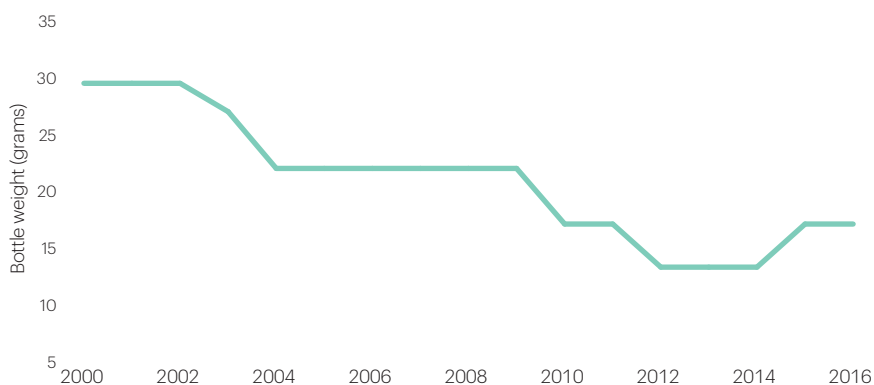
Material used	Tonnes
PET	69,765
HDPE	2,653
Aluminium	33,322
Steel	8,412
Glass	15,413
Board & Paper	35,763

\* 2015 reporting period is 2013 through to 2015.

## Non-alcohol Beverage Emissions Profile

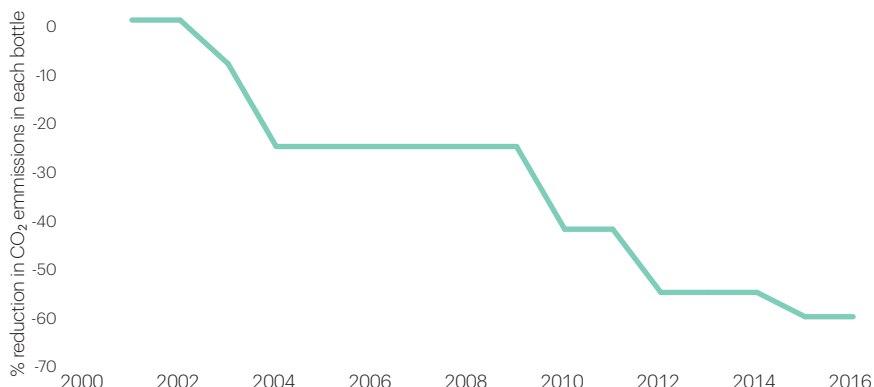
		CO <sub>2</sub> e
INGREDIENTS	Sweeteners, Fruit, Tea, Coffee, CO <sub>2</sub>	14%
PACKAGING	Primary, Secondary	24%
MANUFACTURING	Fuel, Electricity	14%
DISTRIBUTION	Trucking, Fleet, Logistics	6%
REFRIGERATION	Refrigerants, Electricity	42%

## Historical Weights – 600ml Water PET Bottle



Launch of the new look Mount Franklin in 2015 and inclusion of rPET or recycled PET into the bottle.

## Carbon Reduction in Each 600ml Water PET Bottle (%)



We added PET into the new design bottle in 2015, and also switched to a 50/50 blend of rPET. This resulted in the carbon footprint of the new bottle reducing further because rPET contains approximately one-third of the emissions intensity of virgin PET. Each 600mL Mount Franklin is now 61% less carbon intensive than it was in 2001.

## Our Progress

### Light-weighting

The second largest contributor (at 24%) to Coca-Cola Amatil's carbon emissions footprint is in packaging. Carbon is embedded in the production of the raw materials used to make the feedstock (e.g. PET, aluminium, etc.) and in the processing of those materials to their final form, being a bottle or can. Our dedicated Futureworks team has been working on minimising our packaging-related emissions for some time, with impressive results.

Light-weighting a can, bottle or the packaging used to transport products to our customers and consumers is more than simply cutting back on the amount of material in each unit. It requires careful consideration of all elements of the supply chain, to ensure that our products still reach the consumer at the highest possible quality, as quickly as possible, with as little environmental impact as practicable.

Ensuring materials are fit for purpose in how they travel through the supply chain is critical. Not all beverages are the same and they require different processing before they go into the can or bottle, which makes a significant difference to the amount of PET that is used. For example, a Mount Franklin bottle can be lighter because it does not need to hold carbonation, but still needs strength to be distributed to customers. A Powerade bottle needs to be able to handle elevated temperatures during filling, while a sparkling beverage bottle must hold its carbonation as it moves from factory to consumer.

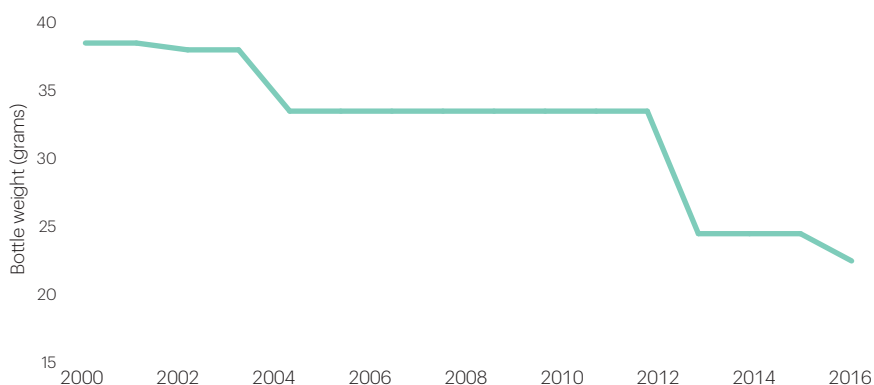
Every element in the process is considered and extensive trials are conducted before we launch a new light-weight package into the market. This ensures it meets our own, our consumers', and customers', high expectations of a quality sustainable product.

The carbon reduction in each 600ml water PET bottle illustrates the amount of PET removed from each bottle together with the significant reduction in carbon emissions that this change has brought about.

600mL Mount Franklin water bottles now have a carbon footprint 61% smaller than they did 15 years ago. Beyond that, when the improvements in blow moulding and injection equipment are taken into account (turning the resin we buy into preforms and ultimately into bottles), the carbon footprint is further reduced.

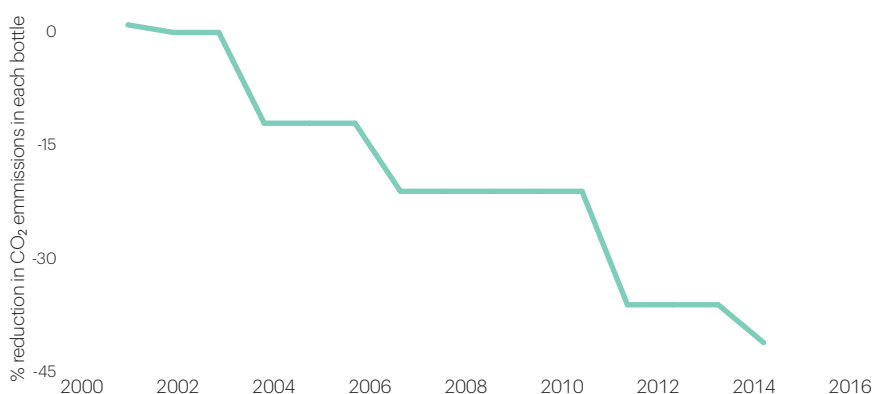
Similarly, light-weighting Powerade has yielded great results as outlined within the case study that follows.

### Historical Weights – 600ml Powerade PET Bottle



Each 600mL Powerade bottle is now 42% lighter than it was in 2001.

### Carbon Reduction in Each 600ml Powerade PET Bottle (%)



Each 600mL Powerade bottle is now 42% less carbon intensive than it was in 2001.

#### Recycled content

The use of recycled PET (rPET) is an important part of our sustainability strategy overall and a significant contributor to packaging innovation. Many of our most commonly used packaging materials contain recycled content, and have done for many years.

On average they contain:

- **Aluminium cans**  
65% recycled content
- **Glass bottles**  
39% recycled content
- **Cardboard cartons**  
72% recycled content

The most recent and, perhaps, most significant change in our use of recycled materials is the integration of rPET into our plastic bottles. Each 600mL Mount Franklin bottle now contains 50% rPET while sparkling beverage bottles contain at least 20% rPET. Coca-Cola Amatil's goal is to continually improve upon these benchmarks as the supply of rPET becomes more readily available.

#### Recycling and Waste to Landfill

Recycling is an important part of managing waste in our supply chain and we have maintained a high level of recycling across all operations. We are working on improving data collection for waste and recycling measures across the Alcohol and Coffee businesses along with operations in PNG and Samoa.

Our major recyclable waste streams by weight are cardboard, plastics, aluminium, steel and glass. Source separation and education are key parts of the process in maximising the recyclability of waste material across all sites. In 2015, we piloted several projects with liquid waste in the circular economy, an example of which was a waste-to-energy project in conjunction with Queensland Urban Utilities at their Oxley treatment plant. Another example was where bio-digesters were used in conjunction with Mauri ANZ at their Camellia plant in Western Sydney. Both projects were successfully trialled and are set to progress to commercialisation.

“  
EACH 600ML MOUNT  
FRANKLIN BOTTLE  
NOW CONTAINS  
50% rPET WHILE  
SPARKLING  
BEVERAGE BOTTLES  
CONTAIN AT LEAST  
20% rPET.  
”



## CASE STUDY

### Powerade 600mL sports closure pack: innovation and environmental sustainability

Coca-Cola Amatil's new Powerade 600mL sports closure pack is the lightest and eco-friendliest 600mL hotfill bottle of its kind. Our innovation of this new product involved a review of the entire supply chain process, beyond bottle and preform design, through to a consumer's hands.

The new sports closure has been designed without the need for an induction foil seal under the closure. These foil seals contributed to the litter stream and their removal is a major improvement from an environmental perspective. This is the first time, globally, a warmfill and hotfill product with a sports closure has been commercialised without a foil seal.

The paper label has been replaced with a shrink which is of great benefit during the recycling process, and adds to the appeal of the pack. The old paper labels were a contaminant through the recycling process and were recovered to the lowest value waste stream. The new shrink will be separated off into the high value coloured PET stream. This is one step short of going to the best outcome of bottle to bottle recycling.

Traditionally, highly sensitive beverages such as Powerade have been filled at 83° to 85°C to ensure pack sterility. This places enormous demands on a PET bottle and severe limitations on design freedom and light-weighting. The old bottles were at equal best practice weights of 33 grams.

Our new Powerade 600mL Sports Closure Pack has achieved the following environmental sustainability outcomes:

- 27% reduction in bottle weight from 33 grams to 24 grams (estimated resin reduction of 700 tonnes) – now the world's lightest and most ecofriendly 600mL hotfill bottle with a 38mm wide-mouth neck
- All components of the pack are fully recyclable within existing Australian recycling infrastructure
- Reduced litter following the removal of the foil induction seal on all warmfill and hotfill products containing a sports closure, with product quality and integrity maintained
- Commercialisation of "first in the world" Nitro warmfill technology to deliver a number of key benefits such as significant light-weighting, reduced energy usage during product handling and filling, and an improved taste profile through lower temperature thermal processing

- The new shrink sleeve and bottles pass through the PET recycling process as clear PET then at the flake stage the sleeves are sent to the coloured PET stream and the bottle continues in the normal stream. Previously, the paper labels would end up in a mixed waste stream and be utilised in very low value recovery operations
- New bottles consume 25% less compressed air than the previous pack. This was achieved without increasing the amount of energy used in heating the preforms for blowing
- Energy consumption was further reduced by converting the filling process to warmfill (73-75°C) from a hotfill process (83-85°C)

Over time we aspire for the bottle to contain up to 50% recycled content, once such material is commercially available.



# COLD DRINK EQUIPMENT

## 2015 PERFORMANCE\*

Purchase of new Hydrofluorocarbon (HFC)-free coolers commenced, reducing the Global Warming Potential (GWP) from 1300 to 1

Improvement in cooler energy efficiency since 2010 by:

- 29% for a fountain dispenser
- 60% for a one-door cooler
- 56% for a two-door cooler
- 78% for an air-curtain cooler

Deployment of solar coolers in the PNG market

Development of a road map to achieve future consistency with The Coca-Cola Company policy

Release of tenders to suppliers requesting compliance with The Coca-Cola Company policy for all new coolers greater than 300 litres

Suppliers commenced development on HFC-free chillers for use in fountain

## 2016 COMMITMENT

Coca-Cola Amatil will work to reduce the carbon footprint of our cold drink equipment (CDE) through the continual improvement of energy efficiency in our cooler range, the ongoing introduction of natural refrigerants and improving the recyclability of units at end of life

### Our Approach

Coca-Cola Amatil is currently in the process of quantifying what these changes have contributed toward the goal of value chain emissions reduction with a view to making this available as part of next year's report. In line with The Coca-Cola Company's global approach to sustainability and the environment, Coca-Cola Amatil is committed to all new cold drink equipment purchases being HFC-free. There is also a requirement for lower energy consumption of all units, compared to legacy models, by 2020. Detail on The Coca-Cola Company's enhanced roadmap to provide a 25% carbon reduction in the drink in your hand by 2020, can be found within the United Nations Framework Convention on Climate Change. [http://unfccc.int/secretariat/momentum\\_for\\_change/items/7178.php](http://unfccc.int/secretariat/momentum_for_change/items/7178.php)

HFC is a refrigerant originally designed to reduce the impact of chlorofluorocarbons on the ozone layer. However, HFC was found to contribute to global warming and this triggered the need to develop alternative HFC-free refrigerants (primarily CO<sub>2</sub> and hydrocarbons).

HFC refrigerants such as R134a have a global warming potential of around 1,300.

HFC-free refrigerants have a global warming potential of 1. The advantages of CO<sub>2</sub>, which is one of the main HFC-free refrigerants, include:

- Non-flammable
- Zero ozone depletion potential
- Minimal global warming potential (GWP=1)

In addition, Coca-Cola Amatil has achieved good results in the recyclability of its equipment and aims to continue to work with suppliers to raise the recyclability rates to 85% (by weight) of our coolers.

### Coca-Cola Amatil's Strategy

As part of the Global Strategy we have broken the approach into distinct areas that allow for the unique commercial and technical complexities that size brings and an overall energy efficiency target.

- We will reduce the carbon footprint of the drink in your hand by 2020 by:
  - Continued implementation of a strategy to achieve HFC-free coolers by 2020
  - Continued development of more energy efficient coolers, and parts, to reduce the energy footprint of Coca-Cola Amatil's cold drink equipment
- Improving the recyclability of all Coca-Cola Amatil equipment

\* 2015 reporting period is 2013 through to 2015.

## Non-alcohol Beverage Emissions Profile

		CO <sub>2</sub> e
INGREDIENTS	Sweeteners, Fruit, Tea, Coffee, CO <sub>2</sub>	14%
PACKAGING	Primary, Secondary	24%
MANUFACTURING	Fuel, Electricity	14%
DISTRIBUTION	Trucking, Fleet, Logistics	6%
REFRIGERATION	Refrigerants, Electricity	42%

### Our Progress

Coca-Cola Amatil has achieved the first milestone with Fiji purchasing HFCe coolers in 2013 and the Australian business purchasing HFC-free coolers in 2015.

Since 2009 we have been working with our refrigeration suppliers to deliver the most efficient Cold Drink Equipment (CDE) in the global market. To achieve this our CDE incorporates:

- Energy Management Systems that learn the customer's usage patterns and adapt accordingly
- Improved insulation
- LED lighting which is ideal for use in our coolers as it operates best at low temperatures and last the life of the cooler eliminating the need to replace fluorescent light bulbs
- High efficiency motors and heat exchangers
- More thermally efficient glass

Coca-Cola Amatil no longer purchases inefficient three door coolers, further reducing the businesses carbon footprint. As this equipment is withdrawn from the market at end of life, it will be replaced by smaller more efficient units. Many customers are proactively making such requests.

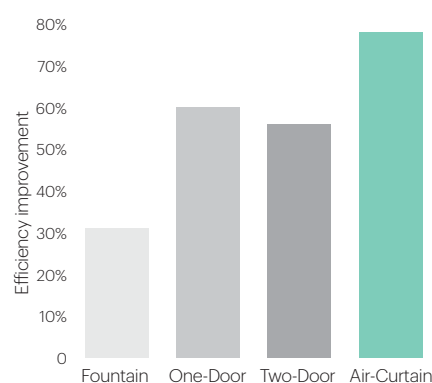
### Recyclability

At the end of 2015 Coca-Cola Amatil introduced the goal of achieving 95% recyclability by weight. The current version of the new HFC-free cooler is 83.5% and the current version of the Coca-Cola Amatil Vendor is 96% recyclability.

### Fountain/dispenser

In 2015 development began on HFC-free (CO<sub>2</sub>) chillers for our fountain/dispenser equipment. The first pilot program will be run in mid-2016 to test these in the field. In addition to the HFC-free refrigerant the focus on efficiency and motor design is expected to reduce energy consumption by 29%.

### Cold Drink Equipment Energy Improvements



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# OUR COMMUNITY AT COCA-COLA AMATIL



# COMMUNITY PARTNERSHIPS

## 2015 PERFORMANCE\*

### Australia

340,000kg of product donated to Foodbank in 2015

26 charities supported through employee matched giving since 2010

13 indigenous people provided seasonal employment through SPC partnership with Shepparton-based Ganbina

### Indonesia

34 libraries upgraded with enhanced learning resources through Learning Centre Program

Supported 10,000 beneficiaries through 5by20 program targeting women entrepreneurs who own food and beverage businesses

### Papua New Guinea

Nature's Own water brand partnership HIV/AIDS campaign

Supported World Vision partnership WASH Project in Lae

### New Zealand

NZ100,000 raised for Youthline at the annual Coca-Cola Christmas in the Park event

### Fiji

50,000 secondary school students participated in the annual Coca-Cola Games

## 2016 COMMITMENT

Coca-Cola Amatil will deliver the following benefits to Our Community in 2016 Australia:

- Reconciliation Action Plan for Indigenous Australians
- 5by20 program in partnership with Beacon Foundation and The Coca-Cola Company mentoring young women (aged 15-18 years) to complete high school education
- Foodbank Food Fight SPC Ardmara product donations
- Three-year partnership between SPC and Ganbina, supporting the Year 10 Leadership Program, seasonal employment, mentoring, volunteering and in Ganbina events including careers nights

### Indonesia

5by20 program targeting 100,000 women entrepreneurs who own food and beverage businesses until 2020 in partnership with The Coca-Cola Company

### Papua New Guinea

Partnership with the Australian Government and United Nations on Disaster Relief in Western Province Rain Water Harvesting

Coca-Cola Amatil will identify measurable goals for continual improvement in Our Community partnerships on a Group-wide basis.

## Our Approach

Coca-Cola Amatil partners with communities to achieve community development outcomes through a range of initiatives identified in each of the countries in which we operate.

Our community contribution in Australia, Indonesia, PNG, New Zealand, Fiji and Samoa delivers outcomes in partnership with local communities to ensure they are relevant to community development needs and circumstances. Our contribution includes, but is not limited to:

- Product Donations
- Volunteering
- Payroll Giving
- Brand-led charity partnerships
- Disaster relief
- Sponsorship of community events

Our Coca-Cola Foundations, jointly founded by Coca-Cola Amatil and The Coca-Cola Company in Australia, Indonesia and Papua New Guinea, are the centrepieces of our corporate philanthropy. Each year, Coca-Cola Foundations fund tailored, targeted community projects designed to address the priorities of the communities in which we operate.

\* 2015 reporting period is 2013 through to 2015.



# \$1.1 MILLION

Coca-Cola Australia Foundation annual funding

# \$1 MILLION

Product donations over the past five years in Australia

# \$1 MILLION

Matched workplace giving in Australia over the past five years

## Our Progress

### Australia

In Australia, the Coca-Cola Australia Foundation (CCAF) is an independent charitable trust funded by the Coca-Cola System in Australia which supports organisations working to improve the lives of marginalised young Australians. Each year through its grant program, the Foundation distributes \$1.1 million to programs assisting disadvantaged young people.

### Coca Cola Australia Foundation

\$1.1 million per annum (Coca-Cola Amatil and The Coca-Cola Company)

### Product donations

\$1 million value over the past five years

### Matched workplace giving

\$1 million over five years

Coca-Cola Amatil supports the communities in which we operate with one annual volunteer leave day and 'dollar for dollar' matched workplace giving, up to \$1,000 per employee and up to \$100,000 per year in total.

Over the past five years our employees, together with the company, have donated \$1 million through matched workplace giving and volunteering to support our 26 charity partners.

These include national organisations Canteen, Royal Flying Doctor Service, Beyondblue, Challenge, Mission Australia and WWF as well as state-based hospitals Royal Children's Melbourne, Princess Margaret WA, Westmead Children's NSW and charities such as Camp Quality SA.

### Volunteer leave

In 2015 employees used their volunteer leave to support a range of community initiatives:

- Providing entertainment for children and their families at Westmead Children's Hospital NSW
- Supporting people with disability at Knoxbrooke Community Nursery Victoria, and
- Mentoring high school leavers in South Australia in partnership with the Beacon Foundation (also supported by the Coca-Cola Australia Foundation).

## Product donations

In 2015 Coca-Cola Amatil in Australia:

- Donated 340,000kgs of product to Foodbank – the largest relief organisation in Australia
- Supported thousands of community and charity events across Australia ranging from educational events to charity balls and golf days
- Worked proactively with government and charity partners to support their disaster response both on the ground and at evacuation centres. This included supplying Neverfail water and Powerade to the Country Fire Service and evacuation centres in Murrumbidgee, the South Australian community impacted by bushfires in 2015

## Charity partnerships

All of our charity partnerships can be found on our foundation website [www.coca-colajourney.com.au](http://www.coca-colajourney.com.au)

- Partnership with Woolworths to support The Avner Pancreatic Cancer Foundation: Since 2010 Coca-Cola Amatil has donated \$900,000 through a partnership with Woolworths to the Avner Pancreatic Cancer Foundation for research to help double the survival rate of pancreatic cancer by 2020. This is an ongoing partnership with 10 cents donated from each bottle of Deep Spring Avner Still 600mL and Deep Spring Avner Sparkling 1.25L sold in Woolworths
- Mount Franklin supports breast cancer awareness: Mount Franklin has donated over \$2 million to the breast cancer cause since 2006. Ten years ago Mount Franklin was one of the first brands to turn packaging pink to support the National Breast Cancer Foundation, and since 2010, to support The McGrath Foundation

## PHILANTHROPY

The Coca-Cola Australia Foundation takes a partnership approach to our support. Alongside our financial contribution to partners we add value through employee volunteering, knowledge sharing and networking opportunities.

All philanthropic grants are publicly available via the Australian National Charities and Not-for-Profit Commission and additional details of partners via stories and the Coca-Cola Australia Foundation annual report at [www.coca-colajourney.com.au/](http://www.coca-colajourney.com.au/)

## YOUTHLINE, NEW ZEALAND

Raised \$NZ100,000 and had 200 volunteers through Christmas in the Park

## WORLD VISION WASH, PNG

Supported project to improve sanitation and hygiene for primary school students

## MISSION PACIFIC, FIJI

Funded program promoting positive recycling behaviour across the island

### Indigenous Australians

Through the Coca-Cola Australia Foundation (Coca-Cola Amatil and The Coca-Cola Company) we support projects to help improve the lives of marginalised young Australians.

- Currently we have a four-year partnership (2013 to 2016) with The Clontarf Foundation supporting 3,000 Aboriginal boys in football academies nationwide. 75% of program participants complete Year 12 and remain in employment or training 12 months later
- In 2014 we gave \$90,000 in community grants to Indigenous specific projects focusing on issues including literacy, mentoring and women's empowerment
- SPC has provided 13 local Indigenous youth with seasonal employment through a three-year partnership with fellow Shepparton, Victoria organisation Ganbina. In addition to seasonal employment, the program provides local Indigenous youth education, mentoring and employment support
- For two years running Coca-Cola Amatil has been recognised for its commitment to the Torres Strait Islander community at The Islanders Board of Industry and Service (IBIS) Supplier of the Year Awards. The award recognises Coca-Cola Amatil's commitment to helping IBIS grow and strengthen its business, while delivering a lower kilojoule range to customers

### New Zealand

- Youthline partnership Christmas in the Park raised \$NZ 100,000 in 2015 (three years in a row) where Coca-Cola Amatil and The Coca-Cola Company mobilised 200 volunteers for fundraising efforts at the event

### Papua New Guinea

In PNG our community contribution seeks to make a difference to the PNG community in which we operate with a focus on the environment, health awareness campaigns and economic development.

In the 2015 reporting period, our community contribution in partnership included:

#### Environment

- Community Water Project (2014)
- HIV/AIDS Campaign NOW- Nature's Own Water brand association (2013)
- Tuberculosis and Malaria education campaigns in partnership with World Vision and the Australian Department of Foreign Affairs and Trade
- World Vision WASH project providing primary school students in Lae with access to clean water and greater awareness of sanitation and hygiene behaviours for good health
- Support for the South Pacific Games

#### Economic development

- Madang Economic Activity Generation
- International Women's Day
- Women empowerment- Micro Finance

### Fiji

In the 2015 reporting period our contribution to the community in partnership with The Coca-Cola Company included:

- The Coca-Cola Games sponsorship, inspiring more than 50,000 secondary school students to participate
- Support for major sports and events including Fiji Rugby Union, Netball Fiji, Coke Zero Deans Rugby, Basketball Fiji, Fiji Golf Open and the Vodafone Hibiscus Festival
- Support for 'Mission Pacific' program promoting positive recycling behaviour across the island, for the betterment of the environment
- Support for community development projects and events that bring communities together and promote the importance of community sport and active lifestyles
- Support for the growing Fijian music industry through our contribution to the Fiji Performing Rights Association Music Awards and the Corona Uprising Music festival

Our people have dedicated community volunteering days to contribute to initiatives such as beach clean-ups and school improvement working parties.



“  
**ALONGSIDE  
 OUR FINANCIAL  
 CONTRIBUTION  
 TO PARTNERS  
 WE ADD VALUE  
 THROUGH EMPLOYEE  
 VOLUNTEERING,  
 KNOWLEDGE  
 SHARING AND  
 NETWORKING  
 OPPORTUNITIES.**  
 ”

## Indonesia

The Coca-Cola Foundation Indonesia (CCFI) was established in August 2000 by Coca-Cola Amatil Indonesia (CCAI) and The Coca-Cola Company to “elevate the level of education and the quality of human resources in Indonesia” by sharing our resources, time and expertise.

Through the CCFI, we partner with governments, non-governmental organisations and other charities and organisations to support community improvement in three main areas: water stewardship, education, and library development across the country.

In the 2015 reporting period, the CCFI community contribution included:

- 5by20 in partnership with the ProVillages Foundation. 10,000 women entrepreneurs across eight villages between 2014-2015 engaged in skills training to improve capabilities in managing their own food and beverage businesses (finance, marketing, shop merchandising, food hygiene and safety)
- PerpuSeru in partnership with Bill and Melinda Gates Foundation Learning Centre Program: 34 libraries in 16 provinces across Indonesia in 2015 (110 district and village libraries and 3.7 million people since 2011) enhancing the quality of library facilities and functions through access to Information Technology, library staff training courses and advocacy development to engage communities and motivate them to learn and develop skills, and to give them ideas and inspiration
- Providing academic support and training for 328 bright, underprivileged students in university and high schools and 146 students from three universities 132 vocational studies and 50 high school students) Scholarship program (2007 – 2014)

Further information on these and other activities can be found at [www.coca-colafoundation-ind.org](http://www.coca-colafoundation-ind.org)

### Continual Improvement

The Coca-Cola Foundations will continue to work with partners through 2016 on specific community initiatives. Coca-Cola Amatil will identify measurable goals for continual improvement in Our Community partnerships.

## CASE STUDY

### The Clontarf Foundation

The Coca-Cola Australia Foundation has a multi-year partnership with The Clontarf Foundation, an organisation making a difference in the lives of young Indigenous men through engagement with sport to retain them in education and lead to future training and employment.

As part of this program corporate supporters regularly contribute to employment forums to ready the students for future employment.

The Victorian Sales & Supply Chain team has participated in three employment forums for students of the Clontarf Academy. The format of each event is information sharing, with each corporate representative speaking for ten minutes about their business, and the students then taking ten minutes to share their vision for their future, career paths and other possible vocations. This is followed by informal networking.

Clontarf Academy is changing the lives of these young men with 75% of program participants completing Year 12 and remaining in employment or training 12 months later.



## CASE STUDY

### PerpuSeru Indonesia/Torres Strait Island Supplier of the Year Award

#### About PerpuSeru

PerpuSeru is a nationwide library development project that focuses on providing access to Information Technology hardware and software, library staff training courses and advocacy development at 110 district and village public libraries across Indonesia.

The idea behind PerpuSeru is to enhance the functioning of public libraries beyond book lending. Public libraries are ideal assets that can be developed into effective and accessible community hubs where communities can learn together, share ideas, and motivate each other.

Collaborating with Bill and Melinda Gates Foundation, PerpuSeru is now entering its 4th year of implementation with more than 3.7 million people benefiting from the program.

#### Capacity building for library staffs

PerpuSeru program focuses on human resources capacity building, which will enable public libraries to thrive independently and sustainably.

The program provides training on strategic planning in relation to community

engagement, basics of internet and computer uses, principles of advocacy, marketing and communication, as well as methods of monitoring and evaluating activities.

#### Provision of ICT/IT access

The lack of access to technology and internet in rural areas is a major issue facing Indonesia. The program provides computers and internet access to the libraries so community members can easily get access to internet.

This is also a part of efforts to make public libraries more digitalised in their operations so they can be more efficient and effective in offering their services to the community.

#### Community engagement

Community engagement within PerpuSeru Program has been the proof point of the capacity building of library staffs. Library staff engage with community members, providing knowledge, skills, motivations, ideas, and inspirations.

Some of the community events conducted by these libraries include entrepreneurial training for unemployed members of the community, journalism courses, basics of internet and computer literacy programs, parenting seminars, health seminars and online marketing workshops.

## FAST FACTS

Library Development Program

#### Period

2011 – 2015

#### Partners

Bill and Melinda Gates Foundation

#### Program Highlight

A nationwide library development project for 34 public libraries in 16 provinces across Indonesia

#### Beneficiaries to Date

3.7 million

#### Sustainability Pillar

Community







# STAKEHOLDER ENGAGEMENT & MATERIALITY

## 2015 HIGHLIGHTS

Engaged with government and regulatory stakeholders in Australia, Indonesia, PNG, New Zealand, Fiji and Samoa including Australian Department of Foreign Affairs and Trade embassies and consulates in countries with Coca-Cola Amatil operations

Participated in our business and industry associations including Business Council of Australia, Australian Beverages Council Limited, Australian Food and Grocery Council, Alcohol Beverages Australia

Engaged with Consumer Groups with an interest in health and healthy lifestyles and Community organisations seeking partnerships with Coca-Cola Foundations

Participated in multi-stakeholder forums on extended producer responsibilities including Rethink Sugary Drink in Australia, the position of Chair of the Packaging Forum in New Zealand, the Committee for Shepparton Water Working Group in Victoria and the NSW EPA Container Deposit Scheme Working Group

Engaged with investors, proxy and governance advisors

Coca-Cola Amatil website rejuvenated to provide more meaningful information of interest to our stakeholders

Employee communications channels expanded to enable regular engagement and information exchange for our people and stakeholders

### Introduction

Operating across a number of countries in the South Pacific and South East Asia and with a number of different major product categories in the beverage and food businesses that we operate, we are aware that our key stakeholders have a variety of concerns in relation to Coca-Cola Amatil. It's by engaging with key stakeholders that we can tailor our goals and performance targets to meet their expectations.

Direct and open engagement occurs with stakeholders at each level of the organisation with supportive, open and constructive dialogue. Engaging with our investors, customers, consumers, employees, community groups, suppliers, regulators and NGOs provides us with insights into concerns and aspirations that inform our business plans and the ways in which we conduct our operations.

Coca-Cola Amatil is committed to reporting sustainability performance in focus areas that are relevant to our diverse stakeholders. In 2016 we will seek stakeholder input into our sustainability materiality assessment, which will inform future sustainability focus areas, and reporting, from 2017. Stakeholder engagement and input into material assessment will continue to be integrated into our management practices to reflect developments in our business activities, sustainability standards and stakeholder expectations.

“  
**WE OPERATE  
RESPONSIBLY  
IN ALL WE DO  
TO MINIMISE  
THE IMPACT OF  
OUR OPERATIONS  
ON THE  
ENVIRONMENT.**  
”



“  
**THE RELATIONSHIPS  
AND PARTNERSHIPS  
WE HAVE WITH  
OUR PEOPLE,  
CUSTOMERS,  
CONSUMERS AND  
COMMUNITIES ARE  
ESSENTIAL FOR  
THE LONG-TERM  
HEALTH OF OUR  
BUSINESS.**  
”

#### CASE STUDY

##### Indigenous Australians

We believe we have the potential to contribute to improved wellbeing outcomes in Indigenous communities. By working closely with an increasing number of store owners and buying groups servicing remote Indigenous communities, together we can drive changes in consumption behaviour. Importantly, we aim to drive profitable growth in this segment while shifting the mix to low- and no-kilojoule products. This will help ensure the community stores are sustainable businesses and drive better long-term health outcomes. Between 2011 and 2015, this approach delivered a 4.8% shift away from sugar sweetened beverages to water and drinks in these communities.

Our Executives visited remote communities in the Northern Territory to consult directly with local communities, including our customers and community groups, and agree on strategies for the future. Our executive team has an annual commitment to spend time understanding first-hand the challenges experienced by both customers and consumers as well as other associated stakeholders working in remote Indigenous communities.

#### CASE STUDY

##### Consumer wellbeing in Australia

We are committed to making a distinct and positive contribution to the wellbeing of all Australians. Our wellbeing strategy prioritises choice for consumers and a commitment to make information available about our products – both to consumers and wider stakeholder groups. This means regularly updating interested stakeholders on progress of our wellbeing strategy and working with them to understand their position and identify, monitor and address areas of concern.

We continue to meet stakeholders including representatives of health charities, health professionals and community organisations. Together we discuss the patterns and trends they see emerging in Australia today and create a deeper understanding of how our wellbeing strategy can help to address some of these. We are proud of our ongoing, open and transparent engagement with identified interest groups whose views bring an additional dimension to our business.

#### Environment: Our Perspective

The World Economic Forum ranks “Water Crises” as the 3rd highest risk in terms of impact upon the planet. At the end of 2015, the WEF considered the failure of climate change mitigation and adaptation as the number one risk facing the world, ahead of weapons of mass destruction. The main outcome of the United Nations Framework Convention on Climate Change (UNFCCC) COP21 summit in Paris in December 2015, a meeting of world leaders from politics, business and NGOs was an agreement:

- To keep global temperatures “well below” 2°C and “endeavour to limit” them even more, to 1.5°C
- To limit the amount of greenhouse gases emitted by human activity to the same levels that trees, soil and oceans can absorb naturally, beginning at some point between 2050 and 2100
- To review each country’s contribution to cutting emissions every five years so they scale up to the challenge
- For rich countries to help poorer nations by providing “climate finance” to adapt to climate change and switch to renewable energy.

We operate responsibly to minimise the impact of our operations on the environment. There is sustained and increasing stakeholder interest from a wide spectrum of society in our environmental approach. From engaging via digital channels to respond to individual requests for information on highly visible areas, such as litter, to making formal submission to Senate enquiries on topics such as Marine Plastics, we are committed to being engaged, informed and transparent with our stakeholders in this area.

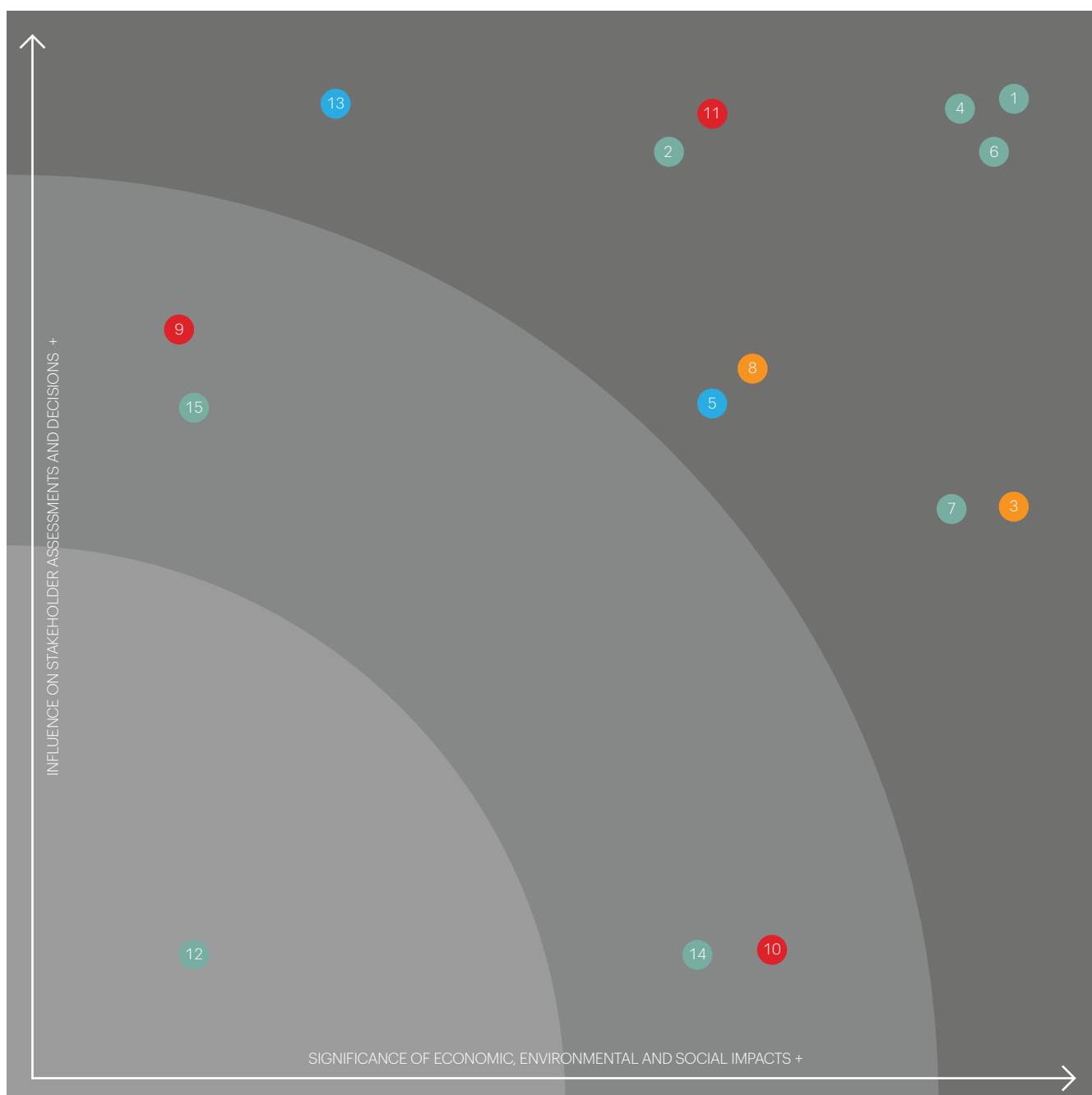
Some of our initiatives to meet stakeholder expectations include:

- Publicly reporting on our approach to developing sustainable packaging through the Australian Packaging Covenant
- Actively engaging with industry through the National Packaging Covenant Industry Association of which Coca-Cola Amatil is a founding member
- Reporting annually on greenhouse gas emissions and energy consumption through the National Greenhouse & Energy Reporting Scheme
- Working with the Coca-Cola Company to support community recycling projects, that respond to the specific needs of individual communities through Keep Australia Beautiful grants
- Publicly supporting the NSW Government’s targets to reduce 40% of litter by 2020 and alongside industry partners by actively participating in the Container Deposit Scheme consultation and proposal

## Materiality Assessment

Our material issues in sustainability remain as they were at the time of our last report and we have mapped them to the G4 material aspects.

- |                                |                           |                              |                                    |                                 |
|--------------------------------|---------------------------|------------------------------|------------------------------------|---------------------------------|
| 1 Water Stewardship            | 4 Carbon Emissions        | 7 Sustainable Packaging      | 10 Marketing practises             | 13 Human Rights                 |
| 2 Sustainable/Ethical Sourcing | 5 Diversity               | 8 Ethical Labour Practices   | 11 Consumer Health & Wellbeing     | 14 Biodiversity                 |
| 3 Employee Safety & Wellbeing  | 6 Post Consumer Recycling | 9 Philanthropy & Foundations | 12 Manufacturing Waste & Recycling | 15 Value Chain Carbon Footprint |





## G4 Aspects Map

The table below outlines the pillars of the Coca-Cola Amatil Sustainability strategy, our focus areas and the alignment with the GRI G4 aspects and the boundaries within which they apply. In some of our operating territories not all data was available to disclose in the report and where that has been the case we've noted it in the individual factsheets. We are working hard to continually improve our reporting quality and are identifying ways and measures for addressing the gaps we have in our current reporting.

Pillar	Our People	Wellbeing	Environment	Our Community
Focus Area	<ul style="list-style-type: none"> <li>- Diversity</li> <li>- Employee health &amp; safety</li> </ul>	<ul style="list-style-type: none"> <li>- Portion control</li> <li>- Nutrition</li> <li>- Active Lifestyles</li> </ul>	<ul style="list-style-type: none"> <li>- Water Stewardship</li> <li>- Climate change and energy</li> <li>- Responsible sourcing</li> <li>- Sustainable Packaging</li> <li>- Biodiversity</li> </ul>	<ul style="list-style-type: none"> <li>- Philanthropy</li> </ul>
Factsheets	Pages 18 – 27	Pages 28 – 33	Pages 34 – 57	Pages 58 – 63
G4 Aspects	<ul style="list-style-type: none"> <li>- Diversity and Equal Opportunity</li> <li>- Occupational Health and Safety</li> </ul>	<ul style="list-style-type: none"> <li>- Customer Health and Safety</li> <li>- Product and Service Labeling</li> <li>- Marketing Communications</li> <li>- Compliance</li> </ul>	<ul style="list-style-type: none"> <li>- Overall</li> <li>- Water</li> <li>- Effluents and waste</li> <li>- Compliance</li> <li>- Emissions</li> <li>- Energy</li> <li>- Transport</li> <li>- Supplier environmental assessment</li> <li>- Materials</li> <li>- Biodiversity</li> </ul>	<ul style="list-style-type: none"> <li>- Local Communities</li> <li>- Indirect Economic Impacts</li> </ul>
Boundaries	<ul style="list-style-type: none"> <li>- Communities</li> </ul>	<ul style="list-style-type: none"> <li>- Consumers</li> <li>- Customers</li> <li>- TCCC</li> </ul>	<ul style="list-style-type: none"> <li>- Communities</li> <li>- Consumers</li> <li>- Customers</li> <li>- Suppliers</li> <li>- Regulators</li> <li>- TCCC</li> </ul>	<ul style="list-style-type: none"> <li>- Communities</li> </ul>



