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AT COCA-COLA AMATIL WE WORK AS ONE, IGNITING IDEAS AND INNOVATION ACROSS OUR SIX MARKETS. FIRMLY INVESTED IN OUR LOCAL ECONOMIES AND THE COMMUNITIES WE LOVE, OUR FOCUS IS ON DELIVERING UNPARALLELED LEVELS OF SHARED VALUE FOR OUR SHAREHOLDERS, PARTNERS, COMMUNITIES AND CUSTOMERS.

OUR FOCUS IS ON TODAY AND TOMORROW, KNOWING WE HAVE THE ABILITY TO MAKE A DIFFERENCE AND TO DO THIS IN OUR OWN WAY.



AMATIL OVERVIEW

Coca-Cola Amatil ("Amatil") is the power behind our region's favourite brands.

Operating across six countries – Australia, New Zealand, Indonesia, Papua New Guinea, Fiji and Samoa – we manufacture, distribute and sell an unrivalled range of iconic ready-to-drink non-alcoholic and alcoholic beverages, coffee and ready-to-eat food snacks. With more than 100 years of experience, we are proud of the products we make that delight millions of people every day.

We employ around 14,000 people and create thousands more jobs in the communities in which we operate. We are one of the largest licensed bottlers of The Coca-Cola Company products globally and our product range includes non-alcoholic sparkling beverages, spring water, sports and energy drinks, fruit juices, iced tea, flavoured milk, coffee, tea, beer, cider, spirits and ready-to-eat fruit and vegetable snacks and products.

With access to more than 270 million potential consumers through more than 850,000 active customers, we are committed to leading through innovation and building a sustainable future where we are best positioned to capture growth and deliver long-term value to our shareholders.

A Strong Organisation

We know our ability to deliver against our Group Strategy requires a strong and talented workforce who share a passion and enthusiasm for realising our possibilities.

We celebrate the diversity of cultures that come together to make Coca-Cola Amatil the vibrant company we are today. We know that while each part of our organisation is different, it is this diversity that unites us and makes us stronger together.

We are committed to building a diverse workforce strongly aligned with our values. While spread across six countries, we work as one, powering moments of happiness and possibilities for customers, consumers, shareholders, partners and beyond.

We encourage our people to drive their own careers in partnership with their managers. To support this, we are committed to ensuring an environment where all of our people can strive to develop their careers in line with their aspirations, skills and experience.

Our Sustainability Framework

At Coca-Cola Amatil, we know we have the ability to make a difference and to do this in our own way, and in the places that matter most to us.

Our focus is on the four areas where we can have the greatest impact:

1. Our People: we provide an open and inclusive workplace where our people feel energised and motivated.
2. Wellbeing: we provide consumers with choice and the information they need to make the right decisions for them.
3. Environment: we work to leave a positive legacy and ensure minimal impact on the environment, working responsibly in all we do.
4. Our Community: we work alongside our communities to deliver and create shared benefits.

It's the work we do in each of these four areas, together with the economic benefit we bring to the communities and countries in which we operate, that reflects the Coca-Cola Amatil contribution.

Our approach to sustainability reporting is open and straightforward, recognising the challenges of the future, our achievements and the positive impact we're having.

Our Partners

Coca-Cola Amatil has a long and proud history of working closely with our partners to manufacture, sell and distribute a leading range of brands and products. Our relationship with our partners is built on collaboration and trust. Each partnership we have is different and we work closely with each partner to make sure we're able to grow our businesses together.

Coca-Cola Amatil has a long-standing partnership with The Coca-Cola Company which is both a shareholder and brand partner. Other partnership arrangements include Beam Suntory, Molson Coors International, Monster, Casella Family Brands, and Chilli Marketing.

Coca-Cola Amatil has a proud history as a local manufacturer of Coca-Cola products in the six countries in which we operate and is one of the world's major Coca-Cola bottlers.

We work closely with our partner and major shareholder, The Coca-Cola Company, to deliver these products that are loved by so many.

The Coca-Cola Company owns the brands and manufactures syrups and concentrates for many of the non-alcoholic beverages that Amatil locally manufactures and packages. In addition to the market's number one cola brand, Coca-Cola, this includes other Coca-Cola Company brands such as Sprite, Fanta, Pump and Powerade.

Through Coca-Cola Amatil's unrivalled sales and distribution networks we deliver these and our many other category-leading brands to the hands of our consumers every day.

This is what we call the Coca-Cola System.

We will keep looking for more opportunities to grow within these existing partnerships, as well as opportunities for new relationships with organisations who share our thirst for making possibilities a reality.

“
**WE ARE
COMMITTED
TO LEADING
THROUGH
INNOVATION
AND BUILDING
A SUSTAINABLE
FUTURE**
”

OUR VISION

EVERY DAY WE CREATE MILLIONS OF MOMENTS OF HAPPINESS AND POSSIBILITIES.

Our Vision drives everything we do. It unites all of us and focuses our energy. It reflects the scale of our business and the millions of people we connect with directly and through our products. It's about what we do every day and also about the possibilities we are creating for the future.

FOR OUR CONSUMERS

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

WE CREATE VALUE

with our Partners, built on common purpose

WITH OUR CUSTOMERS

we build unrivalled shared value and generate growth

IN OUR COMMUNITY

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

WE DRIVE

productivity and a lean agile cost structure

FOR OUR SHAREHOLDERS

we deliver attractive sustainable returns

OUR VALUES

Our Values define how we work together. They guide our behaviours and our decisions, every day.

WE ARE STRAIGHTFORWARD AND OPEN

WE TAKE INITIATIVE AND OWN THE OUTCOME

WE FOCUS ON TODAY AND TOMORROW

OUR STRATEGY

The Group Strategy is our blueprint for success. It positions us to capture growth and deliver long-term value.

We know that our markets will continue to change. We are confident in our ability to navigate this changing environment, with the three pillars of our Group Strategy as our foundation.

LEAD

Strengthening category leadership position

- Leading brands in each major NARTD category in each market
- Up-weighted levels of innovative marketing continually strengthen brand equity
- Evolving portfolio that adapts to changing consumer preferences

EXECUTE

Step change in productivity and in-market execution

- World-class customer servicing capability
- Route-to-market that provides customer diversification and real competitive advantage
- Effective leverage of our large-scale, low-cost manufacturing, sales and distribution capability

PARTNER

Better alignment with The Coca-Cola Company and our other partners








- Shared vision of success and aligned objectives
- Joint plans for growing System profitability
- Balanced share of risk and rewards

WHERE WE OPERATE

When you look across the six countries we operate in, you see a fascinating numbers game at play. Around 14,000 employees ensure that up to 270 million potential consumers are able to get their hands on one of our 100+ brands we make and they love, via one of our 850,000+ customers, on any day.








With 42 warehouse facilities and 36 production facilities, we're able to create a range of beverages that is second to none... that's no mean feat!

INDONESIA

 8	 37
 8	 9
 720,000	 6,300
 330,000	








270m POTENTIAL CONSUMERS
850,000+ CUSTOMERS
14,000 EMPLOYEES (approx.)
36 PRODUCTION FACILITIES
42 WAREHOUSE FACILITIES
100+ BRANDS
6 COUNTRIES
1 COCA-COLA AMATIL

KEY








	Production facilities
	Warehouses
	Production lines
	Brands
	Customers (approx.)
	Employees (approx.)*
	Coolers

*Excluding contractors

PAPUA NEW GUINEA

 2	 6
 7	 10
 10,000	 700
 17,000	

FIJI

 1	 4
 2	 13
 3,000	 300
 3,600	








ALCOHOL & COFFEE¹

 6	 74 ²
 4	 500








SPC

 3	 28
 3	 8
 800	

AUSTRALIAN BEVERAGES

 12	 40
 15	 26
 115,000	 3,500
 160,000	

NEW ZEALAND

 4	 11
 3	 25
 25,000	 900
 40,000	

¹ Includes all Alcohol & Coffee operations across Australia, New Zealand, Fiji and Samoa and excludes facilities shared with other Amatil businesses.

² Includes all brands distributed by Amatil both as brand owner and brand partner, including those distributed under agreement with Beam Suntory, Molson Coors & Chilli Marketing.

SUSTAINABILITY SUMMARY



RESPECT FOR THE ENVIRONMENT

WE ARE COMMITTED
TO CONTINUAL
IMPROVEMENT TO
SUPPORT A BETTER
FUTURE FOR ALL
OUR STAKEHOLDERS



**ENGAGING
WITH OUR
PEOPLE**



**PROVIDING
CHOICE FOR
CONSUMER
WELLBEING**

**PARTNERSHIPS
WITH OUR
COMMUNITY**



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, at Coca-Cola Amatil we are committed to continual improvement and acting responsibly to support a better future for all our stakeholders.

To achieve this we 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, our 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 2016 Sustainability Report

The Coca-Cola Amatil 2016 Sustainability Report is reporting performance and progress on the 2015 Sustainability Report commitments and captures data from calendar year 2016 in line with the Global Reporting Initiative (GRI) G4 framework.

We will continue to consider future focus areas and benchmarks in consultation with stakeholders as we work towards improved sustainability.

Reporting – Subject and Scope

The 2016 Sustainability Report presents environmental data as Group-level data, split into the major product classes:

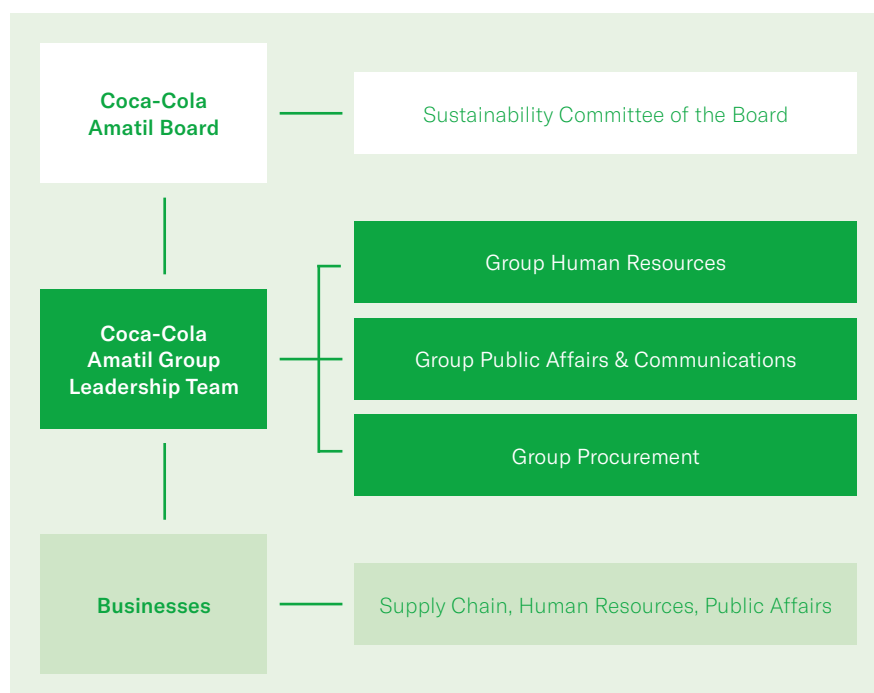
- Non-alcoholic beverages
- Food & Coffee
- Brewing (split from non-alcohol beverages data where these operations are co-located) & Distilling

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

“

WE UNDERSTAND THE IMPACT OUR DECISIONS AND ACTIONS HAVE ON THE ENVIRONMENT, OUR PEOPLE, OUR COMMUNITIES, AND CONSUMER WELLBEING

”



The pillars of our sustainability framework are broken down into 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. Material aspects are topics that are prioritised and measured because of their significance to assessment of our sustainability performance. 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 2016 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 continually measure progress as we work towards making a distinct and positive contribution.

Continual Improvement

Setting performance measures that focus on continual improvement in material aspects based on 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 2017 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
Our People	Health, safety and employee wellbeing	Group
	Diversity and inclusion	
Wellbeing	Portion control	Group
	Low- and no-kilojoule options (non-alcoholic beverages)	
	Product quality	
Environment	Water	Businesses (Supply Chain only)
	Biodiversity	
	Climate Change and Energy inclusive of:	
	— Responsible sourcing	
	— Sustainable packaging and recycling	
	— Manufacturing	
Our Community	— Distribution	Group
	— Cold Drink Equipment	
	Philanthropy and partnerships	
	Employee volunteering	
	Matched workplace giving	Australia

SUSTAINABILITY PROGRESS AND COMMITMENT

CHAIRMAN & GROUP MANAGING DIRECTOR

We are delighted to present the Coca-Cola Amatil 2016 Sustainability Report. We are proud of the distinct and positive contribution Amatil makes across the four pillars of our sustainability framework – 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 responsible approach our Businesses take to delight millions of consumers every day, with our leading range of beverage and food products.

Our commitment to improve our sustainability performance is evident in the achievements of 2016. The delivery of the 2016 Sustainability Report as part of our annual reporting suite ensures that we are meeting our reporting commitments to all stakeholders.

Sustainability is a significant focus for us all, today and tomorrow.

The relationships and partnerships we have with our people, customers, consumers and communities are essential for the long-term success of our business. We want to ensure our approach to sustainability meets the expectations of our stakeholders. To achieve this, we will continue to listen to stakeholder feedback in relation to material aspects identified for future reporting, the way we measure our performance, and our future commitments for continual improvement.

The Sustainability Committee of the Board

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

With guidance and support from the Sustainability Committee, the Board is pleased to confirm our 2016 performance and our commitments to improve sustainability.

Our Performance

We are proud of the real progress we made in 2016 in each of our sustainability pillars, with specific highlights including:

- 49% reduction in total employee injuries compared to 2015
- Expanded range and improved accessibility of low- and no-kilojoule options in our non-alcoholic beverages
- 6.7% smaller carbon footprint than in 2015 across manufacturing
- Improved water efficiency across all our Businesses saving over 426 million litres of water compared to 2015
- \$1.1 million in philanthropic grants distributed to 36 partners across Australia, through the Coca-Cola Australia Foundation, a philanthropic fund that is a joint initiative between Coca-Cola Amatil and Coca-Cola South Pacific.

These achievements demonstrate the commitment of our teams in all our Businesses and countries of operations to continue focusing on improvements in material aspects, and we are well-positioned to continue improving our sustainability performance.

Our Commitment

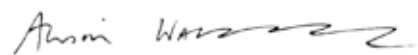
We will define a consumer wellbeing strategy that responds to changes in our markets. This will focus on providing consumers with more choice and the information they need to consume what is right for them.

We will continue to invest in Community projects across the Coca-Cola Amatil Group that support communities, the environment and economic development.

We remain committed to annual sustainability reporting and continual improvement in all of our material aspects across all four pillars of our sustainability framework.



David M Gonski, AC



Alison M Watkins

“

**COCA-COLA
AMATIL HAS A
LONG-STANDING
COMMITMENT TO
THE COMMUNITIES
IN WHICH WE
OPERATE**

”



2016 PERFORMANCE

Pillar and Subject	2016 Performance
1. Our People Health, Safety & Wellbeing See factsheet pages 19 - 21	Our performance in health, safety and employee wellbeing for 2016 included: <ul style="list-style-type: none"> — In 2016 there were zero industrial fatalities at an on-site workplace. Regrettably, there were eight traffic-related fatalities involving contractors and members of the public — 49% reduction in total employee injuries across the Group from 2015 — Group Total Recordable Injury Frequency Rate (TRIFR) decreased by 44% from 2015 — Group Lost Time Injuries Frequency Rate (LTIFR) decreased by 23% from 2015 — Total days lost to injury decreased by 75% — 25,709 safety training modules were delivered across Coca-Cola Amatil; more than 3,000 employees in Indonesia participated in driver safety training; 395 employees in Fiji took part in safety awareness training — More than 3,000 contractors and 500 employees (92% of required participants) have now passed our Chain of Responsibility training — Safety Engagement results consistently strong across all Businesses reflecting best-in-class scores
2. Our People Diversity & Inclusion See factsheet pages 23 - 27	Our performance in diversity for 2016 included: <ul style="list-style-type: none"> — 2016 Gender Pay Equity Review extended to include all salaried employees in all Businesses and showed no evidence of any Coca-Cola Amatil specific bias, indicating we are providing equal pay for equal jobs — Women in Leadership: <ul style="list-style-type: none"> • 27% of Coca-Cola Amatil Board of Directors¹ • 30% of Coca-Cola Amatil Senior Executive Leadership Teams • 29% of all management roles • 25% of management roles in emerging markets of Indonesia and Papua New Guinea where the total female workforce is only 10% <p>1. In May 2017 the Board will be restructured to nine Directors and female representation will be more than 30%</p>
3. Wellbeing See factsheet pages 29 - 31	Our performance in consumer wellbeing in 2016 included: <p>Alcoholic beverages</p> <ul style="list-style-type: none"> — Partnership with DrinkWise extended to cover our full alcoholic beverage portfolio in Australia, including our growing beer and cider range — Voluntary responsible consumption and pregnancy advice labels implemented across our Australian range of alcoholic products — Joined Alcohol Beverages Australia to support initiatives that encourage responsible consumption of alcohol — Australia-wide Responsible Service of Alcohol-accredited training for all employees working with alcohol, beyond employees whose roles require accreditation <p>SPC</p> <ul style="list-style-type: none"> — Continued the roll out of SPC ProVital® range, improving wellness and nutritional outcomes for patients <p>Non-alcoholic beverages</p> <ul style="list-style-type: none"> — Supported the launch of The Coca-Cola Company's 'the right amount' campaign encouraging consumers to decide the right amount for them to consume — Continued to implement reformulations across our portfolio in Australia, including: <ul style="list-style-type: none"> • Reformulated some of our Deep Spring range, reducing more than a quarter of the sugar content • Reduced sugar and kilojoule content of Sprite by 14% • LIFT Hard Hitting Lemon now has 23% less sugar and 21% less kilojoules — Launched new low- and no-kilojoule products including FUZE Tea and Glaceau smartwater® as well as 250mL PET bottles for Coca-Cola TM brands — 34% of volume (in litres) of our Australian Beverages products comprises of either low- or no-kilojoule varieties — Launched 390mL Coca-Cola, Fanta, Sprite 350mL Frestea PET in four flavours, and Minute Maid Refresh in a cup in Indonesia, and launched the 300mL PET for Coca-Cola TM brands and Sprite in Papua New Guinea

Pillar and Subject	2016 Performance
4. Environment	Our performance in water stewardship for 2016 included:
Water	<ul style="list-style-type: none"> Non-alcoholic beverage sites used 274 million litres less water in 2016 than 2015, a reduction of 4% SPC's food manufacturing sites used 126 million litres less water in 2016 than 2015, a reduction of 8% Water efficiency workshops conducted in Australian sites in Queensland and Victoria with more planned for 2017 in New Zealand, Fiji and Samoa Water sustainability included as part of a total supplier sustainability assessment covering the majority of Coca-Cola Amatil's key suppliers Reforestation projects completed across Indonesia to aid in watershed protection
See factsheet pages 33 - 40	Our performance in water replenishment through The Coca-Cola Company in 2016 included: <ul style="list-style-type: none"> 4.89 billion litres of water safely returned in Australia and Indonesia 159% of all water used in all Coca-Cola Amatil Group non-alcoholic beverage production replenished Continued reduction in nitrogen, phosphorus and pesticide runoff to the Great Barrier Reef Over 1000 infiltration wells continue to replenish aquifers across Indonesia
	Our performance in water efficiency in 2016 included: <ul style="list-style-type: none"> Coca-Cola Amatil Group non-alcoholic beverages water intensity was 2.08L/L in 2016, a 3.7% improvement and 247 million litres less water was consumed than in 2015 Water efficiency improved by 4.6% in the alcohol category, with 53 million litres less water consumed than in 2015 In the food category water efficiency improved by 1%, with 126 million litres less water consumed than in 2015 In 2016 we harvested 2.74 million litres of rainwater at Cibitung in Java
5. Environment	Our performance in protecting and improving biodiversity in 2016 includes:
Biodiversity	<ul style="list-style-type: none"> Indonesia donated more than 46,000 trees in vulnerable areas across the country, including trees from Coca-Cola Forest program in Lampung (South Sumatra) and Bandung (West Java). Through these donations we also supported Citandui river conservation effort in West Java and reforestation effort in East Java Supporting orangutan conservation campaign "SAVE DODO" with Swiss-Belhotel International and Quiksilver Indonesia. In November 2016, together we donated IDR 100 million for Borneo Orangutan Survival (BOS) Foundation from a t-shirt selling campaign The ninth year of Bali beach clean-up programs, in partnership with Quiksilver Indonesia, across five beaches in Bali. Since 2007 we have removed more than 32 million kilograms of rubbish from the iconic beaches; 2.8 million kilograms in 2016 alone The sixth year of the olive ridley sea turtle conservation program on Kuta Beach (Kuta Beach Sea Turtle Conservation), Bali in partnership with Quiksilver Indonesia. In 2016 we have safely returned 24,990 baby sea turtles to their natural habitat Indonesia allocated hundreds of trash bins across the country, particularly in our bottling plant areas, to create environmental awareness and participate in educating people to reduce litter. Coca-Cola Amatil Indonesia partners with local governments to ensure that the bins are placed in strategic areas and also conducts a clean-up day during the bins handover ceremony. Since 2012, we have donated more than 3,100 bins Ongoing support for turtle conservation with Mamanuca Environment Society in Fiji Beach clean-up program in Victoria and Landcare habitat regeneration in NSW
See factsheet pages 41 - 43	

2016 PERFORMANCE

Pillar and Subject	2016 Performance
6. Environment Climate and Energy See factsheet pages 44 - 46	Our performance in managing climate change in 2016 included: <ul style="list-style-type: none"> — Our manufacturing carbon footprint was 278,563 tonnes of CO₂e in 2016, a 6.7% improvement on 2015 — Our manufacturing plants emitted 70.88g CO₂e/L in the production of non-alcoholic beverages in 2016 — 0.52MJ/L Coca-Cola Amatil Group non-alcoholic beverages energy intensity in 2016, a 2.4% improvement on 2015 — 3.14MJ/kg Coca-Cola Amatil Group food and coffee energy intensity in 2016, a 9.1% improvement on 2015 — 4.41MJ/L Coca-Cola Amatil Group alcohol energy intensity in 2016, a 10.3% increase on 2015
7. Environment Responsible Sourcing See factsheet pages 48 - 49	Our commitment to The Coca-Cola Company's Supplier Guiding Principles is supported by Coca-Cola Amatil's responsible sourcing initiatives, which in 2016 included: <ul style="list-style-type: none"> — Coca-Cola Amatil Responsible Sourcing Guidelines published on our website: www.ccamatil.com/en/doing-business-with-cca/responsible-sourcing — 692 tonnes of Fairtrade Organic Coffee and Rainforest Alliance Coffee sourced in 2016, an increase of almost 100 tonnes on 2015 — Grinders continues to be the largest roaster of Fairtrade-branded green beans in Australia since 2010 — Grinders has contributed over \$875,000 to Fairtrade to help provide better working conditions and fairer terms for farmers and workers in developing countries. In Papua New Guinea, the Fairtrade premium projects revolve around education, health, expanding the water supply and in improving organisational capacities such as office building, equipment, and vehicles
8. Environment Sustainable Packaging & Recycling See factsheet pages 50 - 53	Our performance in packaging and recycling for 2016 included: <ul style="list-style-type: none"> — PET resin savings of 1237 tonnes per annum compared to 2015. In Indonesia, Ades is the lightest weight 600mL PET — Recycled PET (rPET) made up 16% of all resin purchased in 2016, down slightly on 2015 due to processing constraints on some bottles. We are targeting 25% by the end of 2017 <ul style="list-style-type: none"> • Mount Franklin 600mL remains at 50% rPET content • Targeting Mount Franklin 600mL to be 100% rPET content by the end of 2017 • All other Australian small PET contains a minimum of 20% rPET — Aluminium savings of 400 tonnes per annum on 2015 by can mid-wall reductions — Cardboard savings of approximately 1150 tonnes per annum on 2015 by converting cases from B-flute to R-flute and eliminating the tray from all small PET — LDPE shrink-film savings of 195 tonnes per annum on 2015 by downgauging from 60µm to 45µm
9. Environment Manufacturing See factsheet pages 54 - 55	Our environmental performance in manufacturing processes for 2016 included: <ul style="list-style-type: none"> — 0.52MJ/L Coca-Cola Amatil Group non-alcoholic beverages energy intensity in 2016, a 2.4% improvement on 2015 — 3.14MJ/kg Coca-Cola Amatil Group food and coffee energy intensity in 2016, a 9.1% improvement on 2015 — 4.41MJ/L Coca-Cola Amatil Group alcohol energy intensity in 2016, a 10.3% increase on 2015
10. Environment Distribution See factsheet pages 56 - 57	Our performance in distribution carbon footprint for 2016 included: <ul style="list-style-type: none"> — Our distribution carbon footprint for the Australian sales fleet was 10,885 tonnes of CO₂e, a 6.7% increase on 2015 — Route optimisation continues to improve delivery metrics whilst reducing fuel consumption — Solar powered coolers for route vehicles deployed as a pilot project in Victoria Pallet optimisation trials successfully implemented in Australia — Pallet organisation trials successfully implemented in Australia

Pillar and Subject	2016 Performance
11. Environment Cold Drink Equipment See factsheet pages 58 - 59	Our performance in cold drink equipment for 2016 included: <ul style="list-style-type: none"> — Trial of new hydrocarbon (HC) coolers and fountain units undertaken — Since 2010 cooler energy efficiency improved by: <ul style="list-style-type: none"> • 29% for a fountain dispenser • 60% for a one-door cooler • 56% for a two-door cooler • 78% for an air-curtain cooler — On track with the road map for the future development of equipment consistent with The Coca-Cola Company policy
12. Our Community See factsheet pages 61 - 67	Our performance in supporting our communities in 2016 included: <p>Indonesia</p> <ul style="list-style-type: none"> — Skills training for 83 women living in disadvantaged areas of Bali through support for River, Ocean, Land and Ecology Foundation — Funds donated for medical services, 111 student education scholarships, cultural, sporting and environmental activities, through the Coca-Cola Amatil Indonesia Zone 1 Program for communities within our areas of operation <p>Australia</p> <ul style="list-style-type: none"> — \$1.1 million in philanthropic grants to 36 partners across Australia through the Coca-Cola Australia Foundation (jointly funded by Coca-Cola Amatil and Coca-Cola South Pacific) — 250,000 kilograms of product donated to Foodbank — Grinders Coffee partnerships for Indigenous barista training program in partnership with Voyages Hotel Group; participation in Café Smart program to fund local homeless services across Australia; and provided over \$220,000 for Fairtrade to help provide better working conditions and fairer terms for farmers and workers in coffee growing communities across Nicaragua, Ethiopia, East Timor and Papua New Guinea <p>Papua New Guinea</p> <ul style="list-style-type: none"> — Donation of pharmaceuticals, nebulisers, blood pressure machines, cotton wool and other medical equipment to Regional Health Services in Lae, Morobe Province — Product donations for disaster response initiatives and community events including cultural shows, charity and sports events <p>New Zealand</p> <ul style="list-style-type: none"> — Donation of Pump bottled water product to communities impacted by crisis and natural disasters, community fundraising events and Eat My Lunch, a social enterprise providing thousands of lunches every year to children at 42 low decile schools in Auckland, Hamilton and Wellington

2017 COMMITMENTS

Pillar and Subject	Commitment (for performance today and tomorrow)
1. Our People Health, Safety & Wellbeing	<p>Coca-Cola Amatil aspires to have zero harm. We expect our leaders to lead the business safely and we expect our people to conduct daily business safely. This approach is consistent across all countries of operation</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> <p>Routine internal and external auditing is a critical component of our safety culture at Coca-Cola Amatil. Audits are announced or unannounced and are strictly enforced by our business partners including The Coca-Cola Company</p>
2. Our People 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"> — Developing an overarching Human Rights Framework aligned with the United Nations Global Compact principles — Continually improving our gender specific core curriculum 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
3. Wellbeing	<p>Coca-Cola Amatil will continue to implement The Coca-Cola Company's reformulation plan for many of our non-alcoholic beverages, progressively reducing kilojoules over time and providing more choice in smaller portion sizes</p> <p>Coca-Cola Amatil will continue its commitment, established in 2009, to not market our non-alcoholic beverages (with the exception of water) to children under the age of 12</p> <p>Coca-Cola Amatil will prioritise the provision of clear nutrition information for our non-alcoholic beverages for easy reference for consumers</p> <p>Coca-Cola Amatil will continue our commitment to the responsible service, promotion and consumption of alcohol</p>
4. Environment Water	<p>Water Stewardship We will optimise the use of water across our value chain, including:</p> <ul style="list-style-type: none"> — Ensuring sufficient, high quality sustainable supplies locally — Working with our suppliers to develop a value chain approach to water sustainability — Reducing, reusing and recycling water use within our operations — Responsibly treating and disposing of wastewater — Working with the communities in which we operate to protect local watersheds — Educating all employees on the importance of water efficiency <p>Water Replenishment Safely return to nature an amount of water equivalent to what we use in our beverages by 2020</p> <p>Water Efficiency We aim to use less than 1.95L of water to produce 1L of non-alcoholic beverages by 2020 across the countries in which we operate</p>
5. Environment Biodiversity	<p>Coca-Cola Amatil supports 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 contributing to flora and fauna conservation efforts</p>
6. Environment Climate Change & Energy	<p>Continue to reduce the carbon footprint of the drink in your hand by 2020</p> <p>Benchmark our food, coffee and alcohol categories against global peers and develop appropriate, meaningful emissions reduction targets for 2020</p>

Pillar and Subject	Commitment (for performance today and tomorrow)
7. Environment Responsible Sourcing	<p>Coca-Cola Amatil is committed to sustainable procurement practices and believes they are integral to how we conduct business. Amatil plays an active role in driving positive social, environmental, and economic improvements within our supply chain to create benefits for society, and the communities in which we operate</p> <p>We continue to drive responsible procurement practices of the highest ethical and professional standards to ensure we appropriately manage risk with external suppliers</p> <p>We will work with our diverse range of suppliers globally as we implement the Responsible Sourcing Guidelines, showing preference to suppliers that go beyond compliance</p> <p>We will investigate opportunities to increase Indigenous diversity in our supplier workforce and the provision of goods and services to our organisation</p>
8. Environment 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 and alternate materials</p> <p>Coca-Cola Amatil will continue to ensure packaging's recyclability, minimise waste to landfill and encourage post-consumer recovery</p>
9. Environment Manufacturing	<p>Coca-Cola Amatil will work to reduce our manufacturing emissions through managing our energy efficiency within our non-alcoholic beverage, food, coffee and alcoholic beverage producing factories</p>
10. Environment Distribution	<p>Coca-Cola Amatil will work to reduce our distribution emissions through partnering with our third-party logistics providers and within our own fleet operations</p>
11. Environment 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, the ongoing introduction of natural refrigerants and improving the recyclability of units at end of life</p>
12. Our Community	<p>Coca-Cola Amatil has confirmed a range of partnerships with Our Community in 2017:</p> <p>Papua New Guinea</p> <ul style="list-style-type: none"> — Employee-led community care committee in Port Moresby, Lae and Mt Hagen to manage the delivery of a new School Ambassador Project in mentoring 3,000 students in these cities and opportunities for work placement as part-time casual merchandisers during the festive period — Partnering with The Coca-Cola Company on 5by20 program, targeting 20 women entrepreneurs who own food and beverage businesses and allocate Coca-Cola branded kiosks in the rural areas of Port Moresby — Developing an approach to water sustainability through rainwater harvesting and water replenishment to protect the local watershed within Port Moresby <p>Fiji</p> <ul style="list-style-type: none"> — Introduce formal employee giving and volunteering programs for all employees to provide financial and physical assistance to these priority community groups — Continue with our existing commitments and partnerships in the areas of sport, music and the environment, and convene a sports and social committee to recommend and deliver future community partnerships <p>Indonesia</p> <ul style="list-style-type: none"> — Provide financial assistance and gender empowerment to Indonesian coffee communities through a new agreement with Business for Development <p>Australia</p> <ul style="list-style-type: none"> — Reconciliation Action Plan to be submitted to Reconciliation Australia for approval — 5by20 partnership with The Beacon Foundation, the Coca-Cola Foundation and Coca-Cola South Pacific, mentoring young women aged 15 to 18 years to complete high school education — Neverfail partnership with the Royal Flying Doctor Service to be implemented in support of people who live or work in rural and remote Australia — SPC Ardmara support for the Ganbina Year 10 Leadership Program providing seasonal employment, mentoring, volunteering through Ganbina's School-to-Work transition program for Indigenous Australians — Australian Beer Company and Great Australian Beer SpecTapular event for the Cure for MND Foundation — Barista training program for Indigenous Australians through Grinders Coffee partnership with the Voyages Hotel Group; and continuation of Grinders Coffee's Fairtrade partnership

OUR PEOPLE



HEALTH, SAFETY & WELLBEING

2017 COMMITMENT

Coca-Cola Amatil aspires to have zero harm. We expect our leaders to lead the business safely and we expect our people to conduct daily business safely. This approach 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

Routine internal and external auditing is a critical component of our safety culture at Coca-Cola Amatil. Audits are announced or unannounced and are strictly enforced by our business partners including The Coca-Cola Company

2016 PERFORMANCE

In 2016 we had zero industrial fatalities at an on-site workplace. Regrettably, there were eight traffic-related fatalities involving contractors and members of the public

49% reduction in total employee injuries across the Group from 2015

Group Total Recordable Injury Frequency Rate (TRIFR) decreased by 44% from 2015

Group Lost Time Injuries Frequency Rate (LTIFR) decreased by 23% from 2015

Total days lost to injury decreased by 75%

25,709 safety training modules were delivered across Coca-Cola Amatil; more than 3,000 employees in Indonesia participated in driver safety training; 395 employees in Fiji took part in safety awareness training

More than 3,000 contractors and 500 employees (92% of required participants) have now passed our Chain of Responsibility training

Safety Engagement results consistently strong across all Businesses reflecting best-in-class scores

Our Approach

At Coca-Cola Amatil we believe everyone has responsibility for their own health, safety and wellbeing. As a team, we look out for the health, safety and wellbeing of our workmates. Training, education and awareness programs are rolled out across Coca-Cola Amatil to provide workers with the skills, capabilities and confidence to work safely at all times and to call out both safe and unsafe behaviours. By keeping health, safety and wellbeing part of our daily conversations we believe we will continue to make progress toward our aspiration of zero workplace injuries or illnesses.

Each Business develops an annual health, safety and wellbeing plan with progress tracked and reported each month to the leadership team. The Coca-Cola Amatil Sustainability Committee receives quarterly progress updates with 'deep-dives' conducted where required. Annual Business Risk reports focused on health, safety and wellbeing plans are presented to the Sustainability Committee at the beginning of each year.

Within our Group framework, Businesses develop an annual health, safety and wellbeing plan that is signed off by the Business Managing Director and presented to the Sustainability Committee at the beginning of the year. Quarterly updates are provided to the Sustainability Committee with a 'deep dive' conducted in specific areas for effective and proactive risk management.

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 objective of this process is to increase individual capability while, through a consistent focused approach, continually improving safety performance across the Group.

In 2016 the following focus areas were agreed:

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

As discussed earlier, in addition to efforts to control or eliminate physical risks, our priority is to engage all workers to participate in our zero harm safety approach and make Coca-Cola Amatil a safer place to work. We believe that more than 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 in personal lives and communities.

Our Progress

Injuries across the Coca-Cola Amatil Group reduced a further 49% in 2016 when compared to the prior 12 months.

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) considers both lost time injuries (LTIs), medical treatment injuries (MTIs) and restricted work injuries. LTIFR is referenced in the table opposite and TRIFR is represented in the chart below.

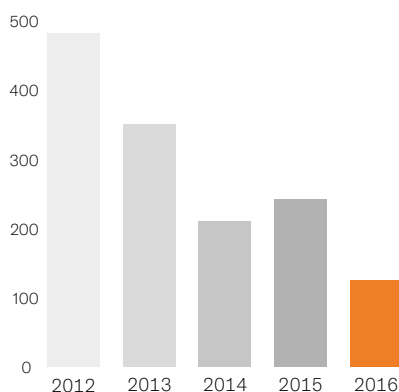
Additionally, we record LTIs per 100 employees, a widely-accepted measure used by organisations to benchmark within and across industries. In 2016 Coca-Cola Amatil's Group LTIs per 100 employees was 0.36, which is very good performance and places us in a favourable position in global soft drink industry benchmarking.

Fatalities

We recognise that in the course of their business activity, our people are involved in traffic accidents with members of the public. We record fatalities irrespective of who is involved and who is deemed to be at fault.

Regrettably, in 2016 there were eight traffic-related fatalities across the Coca-Cola Amatil Group. All fatalities were as a result of traffic incidents. Following internal and local authority investigations, it was determined that Coca-Cola Amatil was at fault in four of the fatalities in Indonesia and one in Fiji. Corrective actions have been implemented, including 1,086 trucks in Indonesia being fitted with reflective stripping on the rear of the vehicle.

Total Group Injuries



Injury Frequency Rates (LTIFR) per 100 employees

Coca-Cola Amatil Group	1.7
Australian Beverages	1.8
SPC	3.1
Australian Beer Co.	0.0
New Zealand	4.9
Indonesia	1.2
Fiji	0.0
Papua New Guinea	1.5
Samoa (Paradise Beverages)	0.9

Fatalities	2012	2013	2014	2015	2016 ¹
Australia	0	0	0	1	2
New Zealand	0	0	0	0	0
Indonesia	2	3	7	4	5
Fiji	0	0	0	1	1
Papua New Guinea	1	0	0	2	0
Samoa	0	1	0	0	0

1. In 2016 we had zero industrial fatalities at an on-site workplace.

Coca-Cola Amatil had zero industrial fatalities at an on-site workplace in 2016.

One fatality is one too many and our response to each incident has been immediate and comprehensive. Business Managing Directors are responsible for conducting in-depth investigations into fatalities, with findings and lessons learned shared across all Businesses and with the Sustainability Committee.

Our Indonesian Business continues to implement innovative solutions to driver safety. This includes a global best practice e-learning behavioural driver safety program, which complements the classroom and in-vehicle training already in place. The program is designed to increase driver capability and awareness. At the heart of this program is our goal to get our people safely home every day. A driver risk profiling tool introduced in early 2016 continues to be used 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.

CASE STUDY:

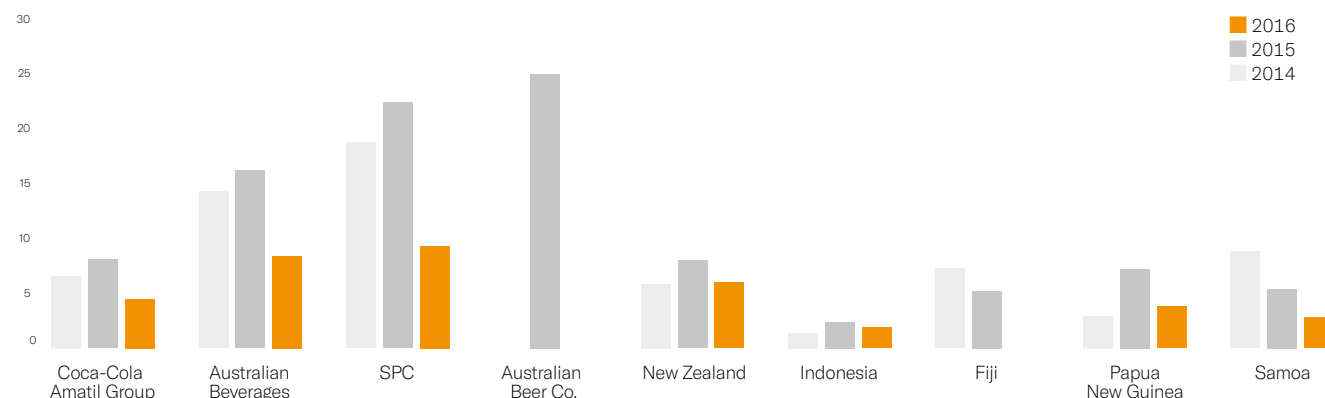
Employee Wellbeing: Australia

The Employee Assistance Program

Assure is a counselling service available to employees at no cost to them. Within *Assure* is a phone counselling service for Indigenous employees called *I-Care* (Indigenous Cultural Assist & Response for Employees), delivered by Indigenous counsellors dedicated to the needs of Indigenous employees and their family members, as well as providing support as required to leaders of Indigenous employees.

In 2016, Coca-Cola Amatil supported **RUOK? Day** reinforcing the importance of good mental health for our people. Events were held across Australia encouraging employees to get involved in creating a world where we are connected, and protected from suicide.

Annual Total Recordable Injury Frequency Rate (TRIFR)



CASE STUDY:

Cold Drink Equipment Delivery, Indonesia

In 2016 our Indonesian Business completed 123,025 cooler movement activities including initial placement, removal, and upgrade replacements. To ensure these movements are completed with a safety first culture several programs were initiated including:

1. Fit-for-purpose vehicles
2. Fit-to-work and competent people

To accelerate the capability within the team Workplace Health and Safety (WHS) "train the trainer" programs were run involving 133 participants from 10 operational sites. All participants were assessed as competent and are now trainers for their own teams.

Fit-for-Purpose Vehicles

To ensure fit for purpose vehicles Coca-Cola Amatil Indonesia introduced two programs: the first, a vehicle pre-inspection checklist called Barometer for larger vehicles and RIDE ME for motorcycles; and the second, a Truck Pit Stop program. In 2016, 30 third-party contractor companies successfully completed the safety behaviour and performance capability program, and are now certified to work with Coca-Cola Amatil.

Fit-to-Work and Competent People

People are the foundation of our Indonesian business strategy - Accelerate to Transform. Not only do we develop our people through empowerment programs, we also ensure that they are all fit to work and competent to do the job. Some of the initiatives include;

- Behaviour Based Safety "train the trainer"
- Workplace Health and Safety Awards
- Alert Driving

By the end of 2016, 94 employees from our Cold Drink Equipment Service operations were trained for Behaviour Based Safety, exceeding the initial target of 75 participants. In 2017 this program will be expanded to include our third-party suppliers.

In 2016 the Indonesian Business also launched the Cold Drink Equipment Service WHS Award, a program to recognise operations with best WHS practice in reducing incidents, hazard management, weekly safety talks, and monthly planned inspections. The team set a target to report a minimum of 720 hazards for the year. This target was exceeded with 1,177 potential hazards identified and rectified during the year. Additionally, we created visible safety leadership through involvement and ownership of our team in our safety programs. Through increasing the safety capability and awareness of our people we are enabling them to become safety role models.



CASE STUDY:

New Keri Juice plant, Auckland New Zealand

The new Keri New Zealand plant, close to Auckland Airport, opened in September 2016. The plant is equipped with leading technology, and has the capability to produce up to 800,000 bottles a day of juice, flavoured water, cordial and sports drinks.

The project team responsible for the development of the plant had a health and safety focus from the outset and was involved from the planning phase through construction and commissioning, to the plant opening. During the commissioning phase of the project there were 278 contractors inducted to site, 577 Hot Work permits issued and 476 Working at Height permits issued.

There were zero lost time injuries throughout the project, though two contractors suffered minor lacerations requiring sutures, accounting for the two medical treatment injuries recorded. Communication was a focus throughout the project with daily "toolbox talks" held concentrating on that day's work and hazards that may be associated with those activities. It was key to the success of the project to ensure all contractors onsite planned their activities in such a way that they did not impact the safety of others working onsite.

Another focus throughout the project was contractor and traffic management. Each day all inductions, permits and job safety analyses were completed and records maintained. Traffic management was important given the number of vehicles, and the amount of powered mobile equipment onsite at any given time, and again communication was paramount.





DIVERSITY & INCLUSION

2017 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 curriculum 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

2016 PERFORMANCE

2016 Gender Pay Equity Review extended to include all salaried employees in all Businesses and showed no evidence of any Coca-Cola Amatil specific bias, indicating we are providing equal pay for equal jobs

Our performance in diversity in 2016 included:

Women in Leadership:

- 27% of Coca-Cola Amatil Board of Directors¹
- 30% of Coca-Cola Amatil Senior Executive Leadership Teams
- 29% of all management roles
- 25% of management roles in emerging markets where the total female workforce is only 10%

Our Approach

For Coca-Cola Amatil, diversity encompasses gender, ethnicity, age, disability, religious beliefs, sexual orientation, socio-economic background, and education. We believe that by bringing together teams of people from different backgrounds, cultures and experiences and harnessing those differences, we build a stronger organisation and deliver stronger results.

Our Diversity and Inclusion Strategy and progress in the area of diversity is reviewed annually by the People Committee of the Board. Our goals are aligned to the requirements of each Business and enable us to respond to the changing needs and expectations of our people, customers, consumers, partners, community and shareholders. Our strategy encompasses sourcing, inclusion and retention, underpinned by our Leadership Capability Framework and Values.

The People Committee is responsible for approving Coca-Cola Amatil's measurable objectives for achieving diversity and for assessing Coca-Cola Amatil's progress in achieving these objectives. In accordance with the ASX Corporate Governance Principles and Recommendations relating to Diversity, in 2016 we set measurable goals to increase the representation of women in Senior Leadership. We have defined objectives for 2017 and beyond to ensure continued support and focus on providing equality of opportunity and achieving appropriate gender balance across all of our geographies and Businesses.

Coca-Cola Amatil Group Diversity and Inclusion Principles

Our organisation

- 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; and
- where appropriate, sets targets to drive action and achieve diversity at all levels.

Our leaders

- treat everyone fairly, demonstrating our Values through being open and straightforward
- 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; and
- 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; and
- reflect the diversity of our markets, customers, consumers and communities at every level in the organisation.

1. In May 2017 the Board will be restructured to nine Directors and female representation will be more than 30%

Our Progress

In 2016, we continued to build on our diversity and inclusion strategy to develop an inclusive organisational culture, reflective of the diverse markets and communities within which we operate. We know that attracting, developing and retaining a diverse team of people brings diverse thinking, attitudes, opinions and ideas, all of which are critical to Coca-Cola Amatil's sustainability. The importance of creating a culture that values inclusion, recognises the unique contributions of our people, and builds capability is embedded in our leadership philosophy and is essential to our success, both today and tomorrow.

Talent, Progression and Development

Celebrating the diversity of our Businesses and our people was one of the goals of our first Coca-Cola Amatil Leadership Summit held in June 2016, themed "Believe in Possibilities". The Summit brought together 180 leaders from across our organisation to share best practice and leverage the diversity of skills and experience.

Provision of leadership development and career opportunities for local talent in our developing markets is a priority. In our Indonesian Business, investment in development was evidenced through the creation and introduction of a leadership curriculum consisting of three new leadership programs: First STEP, for Frontline Leaders; STEP, for mid-level leaders and STEP Up, for Senior Leaders. Leveraging material and experience from The Coca-Cola Company, we tailored content to our local market and needs of our Indonesian Leaders and rolled the programs out across the Business. Around 700 Indonesian leaders and almost 100 participants from Papua New Guinea participated in formal leadership development programs in 2016.

Acceleration of women into leadership roles was supported in 2016 by the introduction of the Women Leading @ Amatil program. This program has been designed and delivered in conjunction with a Sydney-based executive development consultancy for our high-potential female leaders.

We have continued to leverage our partnership with The Coca-Cola Company to support the development of our future and emerging leaders. In 2016, senior female leaders from Coca-Cola Amatil participated in the Coca-Cola Women's Leadership Program in Atlanta and we worked closely with The Coca-Cola Company to develop and pilot a world class Regional System Leadership Academy, with high-potential leaders from Indonesia participating in the pilot in Seoul and Jakarta, where our Indonesian Business hosted the second program.

Fostering and Building an Inclusive Culture

Given the diversity of our markets, the way we demonstrate our approach to inclusion varies according to culture. In New Zealand, we celebrate Matariki (Maori New Year), as well as Chinese New Year, while in Indonesia, Kartini's Day (Women's Independence Day) was celebrated with a panel of female leaders sharing their leadership stories, while our female employees wore traditional attire as a symbol to show the beauty and strength of women. In Indonesia, our female managers also initiated a digital networking group, to stay connected and share daily activities, support, thoughts, stories and inspiration with each other.

CASE STUDY:

DOMESTIC AND FAMILY VIOLENCE POLICY

Our Australian Businesses recognised the need to take a leadership role in raising awareness of domestic violence, and provide support to those experiencing domestic and family violence. We developed a strategy to be part of the broader community movement to end domestic violence. This aims to provide our employees impacted by domestic violence a safe and supportive work place; in 2016, changes to leave and support provisions took effect for all Australian-based employees, allowing employees who are experiencing domestic or family violence to access discretionary leave, alternative work arrangements, and relocation support. We also reminded all employees and leaders of access to our Employee Assistance Program and provided links for external support. Leaders who attended the launch of the changes heard from an external panel experienced in dealing with the consequences of domestic and family violence, including paramedics and the Salvation Army.

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**WE KNOW THAT
ATTRACTING,
DEVELOPING AND
RETAINING A
DIVERSE TEAM OF
PEOPLE BRINGS
DIVERSE THINKING,
ATTITUDES,
OPINIONS
AND IDEAS**
”

	2015 Baseline (Female %)	2016 Target (Female %)	2016 Actual (Female %)
Directors	30	33	27 ¹
Senior Executives – Leadership Teams	—	—	30
All employees	18	19	18
Senior Executives – historic definition	21	22	22 ²

1 Note that in December 2016, Amatil increased the size of its Board by one to 11 with the addition of Mark Johnson as a Non-executive Director. It is intended that the Board will reduce to nine Directors when some of the long serving Directors retire, as envisaged. The increase in Board size ensures that those new Directors have some experience on the Board before those retiring Directors depart. At nine Directors it is expected that the percentage of females on the Board will increase to at least 33%.

2 The historical definition of Senior Executive and associated targets, which were set in 2011, were based on a grading system no longer in use and which results in female representation of 22% in 2016. A more meaningful definition of Senior Executives that reflects our current structure includes the Group Leadership Team and those leaders directly reporting to the Group Leadership Team (i.e. the top two leadership layers). Using this definition female representation was 30% in 2016.

Working Towards Gender Equality

In 2016 we continued to improve our processes, organisation and culture to support diversity and inclusion. We are committed to gender equality and have a range of policies, programs and engagement initiatives to help us achieve this goal. Each Business has gender representation targets in place, set appropriately to reflect local market norms and industry sector and we aggregate our results into Australia and New Zealand, and emerging markets.

At Senior Executive levels (Group Leadership Team and leaders reporting to them) which is a population of 66, 30 per cent of our leaders are female. We saw a slight decrease of one per cent to 29 per cent in women in management overall, mainly driven by a number of restructuring activities that reduced the layers of leadership and increased span of control. Representation of women in management in our emerging markets of Indonesia, Papua New Guinea and Fiji has now reached 25%, in an environment where only 10% of employees are female. Our overall representation of women remained stable at 18%.

Gender Pay Equity

Our 2016 Gender Pay Equity review was extended to include all salaried employees in all Businesses. Recognising the differences between local grading and wage structures, currency and gender demographics, our practices were analysed on a country-by-country basis.

In Australia and to a lesser extent New Zealand, we found an aggregate gender pay gap in terms of average male to average female, however, this includes all positions and does not consider the function and the role (which attract different rates of pay in

the market) or the individuals, experience, capability, and performance (which influence how we pay them relative to market). When we analyse by job grade and function the gap diminishes and in many cases, is pro-female. When we further consider each role relative to its market benchmark the gap diminishes to be negligible both in terms of pro-female and pro-male, indicating that we provide equal pay for equal jobs (relevant to the market's perceived worth).

Other parts of the organisation included in the review for the first time (Indonesia, Papua New Guinea, and Coca-Cola Amatil Fiji) show a pro-female aggregate gender pay gap due primarily to the higher proportion of females in more senior roles.

Overall, we believe that we provide equal pay for equal jobs, and that the gaps (both pro-male and pro-female) evident in our Businesses are primarily a consequence of the types of jobs and functions that are represented by each gender. We recognise that we need to continue our focus on improving gender representation across our workforce and ensuring our processes and the support and information provided to our leaders help to facilitate fair and unbiased decision-making.

Engagement

In October 2016, a record 90 per cent of our people participated in the Engagement & Insights survey. This was our third annual Group-wide survey designed to monitor our progress against priority engagement drivers, collect insights, and listen to our people's feedback about what motivates them to come to work and deliver their best performance every day. The aggregate Coca-Cola Amatil Group engagement score increased by four points versus 2015, reflecting the success of many of the improvements in our leadership, talent and diversity practices. Safety continues to be a strength across Coca-Cola Amatil, demonstrated through our ongoing focus on safety as part of our standard meeting routines coupled with regular safety training for our people.



CASE STUDY:

KIDS@WORK

In 2016, our Alcohol and Coffee Business introduced Kids@Work, encouraging employees in our Sydney headquarters to bring their children to work during designated weeks throughout the year. The program delivers practical support for team members with families, many of whom struggle to find childcare during the school holidays. The initial five-day pilot involved 24 employees and 35 children and was recognised with a national *Innov8 Employee Engagement* award.

Co-founder of Kids@Work Sally Byrne said, "We had the parents at 'hello'. It's more than simple child-minding. It's a way for children to connect to that mysterious place their mum or dad disappears to so much. We give them a million things to do and games to play, but they also learn about mum or dad's work. We've had 100 per cent positive feedback from children and parents so far."

The initiative is part of Coca-Cola Amatil's commitment to a flexible and family-friendly culture, which is fundamental to attracting, engaging and retaining a world-class workforce.

Continual Improvement

In 2017, our continual improvement focus areas are:

- 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
- Strengthen employee engagement so that employee feedback is heard on health, safety and wellbeing and inclusion and opportunity

Targets and Measurement

Objective	Initiative
Increase female representation in management	<ul style="list-style-type: none">— Ensure at least one woman in leadership succession plans at leadership levels to GLT minus 3— All shortlists for leadership roles include women— Roll out targeted talent development curriculum for women
Equal gender representation on recruitment of graduates, with an aspiration of 50% by 2020	<ul style="list-style-type: none">— Targeted graduate strategy in Australia and Indonesia
Increase representation of women in operational roles	<ul style="list-style-type: none">— Promote advocacy program for women in operations
Facilitate flexible workplace arrangements to enable employees to balance lifestyle goals and commitments	<ul style="list-style-type: none">— Engagement survey feedback on appropriate work/life balance— Utilisation of flexible work arrangements
Maintain equality in pay and conditions	<ul style="list-style-type: none">— Ongoing review of gender pay gaps and targeted actions



CASE STUDY:

NEW ZEALAND PRIDE PARADE

In 2016, our New Zealand Business was once again accredited with the Rainbow Tick, recognising our commitment to supporting the LGBTIQ community. In 2016, we again participated in Auckland's Pride Parade, giving one of our Coke trucks a pride makeover to become the Coke Float. Over 50 team members came together to learn a few dance moves, celebrate and support the LGBTIQ community.

"I was lucky enough to participate in the parade", says Darren Ruston, Business Support Analyst Team Lead. "It was great to see our mantra of 'Promoting an

inclusive workplace where EVERYONE, EVERYWHERE, EVERYDAY feels valued, appreciated and significant through leadership in diversity and equality via our float's theme. Over the years the Pride Parade has had many different faces; this year was no different with an increase in family entertainment and fun – it truly had the feeling of a great carnival, welcoming, fun and family, what more could you ask for, oh and the weather was fantastic. This year had a wonderful family vibe with oodles of moments of happiness and memories."

CASE STUDY:

WOMEN LEADING @ AMATIL – Rowena, Sangee, Dian

In 2016, we piloted Women Leading @ Amatil. Developed for high potential female leaders, for the first time we brought together 20 talented female leaders from across all Coca-Cola Amatil Businesses and functions. Women Leading @ Amatil blends group workshops with individual coaching and stretch-based field assignments. The program takes a strengths-based approach to leadership development, with a focus on communication and presentation skills, networking and connecting, group dynamics and conflict transformation, and presence and identifying personal brand.

Rowena Taito, Head of Marketing and NPD for Paradise Beverages described the opportunity as 'amazing'. "From the start with the strengths-based approach to meet fellow co-workers, who are all incredible women, to the one-on-one coaching sessions and having our very own Managing Director come and share at so many of the sessions was amazing. I've continued to use 90% of the learnings from the program as well as shared this with our Women in Paradise to empower them."

Sangee Iyer, Head of Finance for SPC, appreciated that the program was focused on recognising and building on strengths. "Through this program I have realised that capitalising on my strengths is more productive than trying to fix my weakness. [The Program] has helped me define my authentic leadership strength and style... understand how I can manage and lead in a complex, changing and seemingly chaotic business environment."

Dian Habsari, National Contact Centre Manager for Indonesia acknowledges how the program has changed her as a leader. "I am committed to focusing on accelerating female leadership roles. Building strong capability and diverse leadership culture brings diversity in thinking, creating the ideas and generating new ways of doing things. It's proven, diversity will deliver better results. I am ready to be part of the journey and bring the success to CCAI."

A significant component of the program is the responsibility put on participants to 'Pay it Forward', sharing the benefits of their learning and experience with others. Rowena in Fiji introduced 'Women in Paradise', focused on 'creating, developing and helping women share openly, learn more, celebrate successes and just enjoy each other's company.' Rowena has also built the confidence to speak about her leadership journey with other organisations, recently speaking to ANZ Banks' Talent Pool. In Indonesia, Dian and her fellow Indonesian participants worked to develop and are currently facilitating a tailored program for frontline women leaders, FACE (Female Acceleration and Empowerment), specifically designed for our Indonesian Business.

For Sangee, the program has been life changing. "My career prior to this program has always been about trying to fit in. Through this program I embrace my distinctive personal and professional journey, appreciate my unique identity and realise my inner strength. Women Leading @ Amatil has been life-changing not just professionally but also personally and for this I am eternally grateful."

WELLBEING



WELLBEING

2017 COMMITMENT

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

Coca-Cola Amatil will continue its commitment, established in 2009, to not market our non-alcoholic beverages (with the exception of water) to children under the age of 12

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

Coca-Cola Amatil will continue our commitment to the responsible service, promotion and consumption of alcohol

2016 PERFORMANCE

Alcoholic beverages

- Partnership with DrinkWise extended to cover our full alcoholic beverage portfolio in Australia, including our growing beer and cider range
- Voluntary responsible consumption and pregnancy advice labels implemented across our Australian range of alcoholic beverage products
- Joined Alcohol Beverages Australia to support initiatives that encourage responsible consumption of alcohol
- Australia-wide Responsible Service of Alcohol-accredited training for all employees working with alcohol, beyond employees whose roles require accreditation

SPC

- Continued the roll out of SPC ProVital® range, improving wellness and nutritional outcomes for patients

Non-alcoholic beverages

- Supported the launch of The Coca-Cola Company's 'the right amount' campaign in Australia, encouraging consumers to decide the right amount for them to consume
- Continued to implement reformulations across our portfolio in Australia in partnership with The Coca-Cola Company, including:
 - Reformulated all of our Deep Spring flavours range, reducing more than a quarter of the sugar content
 - Reduced sugar and kilojoule content of Sprite by 14%
 - LIFT now has 23% less sugar and 21% less kilojoules
- Launched new low- and no-kilojoule products including FUZE Tea and Glaceau smartwater® as well as 250mL PET bottles for Coca-Cola TM brands in Australia
- 34% of volume (in litres) of our Australian Beverages products comprises of either low- or no-kilojoule varieties
- Launched 390mL Coca-Cola, Fanta and Sprite as well as 350mL Frestea PET in four flavours, and Minute Maid Refresh in a cup in Indonesia, and launched the 300mL PET for Coca-Cola TM brands and Sprite in Papua New Guinea

Our Approach

We delight millions of consumers everywhere and every day with our leading range of ready-to-drink non-alcoholic and alcoholic beverages, coffee and ready-to-eat food snacks.

We agree that too much sugar and excess kilojoules are not good for anyone. We are working to help provide the right options and information so that people can better manage their sugar intake.

For our non-alcoholic beverages, we support The Coca-Cola Company's five-pillar approach detailing how we are working to manage the balance between enjoying our beverages and providing consumers with choices so they can responsibly manage their sugar intake.

- **Promote Choice** – We will actively encourage and enable consumers to enjoy our added-sugar beverages responsibly.
- **Innovate** – We will reduce sugar content across our portfolio, while offering new, great tasting, low- and no-kilojoule products.
- **Promote Clear Facts** – We will provide transparent nutrition information, portion recommendations and consumer education.
- **Market Responsibly** – We will adhere to responsible marketing guidelines and do not market to children under the age of 12.
- **Lead Engagement** – We will listen to and engage with industry, policy makers and experts to help improve the wellbeing of our communities.



CASE STUDY:

Indigenous Australia

We acknowledge the role Coca-Cola Amatil can play in supporting improved wellbeing outcomes in Australia's Indigenous communities.

In recognition of this responsibility, we continue to work closely with an increasing number of retailers and buying services in remote outback Australian communities, to help shape consumer choices, ensuring community stores are sustainable businesses that also drive better long-term health outcomes.

In 2016 we announced a three-year partnership with Mai Wiru, a not-for-profit organisation in the APY lands in North Western South Australia, the Northern Territory and Western Australia. 'Mai Wiru' means 'good food' in Pitjantjatjara, the

language most commonly spoken by the people of the APY lands.

This was a result of collaboration by the local sales team over a 12-month period to ensure we could supply the right products to help deliver on their mission to improve their communities' health and wellbeing. The execution will include a portion-controlled three-pack strategy comprising reduced cost of low-sugar products, space and range management to prioritise low- and no-sugar products and water promotion.

Pictured L-R: Mai Wiru CEO David Schomburgk with Coca-Cola Amatil's State Business Manager in the Northern Territory, David Box.

Our Progress

Building availability of smaller pack sizes

Our Australian Beverages Business is actively encouraging and enabling consumers to enjoy our added-sugar beverages responsibly, the heart of our Wellbeing commitment. Over recent years, we have increased our range of smaller packs, which are now available in more locations.

- In 2013 we upweighted investment in mini-can share packs
- In 2014 we launched 250mL can as a hero pack
- In 2015 we switched 390mL PET bottle from 450mL
- In 2016 we launched 250mL PET bottle

Since the launch of our 250mL PET bottle in July 2016, small packs are now offered in 86 per cent of grocery stores and in 69 per cent of convenience stores and petrol stations. We have also actively promoted small packs in supermarkets by being at discounted prices 30 per cent of the time.

Through our marketing campaign investment, we are strengthening delivery of the low- or no-kilojoule message. Coca-Cola Zero featured prominently in all anthem Coca-Cola TM television commercials, backed up with a further investment in building an understanding of the benefits of low- and no-kilojoule variants.

2016 also saw the launch of Coca-Cola's 'One Brand' global strategy which unites the four variants, Coca-Cola, Diet Coca-Cola, Coca-Cola Zero, and Coca-Cola with Stevia, under the iconic Coca-Cola brand.

"The new 'One Brand' approach will share the equity of Coca-Cola, across all Coca-Cola TM products, reinforcing our commitment to offer consumers choice with more clarity. This is a powerful investment behind all Coca-Cola products, showing how everyone can enjoy the specialness of an ice-cold Coca-Cola, with or without calories, with or without caffeine," said Marcos de Quinto, Chief Marketing Officer, The Coca-Cola Company.

Continual Improvement

We will continue to build progress by shaping choice, innovating, promoting clear facts, marketing responsibly and leading engagement in all that we do.

Non-alcoholic beverages

- Continue to innovate through reformulations and flavours, and expand our portfolio with low- and no-kilojoule beverages including further sugar and kilojoule reductions for Coca-Cola with Stevia
- Improve availability, visibility and affordability of portion-controlled small serves
- Implement Remote Indigenous Community strategy to promote healthy choices
- Commission an independent body to classify our products with a traffic light system against Government guidelines to inform, educate and support our customers in shaping choice
- In Indonesia, we will increase our investment in the promotion of still beverages including water, juice and tea

Alcoholic Beverages

Continue to make positive contribution to the social wellbeing of many millions of consumers who responsibly enjoy our products, while working constructively with government, industry and community to develop targeted approaches to reduce the minority of people who do not.

“

**WE WILL CONTINUE
TO BUILD
PROGRESS BY
SHAPING CHOICE,
INNOVATING,
PROMOTING CLEAR
FACTS, MARKETING
RESPONSIBLY
AND LEADING
ENGAGEMENT IN
ALL THAT WE DO**

”



CASE STUDY:

National Rugby League School to Work Transition Officer

As part of Coca-Cola Amatil's objective to help ensure the holistic wellbeing of communities and support our commitment to reconciliation with Indigenous Australia, and aligned with our NRL sponsorship, Coca-Cola Amatil has funded a pilot program for a Transition Officer for the NRL's School to Work (S2W) program).

The NRL S2W Program helps Aboriginal and Torres Strait Islander youth build aspirations, complete Year 12 or equivalent and successfully transition from school to employment or further study. Leveraging the popularity of the NRL brand the S2W program focuses on students' overall wellbeing. It has operated successfully for five years and achieved a 98 per cent success rate for transitioning students from school to employment or further study.

However, after a period of three months from graduation from the S2W program (nine months after the completion of school) the drop-out rate increases by 50 per cent. By funding a Transition Officer, students will continue to be supported for an additional six months with a target of continuing to engage at least 70 per cent of graduates and an aspiration for ongoing engagement through alumni projects.

The S2W program is already proving a success in helping to address retention rates of Indigenous students completing Year 12 (or equivalent) and then transitioning into employment or further study. Currently the program has seen over 775 participants, with 306 graduates transitioning into further education or sustainable employment and 92 per cent of graduates completing their HSC.

With data from the pilot program funded by Amatil the NRL will build a business case to continue to grow the program with a target of impacting more than 300 students over the next three years.

OUR ENVIRONMENT



WATER STEWARDSHIP

2017 COMMITMENT

We will optimise the use of water across our value chain, including:

- Ensuring sufficient, high quality sustainable supplies locally
- 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

2016 PERFORMANCE

Non-alcoholic beverage sites used 274 million litres less water in 2016 than 2015, a reduction of 4%

SPC's food manufacturing sites used 126 million litres less water in 2016 than 2015, a reduction of 8%

Water efficiency workshops conducted in Australian sites in Queensland and Victoria, with more planned for 2017 in New Zealand, Fiji and Samoa

Water sustainability included as part of a total supplier sustainability assessment covering the majority of Coca-Cola Amatil's key suppliers

Reforestation projects completed across Indonesia to aid in watershed protection

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. A review of the policy in 2017 will ensure it remains relevant and meets the evolving needs of our business and the communities in which we operate.

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 for non-alcoholic beverages in 2003, and from 2009 the scope of these studies expanded to all water sources for non-alcoholic beverages, including municipal and surface water, to ensure all stakeholders maintain sufficient supplies of fresh water as, and when, they need it. Each study is completely revised every five years, at a minimum, taking into account changes in our business, the community and all other stakeholders.

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 to develop rigorous management plans to ensure the risks are addressed to maintain ongoing supplies to all users. Each plan is regularly reviewed and updated as actions to mitigate risks are completed.

Water is inherently a local resource; an abundance in one location cannot make up for a deficit in another. Our approach to water stewardship is respectful of the nature of the resource to local communities.

Changing rainfall patterns can contribute to water stress and some of Coca-Cola Amatil's plants operate in water-stressed areas, most notably south-eastern Australia and Java in Indonesia. For example, record rainfalls in Victoria, Australia in late 2016 largely missed current catchment areas. As a result, Melbourne's catchments sat at 11 per cent below the 30-year average. In 2006, the city's water storages dropped from 60 per cent of capacity to 40 per cent in a single year. Our approach to water stewardship ensures that our plants can meet these challenges now and into the future.

In the Global Risks Report 2017 (12th Edition), the World Economic Forum again ranked water crises as one of the top five global risks of highest concern over the next 10 years. Along with extreme weather events and failure of climate change adaptation, water crises at a global level have featured for the last three years as the top most likely and/or most impactful risks facing the world.

Water sourced by volume and type

	ML (mega litres)	% of total consumed
Municipal	5400.198	66.01%
Groundwater	1874.618	22.92%
Surface water	903.456	11.04%
Harvested rainwater	2.740	0.03%
Total	8181.012	100%

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

Water management practices

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

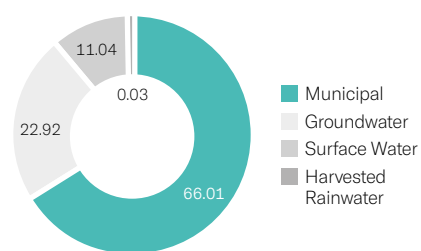
Our strategy in reducing water use is focused on five main areas:

- 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

Waste water

Coca-Cola Amatil's manufacturing facilities manage waste water to meet the more rigorous of either the local regulations or The Coca-Cola Company's specifications. Coca-Cola Amatil treats 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 by Source (%)



EMPLOYEE STORY:

Aaron Corley, National Technical Manager New Zealand

Aaron's role in our New Zealand operations covers all the Quality, Safety and Environment aspects of plant operations including water management from source to final use or disposal for both municipal and groundwater sources.

Our Putaruru plant produces the majority of New Zealand's bottled spring water in the Kiwi Blue and PUMP brands. Part of Aaron's role is to ensure that the spring water we source for them remains sustainable and he works to ensure that all the plants across New Zealand operate to a high degree of water efficiency. Globally, the average water efficiency in the Coca-Cola System was 1.98L/L in 2016, and New Zealand achieved a significantly better result at 1.73L/L.

Aaron engages expert independent hydrogeologists to produce a Source Vulnerability Assessment, a water source specific risk assessment covering both quality and quantity aspects as well as considerations of social, environmental, political and regulatory aspects of our source water. Approved water sources must meet the global standards endorsed by The Coca-Cola Company.

A specific Source Water Protection Plan is developed for each production site that includes all relevant water sources for the plant, and actions to mitigate identified risks are developed and actioned as appropriate.

Shown here is the main source for the North Island around three hours from the Auckland plant for which Aaron is responsible.



WATER REPLENISHMENT

2017 COMMITMENT

Safely return to nature an amount of water equivalent to that which we use in our beverages by 2020

2016 PERFORMANCE

With funding from The Coca-Cola Company for water replenishment projects:

- 4.89 billion litres of water safely returned in Australia and Indonesia
- 159% of all water used in all Coca-Cola Amatil Group non-alcoholic beverage production replenished
- Continued reduction in nitrogen, phosphorus and pesticide runoff to the Great Barrier Reef
- Over 1000 infiltration wells continue to replenish aquifers across Indonesia

Our Approach

In August 2016 The Coca-Cola Company announced it had achieved its global 2020 goal of safely returning to nature the amount of water used in our beverages, becoming the first Fortune 500 company to publicly make the claim and five years in advance of the original timeline.

Within Coca-Cola Amatil's operations this covered projects in reef catchments in Australia, and infiltration wells, reforestation and enabling community water access initiatives in Indonesia.

Australia – Project Catalyst

Working with sugar cane farmers in northern Queensland and in conjunction with the World Wildlife Fund (WWF), the Australian Federal Government and local resource management groups, Project Catalyst's objectives were to:

- Reduce sediment, nutrient and chemical loss in freshwater entering the Great Barrier Reef
- Reduce runoff and increase infiltration from sugar cane farming regions around the Mackay Whitsunday region of Queensland

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

Indonesia – Infiltration wells, reforestation and community access projects

Infiltration wells were established in the Sibolangit and Bah Bolon watersheds in Northern Sumatra near Medan city to more readily recharge one of the city's main water supplies. 690 infiltration wells were constructed in key areas across the two catchments which span an area of over 2.8 million square metres.

A second infiltration well project in the Mojokerto District near Surabaya in east Java established 650 infiltration wells to promote replenishment of an important ground water source for Mojokerto City.

A reforestation project of five hectares of the Upper Ciliwung Forest was created to protect and regenerate the degraded Ciliwung watershed, an area characterized as a critical zone by the Indonesian Ministry of Forestry. Approximately 2000 trees, a mix of agathis, nutmeg and quinine were planted to reduce erosion and prevent downstream flooding, including in Jakarta itself.

A fourth community-based project in conjunction with Yayasan Bina and Usaha Lingkungan enabled fresh water access to 1900 people through the installation of an improved water system in the community.

Our Progress

The quantified benefits derived from these projects attributable to The Coca-Cola Company have been:

Country	Project	Benefit attributable to TCCC (ML/year)
Australia ¹	Catalyst	3,745
Indonesia	Infiltration wells (Sumatra)	746
	Infiltration wells (Java)	392
	Reforestation	0.70
	Community Access	13.87

¹ Additionally the water quality improvements as a result of Catalyst are a reduction of 25.8T of Nitrogen, 9.0T of Phosphorus and 0.105T of Pesticides entering the Great Barrier Reef each year.

These figures have been proportioned based upon the value of The Coca-Cola Company's contributions to the projects. The total environmental benefits of these combined projects run significantly higher. For example, the full benefit of Project Catalyst is saving an incredible 19,172 million litres of total water use per year.

Coca-Cola's Chief Sustainability Officer Bea Perez visited some Project Catalyst farms in 2016 and remarked:

"It's wonderful to see so many dedicated sugar cane growers band together to make a difference. Part of meeting our replenishment goal is engaging in diverse, locally-focused community water projects, which work towards set objectives such as supporting water conservation and raising awareness on critical local water issues. Project Catalyst is one of the many water projects and partnerships supported globally by Coca-Cola, and we are proud of their leadership and achievements made in sustainable agriculture and watershed protection".

WATER EFFICIENCY

2017 COMMITMENT

We aim to use less than 1.95L of water to produce 1L of non-alcoholic beverages by 2020 across the countries in which we operate

2016 PERFORMANCE

Coca-Cola Amatil Group non-alcoholic beverages water intensity was 2.08L/L in 2016, a 3.7% improvement and consuming 247 million litres less water than in 2015

Water efficiency improved by 4.6% in the alcoholic beverages category, consuming 53 million litres less water than in 2015

In the food category water efficiency improved by 1% consuming 126 million litres less water than in 2015

In 2016 we harvested 2.74 million litres of rainwater at Cibitung in Java

Our Approach

Enhancing water efficiency across all our operations requires initiatives tailored to production processes and auxiliary processes associated with manufacturing plant facilities.

Water Treatment Optimisation

All Coca-Cola Amatil 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.

In treating that water, we aim to minimise the losses from filter backwashing, disinfection and polishing processes by capturing, processing and reusing as much as possible without compromising quality. Each plant also has a tailored solution for managing this aspect of water treatment to ensure minimal waste.

Cleaning and Sanitation

In all plants the highest non-production use of water is in the cleaning and sanitation of the tanks, pipework, and filling equipment. In ensuring the delivery of high quality, safe to consume products, we aim to maximise cleaning and sanitation efficiency whilst minimising the use of water and chemicals. This careful balance is constantly monitored and undergoes robust validation whenever a change is made to either process or product.

A key focus in improving cleaning efficiencies continues to be only using the right amount of water and energy to effectively maintain hygienic conditions and we are constantly seeking opportunities to improve this balance. We are also working with our partners to not only optimise the use of cleaning chemicals but find ones that are safer for our people to manage and which reduce hazards in our waste water treatment systems.

Auxiliary processes

In our plants the main water consuming auxiliary processes are container rinsers, steam boilers, cooling towers and refrigeration condensers. If not properly monitored, managed and maintained, processing unit operations such as these can consume large quantities of water and energy. In many of our sites we sub-meter these systems to measure and manage any changes in use over time, and we are working to expand this process across all operations.

Careful management of steam systems is particularly important as the value of steam is many times that of the water itself. To assist in steam management, boilers are tuned frequently to optimise both water and energy use, and steam traps are included in planned maintenance schedules to ensure maximum condensate return. Similarly, we have invested in technology to more accurately monitor and control the chemistry of cooling towers in Australia to improve both chemical and water use within the towers. Once complete we will look to roll out to other sites around the Coca-Cola Amatil Group.

Recovery and reuse

Other water consumers in many of our plants include vacuum pumps that use water to generate a vacuum in de-oxygenated water systems and pump seals flushing water. Work is under way to determine the best options at each site to either eliminate or capture and reuse this typically high quality source into non-product applications around the factory.

A site-by-site approach will be necessary to ensure an appropriate water balance is maintained given the unique context of each of our operations.

Alternate sources

In some of our sites we augment the use of municipally supplied water with other sources. At our Cibitung plant in Java, Indonesia, we continue to harvest rainwater from the rooftop of the factory, collecting 2.74 million litres last year. Alternate sources of water, whether it be rainwater 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. Where in use, on-site bores are managed under licence with the relevant water authority in the region, state or area of operation.

Our Progress

Coca-Cola Amatil and The Coca-Cola Company conducted water efficiency workshops in our Richlands and Moorabbin plants in Australia in 2016. These are aimed at not only delivering water savings but educating and engaging the local teams in water stewardship. Each two-day workshop culminates with a plant activity to identify, qualify and quantify potential water savings most often from simple changes. Both the Moorabbin and Richlands teams identified several million litres of potential savings, which are now being actioned.

A similar activity was conducted at the SPC Shepparton plant, delivering a significant proportion of the 126 million litres now being saved annually. More workshops are planned in 2017 for New Zealand and Fiji, also bringing in participants from our Samoan plant.

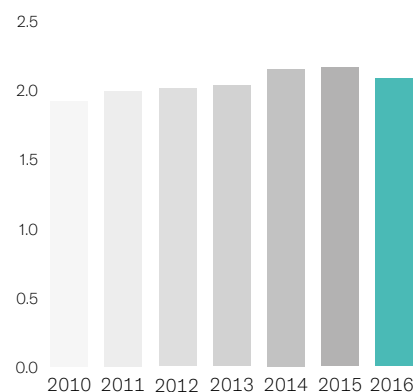
Safety is always our top priority and eliminating unnecessary water from the factory floors also reduces the risk of slips, improves good manufacturing practice, and can actually result in less cleaning making our factories safer and healthier, and easier places in which to work.

In line with our last report, we are 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-alcoholic beverages from our food production, and consolidated our breweries and distillery water efficiencies.

Non-alcoholic beverages

In 2015 we highlighted the increasing influence our Indonesian operations have on the overall non-alcoholic beverages total performance. In 2016 this was a key driver in the improvements seen across the non-alcoholic beverage category. The Indonesian operations improved their water efficiency by 7.2 per cent in 2016 whilst volume grew by 4.7 per cent, showing that a de-coupling of water use to production volume is having a positive effect. Other big improvements by country included a 4.3 per cent improvement in New Zealand and a massive 14.3 per cent improvement in Fiji. After some changes in product mix and volumes that impacted water efficiency in 2014 and 2015, a reversal of the increasing trend in 2016 moves us in the right direction for meeting our goal of using <1.95L/L of water in the non-alcoholic category.

Coca-Cola Amatil Group Non-alcoholic Beverages Water Intensity (L/L)



7.2%

Indonesian operations improved their water efficiency by 7.2% in 2016

4.3%

New Zealand operations improved their water efficiency by 4.3% in 2016

14.3%

Fiji operations improved their water efficiency by 14.3% in 2016

In late 2016 we invested in a major water recovery system at our Richlands plant. Whilst the timing of the implementation of this project has not influenced our 2016 Australian water efficiency performance, it is anticipated that going forward the water recovery system at Richlands will deliver savings of approximately 30 million litres of water per annum.

In 2016, we announced the closure of one of our smaller spring water bottling sites in Victoria and the transitioning of its activity to the Moorabbin plant in 2017. This decision is expected to have a positive impact on the Australian water efficiency performance, as we will be deploying new technology at Moorabbin to modernise production and improve water efficiency, quality and safety when compared to the current operation.

Food and Coffee

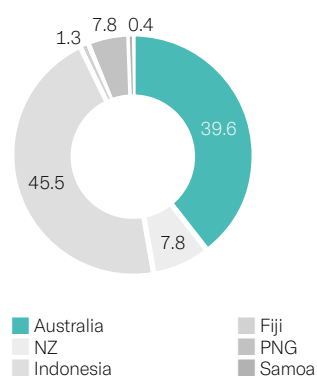
2016 was the first full year of consolidated operation at the SPC Shepparton site, having incorporated tomato processing from the Mooroopna site in late 2015. As expected, a positive change resulted in a saving of over 126 million litres of water when compared to the previous consumption of the separate sites combined. This represents an 8 per cent decrease in total water use from the previous year and is a result of consolidating sites and an increased management focus on water efficiency.

As in the past, the chart opposite shows only the water intensity for SPC, as no water is used in the roasting of coffee.

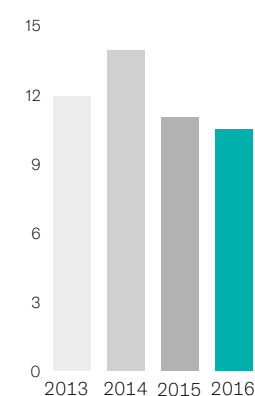
Alcoholic Beverages

In brewing and distilling across the alcoholic beverages category, Coca-Cola Amatil recorded a 4.6 per cent improvement in water efficiency covering the breweries in Australia, Fiji and Samoa and the Lautoko distillery also in Fiji. The Fijian brewery, the largest influence on the total group, increased output by 3.5 per cent whilst also delivering an 8.3 per cent improvement in its water efficiency.

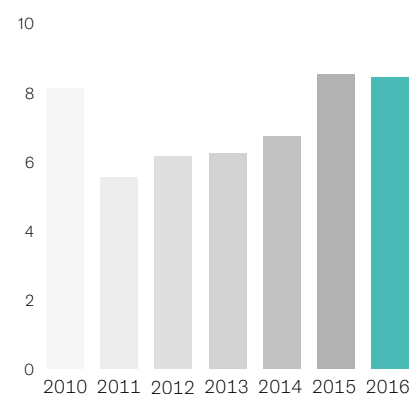
Coca-Cola Amatil Non-alcoholic Beverages total water use 2016 (%)



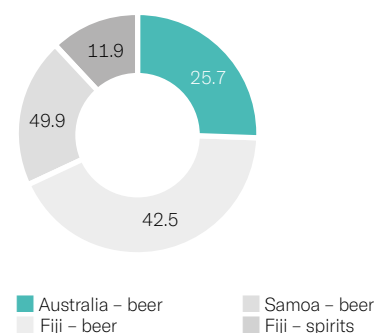
Coca-Cola Amatil Group Alcoholic Beverages Water Intensity (L/L)



Coca-Cola Amatil Food Water Intensity (L/kg)



Coca-Cola Amatil Group Alcoholic Beverages Production Volume 2016 (%)



BIODIVERSITY

2017 COMMITMENT

Coca-Cola Amatil supports 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.

2016 PERFORMANCE

Our performance in protecting and improving biodiversity in 2016 includes:

- Indonesia donated more than 46,000 trees in vulnerable areas across the country, including trees from Coca-Cola Forest program in Lampung (South Sumatra) and Bandung (West Java). Through these donations we also supported Citandui river conservation effort in West Java and reforestation effort in East Java
- Supporting orangutan conservation campaign "SAVE DODO" with Swiss-Belhotel International and Quiksilver Indonesia. In November 2016, together we donated IDR 100 million for Borneo Orangutan Survival (BOS) Foundation from a t-shirt selling campaign
- The ninth year of Bali beach clean-up programs, in partnership with Quiksilver Indonesia, across five beaches in Bali. Since 2007 we have removed more than 32 million kilograms of rubbish from the iconic beaches; 2.8 million kilograms in 2016 alone
- The sixth year of the olive ridley sea turtle conservation program on Kuta Beach (Kuta Beach Sea Turtle Conservation), Bali in partnership with Quiksilver Indonesia. In 2016 we have safely returned 24,990 baby sea turtles to their natural habitat
- Indonesia allocated hundreds of trash bins across the country, particularly in our bottling plant areas, to create environmental awareness and participate in educating people to reduce litter. Coca-Cola Amatil Indonesia partners with local governments to ensure that the bins are placed in strategic areas and also conducts a clean-up day during the bins handover ceremony. Since 2012, we have donated more than 3,100 bins
- Ongoing support for turtle conservation with Mamanuca Environment Society in Fiji
- Beach clean-up program in Victoria and Landcare habitat regeneration in NSW



CASE STUDY:

Beach Clean-up Victoria and Landcare Habitat Regeneration NSW

In November and December 2016 volunteers from our Moorabbin plant in Victoria spent three days clearing litter from some of Victoria's iconic beaches. Beaches and surrounding parkland areas were targeted at Carrum, Mentone and Mordialloc in conjunction with the local councils.

In partnership with Landcare Australia volunteers from The Coca-Cola Company and Coca-Cola Amatil headed out in December 2016 to Lane Cove National Park to restore native trees and shrubs to a popular picnic area within the park. Working in two groups one targeted planting activities whilst the other removed noxious weeds such as lantana and privet.

[Click here to see our work with Landcare in 2016.](#)



CASE STUDY:

Reforestation – East Java, Indonesia

'Hutan Asuh' (Foster Forest) is a three-year-old tree planting program in collaboration with the local farmers' organisation, Sumber Makmur Abadi (SUMADI), established in 2015. Through Hutan Asuh, Coca-Cola Amatil donated multipurpose tree seeds to 100 local farmers. The trees

are planted in 45.5 hectares of critical land in Sumberejo Arjuna Mountain, incorporating the Surabaya plant's water catchment area, and will help to convert the land into a more productive area. By implementing the program we are enabling employment opportunities for 100 locals, improving their economic and social

welfare, and ultimately targeting increased financial independence for them. As at December 2016, there are 13,306 coffee trees in Foster Forest. In 2017, we will plant 15,000 baby trees through collaboration with the local farmers. Trees will include lemon, sengon (Silk trees/Albizia chinensis), and coffee.



CASE STUDY:

River Protection Effort – West Java, Indonesia

Citandui River in Tasikmalaya, West Java is the essential source of water that supports the livelihoods of two districts (Ciamis and Majalengka), and two cities (Banjar and Tasikmalaya). For hundreds of years, the community has been utilising water from Citandui River to meet their needs, especially for drinking and to irrigate hundreds of hectares of rice fields in two regions. Citandui River water quality is relatively high, and through this effort Coca-Cola Amatil aims to maintain and ultimately improve the water quality.

Though the upstream area appears green and lush, the land is mostly covered by shrubs and reeds rather than standing trees. This makes the area prone to landslides and lower water infiltration. In 2016, Coca-Cola Forest Bandung focused its trees donation program on the Citandui River in collaboration with local NGOs, local communities, and under the supervision of West Java Environmental Agency. In 2016, we donated 20,000 baby trees to support the river protection effort. Only specially selected trees are given for donation to ensure they are strong enough to be transferred to the conservation areas.

Coca-Cola Amatil Indonesia regularly monitors and maintains the conditions of the trees. This initiative embodies Coca-Cola Amatil's commitment to grow together with the regions in which we operate as a responsible business.

CLIMATE CHANGE AND ENERGY

2017 COMMITMENT

Continue to reduce the carbon footprint of the drink in your hand by 2020

Benchmark our food, coffee and alcoholic beverages Businesses against global peers and develop appropriate, meaningful emissions reduction targets for 2020

2016 PERFORMANCE

Our manufacturing carbon footprint was 278,563 tonnes of CO₂e in 2016, a 6.7% improvement on 2015

Our manufacturing plants emitted 70.88g CO₂e/L in the production of non-alcoholic beverages in 2016

0.52MJ/L Coca-Cola Amatil Group non-alcoholic beverages energy intensity in 2016, a 2.4% improvement on 2015

3.14MJ/kg Coca-Cola Amatil Group food and coffee energy intensity in 2016, a 9.1% improvement on 2015

4.41MJ/L Coca-Cola Amatil Group alcoholic energy intensity in 2016, a 10.3% increase on 2015

Our Approach

Coca-Cola Amatil's climate protection and emissions management covers the major stages of our product life cycle including ingredients, packaging, manufacturing, distribution and refrigeration for our non-alcoholic beverage products. The proportions of emissions attributable to each life cycle stage varies between countries of operation and we are reaffirming those proportions in the near future.

Electricity consumption from the grid remains one of the major drivers of emissions, and the emissions intensity of electricity supplied varies considerably not only between countries, but also within them. In Australia and Indonesia coal fired generation still predominates leading to higher grid emission factors. However, this is changing as the penetration of renewable energy continues. Large scale solar farms in Australia have come online in the last 12 months and wind continues to be a major source of renewable energy in some states. In addition, we are investigating and investing in onsite renewables where it makes sense to do so.

Similarly, the Australian natural gas market has undergone massive change in the last year with the last of the major liquefied natural gas facilities in Queensland coming online enabling Australian gas supplies to be opened up to the world markets. Natural gas is the source of 48.6 per cent of the energy consumed across the total Coca-Cola Amatil Group and over half of that consumption is within Australia. We are also investigating alternatives such as waste heat recovery and ways to further improve our energy efficiency within our factories.

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

- Scope 1** is direct emissions from the 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

At present, we estimate our non-alcoholic beverages emissions profile to be apportioned as such:

Non-alcoholic Beverage Emissions Profile

		CO ₂ e
Ingredients	Sweeteners, Fruit, Tea, Coffee, CO ₂	14%
Packaging	Primary, Secondary	24%
Manufacturing	Fuel, Electricity	14%
Distribution	Trucking, Fleet, Logistics	6%
Refrigeration	Refrigerants, Electricity	42%

This applies only to our non-alcoholic beverages Businesses. As previously stated we are working to reaffirm our emissions profile with improved and additional data in 2017.

As with most manufacturers, approximately 80 per cent of our emissions profile sits within Scope 3 indirect emissions, including ingredients, packaging and refrigeration. We expect there to be a considerable difference between our non-alcoholic Scope 3 emissions profile and Scope 3 emissions profile for our alcoholic beverages, food and coffee products because of very different profile in terms of production, ingredients, their differing packaging formats and the

ways in which they are consumed. We aim to quantify these differences across ingredients, packaging, manufacturing and distribution as a matter of priority and assess whether refrigeration is material to our emissions profile.

Our Manufacturing Carbon Footprint

Coca-Cola Amatil's emissions from core operations in manufacturing are recorded as their Scope 1 and Scope 2 emissions, accounting for all fuel uses on site including natural gas and LPG and diesel consumed on site for generators, vehicles or other applications. In 2016 our Scope 1 and 2 emissions by country from each product category were:

Non-Alcoholic Beverages

Tonnes of CO ₂ e	Australia	New Zealand	Fiji	Indonesia	PNG	Samoa
Scope 1	12,411	2,377	853	23,947	2,718	302
Scope 2	65,786	6,595	782	94,272	6,549	133

Food and Coffee

Tonnes of CO ₂ e	Food (SPC)	Coffee (Grinders)
Scope 1	20,628	970
Scope 2	30,716	396

Alcoholic Beverages

Tonnes of CO ₂ e	Australia (beer)	Fiji (beer)	Samoa (beer)	Fiji (spirits)
Scope 1	1,368	3,114	1,138	36
Scope 2	1,843	1,019	500	107

We measure our footprint across all manufacturing activities in all countries, excluding owned and third-party fleet operations in this data. 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-alcoholic beverages make up 77.8 per cent of all Coca-Cola Amatil Group emissions.

Total Group Emissions

Tonnes of CO ₂ e	Non-alcoholic beverages	Food & Coffee	Alcoholic beverages	Coca-Cola Amatil Group Total	% of Total
Scope 1	42,608	21,599	5,657	69,864	25.1%
Scope 2	174,117	31,112	3,470	208,699	74.9%
Total	216,725	52,711	9,127	278,563	100%
% of Group	77.8%	18.9%	3.3%		

“
WE MEASURE
OUR FOOTPRINT
ACROSS ALL
MANUFACTURING
ACTIVITIES IN ALL
COUNTRIES
”

Our Energy Use

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

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 ingredient carbon dioxide in Papua New Guinea. It includes the energy consumed either directly or indirectly in all activities 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 reporting from some countries, although we intend to include this category in future reports.

Our Progress

As our business continues to evolve and advance we take the opportunity to engineer efficiencies whenever a major change occurs. As with the impacts of water efficiency brought about with the changing nature of our product portfolio, energy efficiency and productivity is also a key consideration for our business.

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

Non-alcoholic Beverages

Since 2015, there has only been a small change in our energy split by country, and the biggest shift in Papua New Guinea was due to a prolonged maintenance period for our CO₂ self-manufacture plant during which CO₂ was sourced from an external supplier.

Food and Coffee

In consolidating the Mooroopna and Shepparton sites of SPC, gains in energy efficiency reduced the overall energy intensity of our food and coffee operations by a significant 9.1 per cent when compared to 2015.

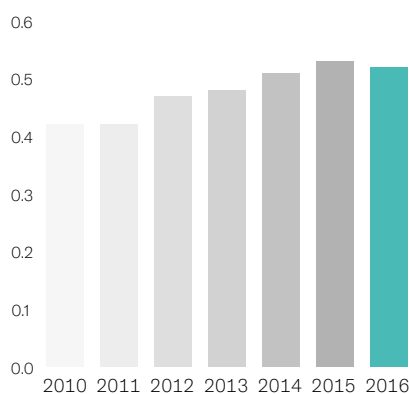
Alcoholic Beverages

Our alcoholic beverages energy intensity increased by 10.3 per cent in 2016 when compared to 2015 due in part to the availability of natural gas for the Yenda brewery in Australia being limited to the second half of the year. The brewery was dependent upon LPG during some peak production months.

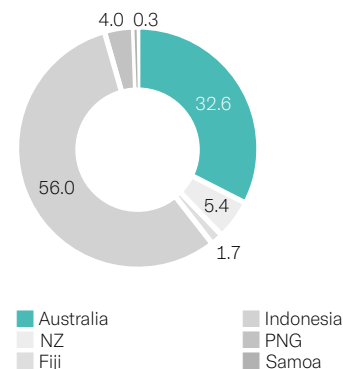
Total Group Energy Use

			GJ	% of Total
Fuels consumed by source	Natural Gas used		1,105,182	48.60%
	LPG used		79,180	3.48%
	Diesel & Petrol used		109,541	4.82%
	Wood burned		45,452	2.00%
		MWh	GJ	% of Total
Electricity consumed by source	Electricity from Grid	259,498	934,192	41.08%
	Solar PV Generation	132	475	0.02%

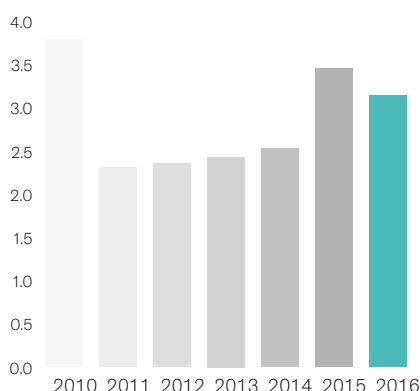
Coca-Cola Amatil Group Non-alcoholic Beverages energy intensity (MJ/L)



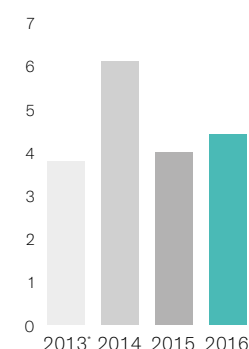
Coca-Cola Amatil Non-alcoholic Beverages total energy use 2016 (%)



Coca-Cola Amatil Group Food & Coffee Energy Intensity (MJ/kg)



Coca-Cola Amatil Group Alcoholic Beverages energy intensity (MJ/L)



*2013 was Coca-Cola Amatil's first year in Alcohol production



RESPONSIBLE SOURCING

2017 COMMITMENT

Coca-Cola Amatil is committed to sustainable procurement practices and believes they are integral to how we conduct business. Amatil plays an active role in driving positive social, environmental, and economic improvements within our supply chain to create benefits for society, and the communities in which we operate

We continue to drive responsible procurement practices of the highest ethical and professional standards to ensure we appropriately manage risk with external suppliers

We will work with our diverse range of suppliers globally as we implement the *Responsible Sourcing Guidelines*, showing preference to suppliers that go beyond compliance

We will investigate opportunities to increase Indigenous diversity in our supplier workforce and in the provision of goods and services to our organisation

2016 PERFORMANCE

Coca-Cola Amatil *Responsible Sourcing Guidelines* published on our website [here](#)

692 tonnes of Fairtrade Organic Coffee and Rainforest Alliance Coffee sourced in 2016, an increase of almost 100 tonnes from 2015

Grinders continues to be the largest roaster of Fairtrade-branded green beans in Australia since 2010

Grinders has contributed a premium of over \$875,000 to Fairtrade to help provide better working conditions and fairer terms for farmers and workers in developing countries. In Papua New Guinea, the Fairtrade premium projects revolve around education, health, expanding the water supply and in improving organisational capacities such as office building, equipment, and vehicles

Our Approach

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

As such, our Procurement Policy encompasses the Coca-Cola Amatil *Responsible Sourcing Guidelines* that are aligned with The Coca-Cola Company's Supplier Guiding Principles.

Amatil's *Responsible Sourcing Guidelines* clearly set out our expectations of suppliers regarding business ethics, human rights and labour standards, the environment, society and the communities within which we operate. Amatil remains committed to fully enforcing these guidelines and expects its suppliers to develop and implement appropriate internal business processes to ensure compliance.

Non-alcoholic Beverage Emissions Profile

		CO ₂ e
Ingredients	Sweeteners, Fruit, Tea, Coffee, CO ₂	14%
Packaging	Primary, Secondary	24%
Manufacturing	Fuel, Electricity	14%
Distribution	Trucking, Fleet, Logistics	6%
Refrigeration	Refrigerants, Electricity	42%

Our Progress

Upholding supplier standards is achieved through regular assessments, which are an important part of the governance process to identify, prevent and correct non-compliance practices. Suppliers are assessed or audited against either Coca-Cola's *Supplier Guiding Principles* or Coca-Cola Amatil's *Responsible Sourcing Guidelines*.

In 2016, significant progress was made with strategic suppliers participating in a Corporate Social Responsibility assessment program to measure performance against our own guidelines. Strategic suppliers were actively engaged and encouraged to participate in the CSR assessment program, conducted by an independent third party, EcoVadis. The CSR assessment results provide a reliable rating of strategic suppliers' CSR performance and compliance to the Coca-Cola Amatil guidelines.

Coca-Cola Amatil will continue to work closely with The Coca-Cola Company in arranging independent third-party audits to be conducted with strategic suppliers. The suppliers that have been assessed by either EcoVadis or audited under The Coca-Cola Company's *Supplier Guiding Principles*, represent the majority of the Coca-Cola Amatil Group procurement expenditure.

Coca-Cola Amatil will continue its collaboration with EcoVadis and will seek to expand participation of strategic suppliers in the CSR assessment program. The EcoVadis solution has enhanced risk monitoring capabilities in the Amatil supply chain, while identifying areas for improvement and supplier best practices.



CASE STUDY:

An EcoVadis Journey with Tony Hambali Managing Director Dynapack Asia

Dynapack Asia supplies bottle closures to Coca-Cola Amatil Indonesia and undertook the EcoVadis survey for the first time in 2016, completing it twice in one year. Our current score is 50 (Silver Level) of a possible 100. However, this is in stark contrast with our initial assessment score of 26, prompting decisive action from the company's leadership.

The catalyst for change came from within, starting with business leaders and a growing number of young talents. Being driven by our leaders, sustainability became an integral part of our strategy map, with clear actions and accountability for each initiative. It was cascaded to every plant and individual in the organisation and is one of the key

agenda items in executive meetings and performance reviews. The growing number of young talents joining our group helped solidify sustainable business practices. They have a strong sense of responsibility and ensure that our group impacts positively on the environment.

Last but not least, Coca Cola Amatil as a key customer continuously worked in partnership with us, driving the importance of fulfilling global standards of responsible business practices.

Our next step is to achieve EcoVadis Gold Level by 2018. We truly believe that every organisation and individual should take sustainability seriously to ensure that we leave the next generation with a better world to live in.



CASE STUDY:

Smartcane BMP meets Coca-Cola's sustainable sugar needs

CANEGROWERS (the peak body for Australian sugar cane growers) has been working closely with both The Coca-Cola Company and Coca-Cola Amatil to support its sustainable sourcing requirements for the Australian market.

Smartcane BMP is a best management practice program for Queensland sugar cane growers. It provides a framework for growers to demonstrate and implement farm practices that improve productivity while reducing the risk of environmental impact, particularly to the Great Barrier Reef. Smartcane BMP covers 65% of the Queensland cane area (258,009ha). It supports the provision of sustainably sourced sugar and meets Coca-Cola's Sustainable Agricultural Guiding Principles. Smartcane is aligned with the Bonsucro Production Standard indicators.

Key personnel from The Coca-Cola Company and Coca-Cola Amatil met with representatives of CANEGROWERS in Mackay, Queensland in 2016 to review Smartcane BMP, sustainable sourcing, and the production of sugar for Coca-Cola Amatil's Australian products. This has resulted in an ongoing relationship which means Smartcane BMP can provide Coca-Cola Amatil with sustainably sourced sugar for 2017 and beyond.

Matt Kealley Senior Manager - Environment & Sustainability - CANEGROWERS

Photo - CANEGROWERS Chairman Paul Schembri and his brother Joe on their Smartcane BMP-accredited farm in Mackay.

SUSTAINABLE PACKAGING & RECYCLING

2017 COMMITMENT

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 and alternate materials

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

2016 PERFORMANCE

PET resin savings of 1237 tonnes per annum compared to 2015. In Indonesia, Aedes is the lightest weight 600mL PET

Recycled PET (rPET) made up 16% of all resin purchased in 2016, down slightly on 2015 due to processing constraints on some bottles. We are targeting 25% by the end of 2017

- Mount Franklin 600mL remains at 50% rPET content
- Targeting Mount Franklin 600mL to be 100% rPET content by the end of 2017
- All other Australian small PET contains a minimum of 20% rPET

Aluminium savings of 400 tonnes per annum on 2015 by can mid-wall reductions

Cardboard savings of approximately 1150 tonnes per annum on 2015 by converting cases from B-flute to R-flute and eliminating the tray from all small PET packs

LDPE shrink-film savings of 195 tonnes per annum on 2015 by down-gauging from 60µm to 45µm

Non-alcoholic Beverage Emissions Profile

		CO ₂ e
Ingredients	Sweeteners, Fruit, Tea, Coffee, CO ₂	14%
Packaging	Primary, Secondary	24%
Manufacturing	Fuel, Electricity	14%
Distribution	Trucking, Fleet, Logistics	6%
Refrigeration	Refrigerants, Electricity	42%

Our Approach

Packaging innovation is led by Coca-Cola Amatil's Futureworks team in Sydney and is a continual process with a focus on several key aspects:

- **Remove:** where our packaging innovation team looks for opportunities to eliminate materials from our goods. For example, the removal of cardboard trays from the cases of 450mL PET to be just shrink-wrap, and a down-gauging of the shrink-wrap used from 60µm to 45µm.
- **Reduce:** light-weighting of primary packaging for bottles, cans and closures, and secondary packaging such as cardboard cases and shrink-wrap.
- **Replace:** seeking to replace virgin materials with recycled or alternative materials such as recycled PET (rPET) which continues to make up a significant proportion of all our PET bottles.
- **Recyclable:** ensuring that 100% of the bottles and cans Coca-Cola Amatil produces are recyclable.

2016 packaging footprint for Australia, New Zealand, Fiji, Indonesia, Samoa and Papua New Guinea

Material used	Tonnes	Total recycled content (by weight)
PET	65,136	16.0%
HDPE	2,601	—
Plastics (all other)	2,759	—
Aluminium	37,440	65.6%
Steel	7,137	20.0%
Glass	23,889	31.1%
Board & Paper	31,587	49.8%

Our Progress

Packaging is the second largest contributor to Coca-Cola Amatil's carbon emissions footprint, being 24 per cent of total emissions. Carbon is embedded in the production of the raw materials such as PET resin, aluminium, forestry products and in the processing of those materials to their final form, being a bottle, can, closure, label, box or case. Our dedicated packaging innovation team has been working to minimise our use of packaging, and by association, emissions from packaging.

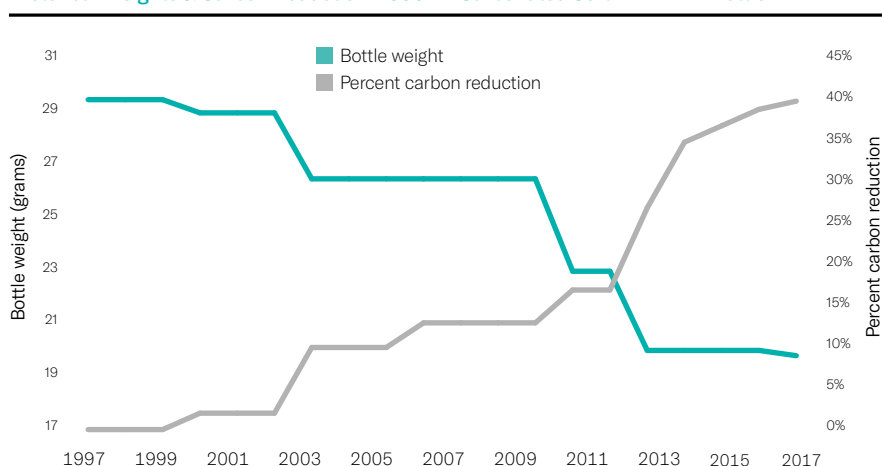
The Futureworks team, headquartered in our Sydney Head Office, and their counterparts in Jakarta, have made a material difference to Coca-Cola Amatil's packaging footprint over time and won several packaging excellence awards in the process. Collaborating with our major suppliers of PET, beverage cans, labels and board, and the team strives to minimise packaging use whilst maintaining fit-for-purpose packs across the range.

By bringing in-house the manufacture of PET preforms and the majority of our bottle closures in Sydney and Jakarta in recent years, Coca-Cola Amatil has control over the development of new lightweight PET preforms (the step before being blown into bottles) and the inclusion of rPET has made innovation faster, simpler and more effective than ever before.

In 2016 we successfully transitioned all small PET from 20 grams or 23 grams preforms to a common 19.8 grams, up to a 13.9 per cent reduction resulting in 1017 tonnes of resin saved per annum. Similarly, we reduced our large PET preforms from 34 grams to 33 grams saving another 220 tonnes per annum of PET resin. These were already the lightest in The Coca-Cola system worldwide and now set an even higher benchmark.

In aluminium cans we have worked to reduce the mid-wall thickness of the can whilst ensuring the can will maintain its integrity from production line to consumer. Even a small reduction of 6µm such as this has a large flow-on effect given the number of cans Coca-Cola Amatil produces in a year. This change has reduced the weight of a can by 4 per cent and saved an additional 400 tonnes of aluminium per annum. In Indonesia, we are investing in smaller closures for Minute Maid Nutriboost and a slimmer can, which will reduce aluminium content.

Historical Weights & Carbon Reduction – 600mL Carbonated Soft Drink PET Bottle



For secondary packaging such as labels, cartons and shrink-packs we work closely with key suppliers to develop new ways and new product grades to safely transport our products to customers. In 2016, in conjunction with our suppliers, Futureworks transitioned our beverage board, used in making cartons for large PET bottles, from a B-Flute to an R-Flute - a new type of corrugated fluting that improves rigidity and strength. This transition to R-Flute resulted in a nett reduction in paper for the same volume of approximately 400 tonnes per annum. This new board is now in place in all states across Australia and in New Zealand.

We are also working on optimising labels across the Mount Franklin, Powerade and Fuze Tea range, down-gauging from 50µm to 40µm and moving from a laminate (multi-layer) structure to a mono-web (single layer) printed one.

“
**THIS CHANGE HAS
 REDUCED THE
 WEIGHT OF A CAN
 BY 4 PER CENT
 AND SAVED
 AN ADDITIONAL
 400 TONNES
 OF ALUMINIUM
 PER ANNUM**
 ”



CASE STUDY:

Paul Thomson - Futureworks Secondary Packaging Manager

Our consumers will not likely ever see Paul's work. Removing, reducing or replacing secondary packaging goes on behind the scenes and involves the outer packaging that enables a case of beverages to move through the supply chain from factory to warehouse and arrive in a customer's store in premium condition.

Paul's work involves optimising cardboard cases, shrink-film packs and can multipacks to minimise Coca-Cola Amatil's impact on resource use, ensure recyclability and maximise recycled content wherever possible. Paul works in collaboration with key suppliers and in 2016 this resulted in some significant reductions in both cardboard and Low Density Polyethylene (LDPE) usage in our packs. By removing the cardboard tray from small PET (390mL, 450mL and 600mL) variants, and moving to a shrink-only pack, 746 tonnes per annum of cardboard has been removed from our value chain. Whilst this may sound simple enough to do, it is typically a complex process. It involves engaging suppliers of materials in packing and palletising trials at the factory, completing small and full scale transport trials with logistics providers, warehouse trials to ensure

our automated systems can handle the new packs, and training pick-face operators on correct manual handling. Finally, approvals and acceptance by our customers are required before such a change can be rolled out.

Another major change Paul successfully delivered in 2016 was the down-gauging and colour change of shrink-film overwrap for our 2X10X375mL can multipacks. Our 10 packs of 375mL cans in the Australian market are bundled together as two 10 packs of cans in order to make them safer and easier to handle and transport through the supply chain. In order for automated barcode scanning systems to be able to recognise them correctly, they had a barcode printed on a completely white overwrap holding the two cases together. Again, working closely with all stakeholders in the supply chain, Paul has been able to reduce the white section of the overwrap to just barcode area and reduce the film thickness from 60µm to 45µm while maintaining the strength of the original pack. This saves 195 tonnes of LDPE per annum and improves the recyclability of the remaining shrink-wrap in the process.

Recycling, reducing waste to landfill and litter

Coca-Cola Amatil strives to continually improve the recyclability of the packaging of our products and we also focus heavily on reducing waste to landfill within our operations and out in the marketplace. Our factories recycle a significant proportion of their waste streams, with Australian beverages, SPC and New Zealand recycling over 90 per cent of all waste, and in Fiji and Indonesia over 70 per cent.

In October 2016 the NSW Government in Australia legislated to introduce a container deposit scheme (CDS), which will commence in 2017. The CDS involves a 10 cent deposit on all beverage containers between 150mL and 3L (with some exceptions), which is refunded upon presentation of the empty container to a depot for waste recovery and recycling. The state governments of Queensland, Western Australia and the Australian Capital Territory (ACT) have also announced plans to introduce a scheme in the future with Queensland having the most advanced plans to do so at this time. The Tasmanian Government plans to investigate a similar scheme. If implemented, this would bring all states with the exception of Victoria into a CDS similar to that which has operated in South Australia for over 40 years and in the Northern Territory for over three years.

Coca-Cola Amatil is presently working with other major beverage companies in an unincorporated joint venture seeking to utilise our industry experience and expertise developed over the last 40 years in South Australia to become scheme coordinators and deliver an effective and efficient CDS to NSW. The NSW Government has announced plans to reduce the volume of litter by 40 per cent by 2020 and made a commitment that any implemented scheme would cost NSW households no more than an additional \$30 per annum.

MANUFACTURING

2017 COMMITMENT

Coca-Cola Amatil will work to reduce our manufacturing emissions through managing our energy efficiency within our non-alcoholic beverage, food, coffee and alcoholic beverages producing factories

2016 PERFORMANCE

0.52MJ/L Coca-Cola Amatil Group non-alcoholic beverages energy intensity in 2016, a 2.4% improvement on 2015

3.14MJ/kg Coca-Cola Amatil Group food and coffee energy intensity in 2016, a 9.1% improvement on 2015

4.41MJ/L Coca-Cola Amatil Group alcoholic beverages energy intensity in 2016, a 10.3% increase on 2015

Our Approach

Approximately 14 per cent of Coca-Cola Amatil's non-alcoholic emissions are a result of the energy consumed within our factories during the manufacturing process. The main sources of energy are grid supplied electricity, natural gas, diesel and LPG.

Identifying the pieces of equipment within our factories that consume the highest amounts of these energy sources has allowed Coca-Cola Amatil to develop targeted plans to optimise their use. Some of these involve air compressors, refrigeration systems, lighting, shrink tunnel packers and steam and hot water boilers.

A combination of in-house expertise and external audits is used to determine the most viable energy saving and improvement opportunities in our operations.

Renewables presently make up a very small part of our energy mix, however work is underway to install a major solar power system for our Fijian beverages plant. We are also investigating other large scale solar power systems and solar thermal opportunities for on-site deployment across the organisation where the greatest impact can be achieved.

Our Progress

LED Lighting

LED lighting has been available in the market for some time and the technology is advancing rapidly, delivering improvements in efficiency and longevity with each new iteration of the diodes, fittings, drivers and controls. An important aspect of ensuring the longevity and lumen output of LEDs is heat – for every 10 degrees above the rated operating temperature, diode life is halved. This is an important consideration in many of our operating regions because under-roof temperatures can be 10-15 degrees celsius above ambient temperature, which in summer months means the life of LEDs can shorten very quickly.

Another important element in lighting efficiency is controls, whether that be as simple as being linked to operating hours or more complex such as occupancy control and daylight harvesting. Though LEDs can consume significantly less energy than many of the lights they replace, the most efficient light is still one that is off. Coca-Cola Amatil has invested in systems that utilise sensor controls where feasible, delivering improvements in total system efficiency up to 86 per cent over that which it replaced.

Safety is at the heart of all we do. In changing over the sites to LED lighting to date, we have improved lighting levels whilst still consuming less energy than previous systems.

In 2016 we deployed LED lighting into several sites and we continue to install LED lighting at several more sites. The Grinders Coffee roasting factory and our main equipment services site in Sydney are two examples of where installation is complete and the systems are functioning at high efficiencies. On average, we estimate that the energy consumption of lighting is typically around 10 per cent of the total electricity use for one of our manufacturing plants and around 30-40 per cent for a distribution centre, so improving lighting efficiency has a significant impact on the site's overall energy efficiency and hence emissions profile.

Non-alcoholic Beverage Emissions Profile

		CO ₂ e
Ingredients	Sweeteners, Fruit, Tea, Coffee, CO ₂	14%
Packaging	Primary, Secondary	24%
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Refrigeration	Refrigerants, Electricity	42%



CASE STUDY:

Sub-metering – Clement Chen

Knowing where, when and why energy is being used is vital in being able to determine where savings can be made and what they are worth to a business. Sub-metering is an effective way to gather data on high energy processes, and combining it with a system to analyse and benchmark that data over time provides actionable information to enable engineers and production personnel to put that information into context.

We believe that what can be measured can be managed and last year we invested over AUD\$100,000 in sub-metering at our Northmead plant in Sydney, Australia. Combined with some pre-existing water sub-metering, a more complete picture of the total resource efficiency of the plant is now available. Sub-metering has provided hard evidence of where there is an opportunity to save energy. Previously these were not only unproven but unquantifiable.

Clement Chen, our Environmental Specialist at Coca-Cola Amatil's operation at Northmead, NSW Australia, was the driver of the sub-metering project and now has at his fingertips the information needed to make meaningful change to operator practices that will save energy with simple procedural changes to how production lines run. The picture here shows Clement out in the plant working through one of those opportunities with Technical Manager Sandra Lewis.

DISTRIBUTION

2017 COMMITMENT

Coca-Cola Amatil will work to reduce our distribution emissions through partnering with our third party logistics providers and within our own fleet operations

2016 PERFORMANCE

Our distribution carbon footprint for the Australian sales fleet was 10,885 tonnes of CO₂e, a 6.7% increase on 2015

Route optimisation continues to improve delivery metrics whilst reducing fuel consumption

Solar powered coolers for route vehicles deployed as a pilot project in Victoria

Pallet optimisation trials successfully implemented in Australia

Our Approach

Fleet operations constitute the smallest impact upon Coca-Cola Amatil's carbon footprint at an estimated 6% of the total but this does not mean it is neglected in our efforts to reduce our carbon footprint.

We continue to work closely with third party logistics partners to ensure we not only meet our customers' expectations but can reduce our impact upon the environment and other road users in bringing our products to market.

Innovation is a key part of our approach to meeting this objective and Coca-Cola Amatil will continue to explore new technologies, vehicles and fuels whilst maintaining a focus on doing all this safely in the communities in which we deliver.

Our Progress

In 2016, Coca-Cola Amatil made several changes to the distribution process across our Australian operations that not only improved our customer service but positively impacted upon the carbon footprint of the distribution pillar of our emission reduction commitment.

In optimising pallet configuration on several SKUs such as 450mL PET, 200mL cans and 330mL glass products, by altering the case configuration and layer orientation on the pallet or adding an additional layer to a pallet, we were able to increase the utilisation of available space on delivery

trucks by between 10-20 per cent for these SKUs, meaning fewer truck movements to transport the same total load.

Similarly, a simple innovation trialled and ultimately successfully enacted further reduced 1100 annual truck movements between two of our warehouse sites in NSW, Australia. By utilising existing pallet insulation covers known as 'Insulcaps', previously necessary shuttle movements between the two sites were eliminated. In putting this innovation into place cold store stock that required purpose-built portable transport 'Coolpacs' to be shuttled from one site to the other and then back again were replaced using an existing alternative that still meant the goods arrived chilled and ready for delivery.

COCA-COLA AMATIL
WILL CONTINUE
TO EXPLORE NEW
TECHNOLOGIES,
VEHICLES
AND FUELS

Non-alcoholic Beverage Emissions Profile

		CO ₂ e
Ingredients	Sweeteners, Fruit, Tea, Coffee, CO ₂	14%
Packaging	Primary, Secondary	24%
Manufacturing	Fuel, Electricity	14%
Distribution	Trucking, Fleet, Logistics	6%
Refrigeration	Refrigerants, Electricity	42%



CASE STUDY:

Solar Powered Coolpacs

A group of Victorian innovators, Chris Ryan, Nathan Lewis and Brent De Cort, working out of our Mentone distribution centre, had a number of inefficiencies to overcome in delivering our refrigerated Goulburn Valley juice range to customers around Melbourne and the rest of Victoria. In a somewhat ironic twist, the team developed an effective way to maintain juice at 4 degrees celsius using the sun and have also managed to reduce several safety hazards in the charging process.

The coolpacs themselves are effectively an insulated box with a small inbuilt refrigeration system that maintains the internal temperature low enough to ensure our chilled products reach customers within specification. Whilst they can be moved on and off our trucks using forklifts, they were reliant upon a three-phase power supply being readily available to charge them when off the road. Chris, Nathan and Brent developed a solution to this problem and in the process reduced emissions from charging the coolpacs and made distribution of chilled product simpler and more effective.

By adding two solar PV panels to the roof of the route trucks along with the necessary inverter and voltage regulator they have been able to ensure the coolpacs are charged and ready throughout the delivery day.

COLD DRINK EQUIPMENT (REFRIGERATION)

2017 COMMITMENT

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, the ongoing introduction of natural refrigerants, and improving the recyclability of units at end of life

2016 PERFORMANCE

Trial of new hydrocarbon (HC) coolers and fountain units undertaken

Since 2010 cooler energy efficiency improved by:

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

On track with the road map for the future development of equipment consistent with The Coca-Cola Company policy

Our Approach

With the largest influence on Coca-Cola Amatil's emissions footprint coming from the final pillar of refrigeration, at 42 per cent of the total, it is here that we have made significant progress and continue to place heavy emphasis on continual improvement. Coca-Cola Amatil supplies a number of different types of Cold Drink Equipment (CDE) to our customers to sell our products to consumers as and when they want them. However, since these units are powered by grid-supplied electricity there is no opportunity to reduce their impact on electricity related emissions directly. This is why we continue to focus our efforts on improving the energy efficiency of each type of CDE and work toward implementing low Global Warming Potential (GWP) refrigerants to replace the current hydrofluorocarbon (HFC) versions.

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 equipment capable of using alternative HFC-free refrigerants (primarily CO₂ and hydrocarbons).

HFC refrigerants such as the commonly used R134a have a global warming potential of around 1,430 whereas, HC refrigerants have a GWP of around 3.

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, with around 85 per cent (by weight) of our coolers to be recyclable.

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
- 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
- Improved recyclability of all Coca-Cola Amatil equipment.

Non-alcoholic Beverage Emissions Profile

		CO ₂ e
Ingredients	Sweeteners, Fruit, Tea, Coffee, CO ₂	14%
Packaging	Primary, Secondary	24%
Manufacturing	Fuel, Electricity	14%
Distribution	Trucking, Fleet, Logistics	6%
Refrigeration	Refrigerants, Electricity	42%

Our Progress

In 2015 development began on HFC-free chillers for our fountain / dispenser equipment and we have since commenced trials on the first prototypes. These initial field trials commenced in December 2016, slightly behind schedule, so we expect to see results on their performance become available in quarter two of 2017.

Trials of alternate HFC-free units in Australia, New Zealand and Fiji showed that our original R744 (CO₂) units were outperformed in energy efficiency by the alternate natural refrigerant R290, especially in areas where ambient temperatures regularly climbed above 30°C. To also keep our commitment to our customers to supply them with the most efficient coolers, to maintain lower power costs, as well as lessening our impact upon the environment, we are now transitioning to those units instead.

In all of our cold drink equipment we still maintain the following improvements

- Energy Management Systems that learn the customer's usage patterns and adapt accordingly
- Improved insulation
- LED lighting
- High-efficiency motors and heat exchangers
- High thermal efficiency glass

The recyclability of our coolers and vending equipment remains a key consideration in all new equipment purchases, with the recyclability by weight of the current version of the new coolers being 83.5 per cent and of the new vending machines 96 per cent.

With the average age of our cooler vendor fleet being eight years, we expect our refrigeration emissions reduction to continue to improve over time as older units are retired and new HC models take their place in the market. This will also be aided by the inevitable 'greening of the grid' as the penetration of renewables in the electricity sector continues to expand.

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**WE HAVE MADE
SIGNIFICANT
PROGRESS AND
CONTINUE TO PLACE
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ON CONTINUAL
IMPROVEMENT**
”

OUR COMMUNITY



OUR COMMUNITY

2017 COMMITMENT

Coca-Cola Amatil has confirmed a range of partnerships with Our Community in 2017:

Papua New Guinea

- Employee-led community care committee in Port Moresby, Lae and Mt Hagen to manage the delivery of a new School Ambassador Project mentoring 3,000 students in these cities and providing opportunities for work placement as part-time casual merchandisers during the festive period
- Partnering with The Coca-Cola Company on 5by20 program, targeting 20 women entrepreneurs who own food and beverage businesses and allocate Coca-Cola branded kiosks in the rural areas of Port Moresby
- Developing an approach to water sustainability through rainwater harvesting and water replenishment to protect the local watershed within Port Moresby

Fiji

- Introduce formal employee giving and volunteering programs for all employees to provide financial and physical assistance to these priority community groups
- Continue with our existing commitments and partnerships in the areas of sport, music and the environment, and convene a sports and social committee to recommend and deliver future community partnerships

Indonesia

- Provide financial assistance and gender empowerment to Indonesian coffee communities through a new agreement with Business for Development

Australia

- Reconciliation Action Plan to be submitted to Reconciliation Australia for approval
- 5by20 partnership with The Beacon Foundation, the Coca-Cola Foundation and Coca-Cola South Pacific, mentoring young women aged 15 to 18 years to complete high school education
- Neverfail partnership with the Royal Flying Doctor Service to be implemented in support of people who live, work or travel across rural and remote Australia
- SPC support for the Ganbina Year 10 Leadership Program providing seasonal employment, mentoring, volunteering through Ganbina's School-to-Work transition program for Indigenous Australians
- Australian Beer Company and Great Australian Beer Spectacular event for the Cure for MND Foundation
- Barista training program for Indigenous Australians through Grinders Coffee partnership with the Voyages Hotel Group; and continuation of Grinders Coffee's Fairtrade partnership

2016 PERFORMANCE

Indonesia

- Skills training for 83 women living in disadvantaged areas of Bali through support for River, Ocean, Land and Ecology Foundation
- Funds donated for medical services, 111 student education scholarships, cultural, sporting and environmental activities, through the Coca-Cola Amatil Indonesia Zone 1 Program for communities within our areas of operation

Australia

- \$1.1 million in philanthropic grants to 36 partners across Australia through the Coca-Cola Australia Foundation (jointly funded by Coca-Cola Amatil and Coca-Cola South Pacific)
- 250,000 kilograms of product donated to Foodbank
- Grinders Coffee partnerships for Indigenous barista training program in partnership with Voyages Hotel Group; participation in Café Smart program to fund local homeless services across Australia; and provided over \$220,000 for Fairtrade to help provide better working conditions and fairer terms for farmers and workers in coffee-growing communities across Nicaragua, Ethiopia, East Timor and Papua New Guinea

Papua New Guinea

- Donation of pharmaceuticals, nebulisers, blood pressure machines, cotton wool and other medical equipment to Regional Health Services in Lae, Morobe Province
- Product donations for disaster response initiatives and community events including cultural shows, charity and sports events

New Zealand

Donation of Pump bottled water product to communities impacted by crisis and natural disasters, community fundraising events and Eat My Lunch, a social enterprise providing thousands of lunches every year to children at 42 low decile schools in Auckland, Hamilton and Wellington

Our Approach

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

Our community contribution in Australia, Indonesia, Papua New Guinea, New Zealand, Fiji and Samoa continue to deliver 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
- Employee Matched Workplace Giving
- Brand-led charity partnerships
- Disaster relief
- Sponsorship of community events
- Philanthropic giving

Our Coca-Cola Foundations, established and funded in Australia, Indonesia and Papua New Guinea by Coca-Cola Amatil in partnership with The Coca-Cola Company, 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.

Our Progress

Australia

Coca-Cola Amatil undertook a stakeholder engagement program to ensure our community support was meeting expectations of our stakeholder community. In 2016, we completed a new community framework and guidelines to direct support for charities important to Coca-Cola Amatil's employees, customers and local communities that are aligned with our company vision to create millions of moments of happiness and possibilities.

Coca-Cola Australia Foundation

\$1.1 million per annum (Coca-Cola Amatil and Coca-Cola South Pacific)

Product donations

More than \$1 million over the past six years

Matched workplace giving

\$1.2 million over six years

Coca-Cola Australia Foundation

At the heart of Coca-Cola Amatil's community strategy is the Coca-Cola Australia Foundation (CCAF). This philanthropic fund is a joint initiative between Coca-Cola Amatil and Coca-Cola South Pacific. In 2016, CCAF was relaunched with a new mission, "To inspire moments of happiness and possibilities for young Australians aged 13 to 19 years" and new grant criteria focusing on two opportunities for funding:

- Flagship partner grants of up to \$200,000 per annum for up to three years, and
- Employee Connected grants of up to \$25,000 to charities endorsed by either a Coca-Cola Amatil or Coca-Cola South Pacific employee.

In 2016, CCAF announced two Flagship Grant partners, The Song Room and Raise Foundation and 33 Employee Connected grant partners.

CCAF grants are published annually by the Australian National Charities and Not-For-Profit Commission, and the CCAF proudly displays the Registered Charity Tick to show compliance with this Commission. Details about our grant rounds and partners are shared via Coca-Cola Journey website www.coca-colajourney.com.au/foundation.

Volunteering & Matched Workplace Giving

Coca-Cola Amatil supports communities in which we operate with one annual volunteer leave day, dollar for dollar matched workplace giving of up to \$10,000 per employee, and \$100,000 total and product donations.

Volunteering

In 2016 employees volunteered to support a range of community initiatives including:

- Selling bandannas for Canteen's annual National Bandanna Day
- Participating in the 2016 Abseil for Princess Margaret Hospital Foundation in Perth
- Supporting Operation Christmas Child, an initiative from Samaritan's Purse charity to donate a shoebox filled with something to wear, play with or love for distribution to Fiji and other South Pacific Countries linked to NSW team members. In total 104 boxes were sent, in collaboration with our partner Toll Logistics.
- SPC teams volunteered at Foodbank in Victoria in warehouse operations and local community food distribution services.



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FUND TAILORED,
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CASE STUDY

Indigenous Australia

Our overarching commitment to Indigenous Australia focuses on partnering to make a difference. In 2016, Coca-Cola Amatil commenced development of a Reconciliation Action Plan, which will be submitted to Reconciliation Australia for approval in 2017.

Through the Coca-Cola Australia Foundation Employee Connected grants, we support organisations inspiring moments of happiness and possibilities, including to young Indigenous Australians:

- Australian Indigenous Mentoring Experience aimed at ending Indigenous education inequality
- The Clontarf Foundation, engaging Indigenous youth in education and employment
- Aboriginal Literacy Foundation for Aboriginal women and girls
- Birrang Enterprise Development 'Moving Forward' driver licensing program
- Kimberley Group Training Hospitality's 'Unlocking the potential of Future Stars' training program
- First Hand Aboriginal Corporation Indigenous Youth Cultural Leadership seminar
- National Rugby League Cowboys House Accelerated Learning Program.

In addition to CCAF Employee Connected grants, Coca-Cola Amatil's Businesses supported a range of initiatives with Indigenous Australians, including:

- Grinders Coffee and Voyages Hotel Ayers Rock launched an indigenous trainee program, supporting aspiring baristas in the Uluru region with training and education to further their coffee careers
- SPC's sponsorship of Ganbina, Australia's most successful Indigenous School-to-Work transition program. Ganbina's aim is to empower Indigenous communities to achieve true social and economic equality with other Australians within the next two generations. SPC has sponsored the Year 10 Leadership program since 2015 and also contributes through volunteering, attendance at careers days and events
- IBIS Award: Coca-Cola Amatil is committed to working proactively with our customers serving remote Indigenous communities to help them strengthen their businesses while delivering a low-kilojoule range to customers. This includes The Islanders Board of Industry & Service (Torres Strait Islands), Mai Wiru (APY lands in north western South Australia, Northern Territory and Western Australia) and Outback Stores (Northern Territory). For this commitment Coca-Cola Amatil has been regularly recognised by The Islander Board of Industry & Service in its annual awards as a 'Supplier of the Year'
- Three-year partnership between SPC and Ganbina, supporting the Year 10 Leadership Program, seasonal employment, mentoring, volunteering and in Ganbina events including careers nights
- SPC continued support for SPC Kids Town, a local playground and picnic facility in Mooroopna covering more than 8 hectares of playground equipment, mazes, train rides, picnic facilities, gardens and function centres.



CASE STUDY

Grinders Coffee and Voyages Hotel Group – Indigenous Barista Training Program

Grinders Coffee and the Voyages Hotel Ayers Rock launched a new training program to help young Indigenous people in the region pursue a retail career, through a dedicated barista education and training program.

As well as flying two aspiring baristas to Adelaide for an advanced coffee training program, Grinders Coffee worked with Voyages to develop an ongoing training program to support employees working across its 11 retail outlets, providing them with specialist barista training through a quarterly class delivered by a Grinders Coffee specialist. The success of the program has seen the average class increase to 12 trainees, with approximately half the attendees being Indigenous, and plans are already under way to extend the program to encompass coffee roasting and quality improvement through an annual study trip to the Grinders roastery in Fairfield, Victoria.

Matched Workplace Giving

Annually Coca-Cola Amatil and its employees donate \$200,000 through matched workplace giving to a number of charities throughout Australia. Over the past six years more than \$1.2 million has been donated to organisations including:

- National organisations Canteen, Royal Flying Doctor Service, beyondblue (WPG), Challenge, Mission Australia and WWF as well as state-based hospitals Royal Children's Melbourne, Princess Margaret WA, Westmead Children's NSW.
- SPC matched payroll giving for The Community Fund Goulburn Valley, a collaboration of local charities in the Shepparton and Goulburn Valley community.

Product donations

Product donations were made to more than 100 community and charity groups around Australia, supporting them to help bring moments of happiness and possibilities to the communities they serve, including:

- Donated 250,000 kilograms of products to Foodbank, Australia's biggest food charity and supported, through Australian Beverages and SPC Ardmona, the annual Foodfight campaign to raise awareness of hunger in Australia.
- Nationally supporting the annual Foodfight campaign with donations of one tonne of 'Mount Franklin' water and one tonne of SPC products, to help raise funds for Foodbank, the largest food relief organisation in Australia
- SPC products are provided for the Victoria Government's school lunch and breakfast programs and Eat Up.
- A Grinders Coffee Cart and Australian Beverages product donated to the annual St Vincent de Paul CEO Sleepout, to support our Group Managing Director Alison Watkins who participated in the event along with other employees.
- 'Mount Franklin' water to hydrate volunteers at The Royal Children's Hospital iconic Good Friday Appeal Victoria.
- Beverages for youth mental health charity ReachOut.com annual fundraiser.
- Hydration for the Alice Springs Bush Fire Brigade volunteers during a hot weather spell in central Australia in December. This donation helped keep volunteers hydrated as they travelled up to 200km from town to fight fires.

Fundraising

- 630 employees in Australia voluntarily participated in September raising \$82,000 for the Cerebral Palsy Alliance.
- Grinders participation in the nationwide Café Smart program to fund local homeless services, partnering with selected café customers to deliver fundraising support.
- Vinnies CEO Sleepout corporate partnership, with Coca-Cola Amatil Group Managing Director sleeping out in Sydney.
- Grinders Coffee, the largest roaster of Fairtrade green beans in Australia, provided over \$220,000 for Fairtrade to help provide better working conditions and fairer terms for farmers and workers in coffee-growing communities across Nicaragua, Ethiopia, East Timor and Papua New Guinea.
- Australian Beer Company helped raise \$10,000 for Cure MND, an organisation raising funds and awareness for Motor Neurone Disease, through a partnership with beer festival GABS (Great Australian Beer SpecTapular) and Brewmanity, by constructing a full-size ferris wheel under the dome of Melbourne's Royal Exhibition Building.

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**PRODUCT
DONATIONS
WERE MADE
TO MORE THAN
100 COMMUNITY
AND CHARITY
GROUPS AROUND
AUSTRALIA**
”



CASE STUDY

Coca-Cola Australia Foundation Employee Connected grants

Launched in 2016, Employee Connected grants provide employees from Coca-Cola Amatil and Coca-Cola South Pacific the opportunity to endorse a charity organisation they care about. They can apply for grant amounts up to \$25,000 for a project that fulfils the mission of the Coca-Cola Australia Foundation, "To inspire moments of happiness and possibilities for young Australians aged 13 to 19 years."

One recipient charity in 2016 was Helping Hoops, a free weekly basketball program for disadvantaged, disabled and migrant children in South Melbourne. The charity was endorsed by National Business Manager Gregor Brownlee who, as a regular volunteer, has seen first-hand the difference Helping Hoops makes in young people's lives.

Gregor said: "Sport is a near universal language. The young people who come to Helping Hoops are dealing with multiple life challenges, so it's a huge relief for them to come along, just pick up a ball and have some fun."

"The CCAF funding is an incredible boost for a charity I care about that delivers so much for disadvantaged and disabled young people in Victoria."

In total, 33 grants were made to charities around Australia to support a diverse range of causes, bringing happiness to young people in local communities. [Click here for full list.](#)

Photo – Malcolm Hudson, Chair of the Coca-Cola Australia Foundation with Caroline Aebersold, CEO of The Song Room

Charity partnerships

Avner Pancreatic Cancer Foundation:

In 2016 Coca-Cola Amatil, in partnership with Woolworths, celebrated reaching \$1 million of donations to the Avner Pancreatic Cancer Foundation. This is an ongoing initiative with 10 cents donated from each bottle of Deep Spring Avner Still 600mL and Deep Spring Avner Sparkling 1.25L sold in Woolworths. Coca-Cola Amatil also supports the Avner Foundation's state-based walks with product donations to hydrate participants raising funds for the charity. In 2016, one of the walks in Brisbane was supported by Coca-Cola Amatil providing drinks and marquees for 500 participants who raised \$50,000.

McGrath Foundation: In support of breast cancer awareness, Mount Franklin donated \$20,000 to the McGrath Foundation, raised from the sale of a limited edition pink Mount Franklin water bottle sold by employee volunteers at the Sydney Cricket Ground from 3rd to 7th January 2016. Since 2010 Mount Franklin has donated more than \$2 million to the McGrath Foundation and more than \$2.5 million to breast cancer charities, and was one of the first brands to create pink packaging.

Indonesia

- Supporting the River, Ocean, Land and Ecology Foundation skills training for 83 women living in disadvantaged areas of Bali.
- Zone-1 Program funding of \$596,218 for medical services, education scholarships for 111 students, and support for cultural, sporting and environmental activities in communities directly within our areas of operation.
- Disaster relief through product donations to communities impacted by fire, earthquake and floods across Indonesia and support for community events including Bali Pink Ribbon Walk, Clean Up Jakarta Day and Ambassador's Dig with Habitat for Humanity.

Papua New Guinea

- Assisting 100 homeless children in Port Moresby to give them a first-time experience at cinemas in collaboration with the cinema owner and the Governor of National Capital District.
- Continuing to support various community engagement events such as cultural shows, charity drives and sporting activities through product donation, sponsorship and event activation to the value of \$349,000.
- Assisting in disaster response initiatives with the provision of product to support those involved and impacted.
- Donating pharmaceuticals, nebulisers, blood pressure machines, cotton wool and other medical equipment to Regional Health Services in Lae, Morobe Province.



CASE STUDY

Western Australia's 2016 Telethon Weekend

Western Australia's 2016 Telethon Weekend is the biggest annual fundraiser per capita in the world, raising more than \$26 million for the Princess Margaret Hospital and the Kid's Institute. Coca-Cola Amatil had eight employee volunteers taking calls in the Sunday Times Phone Room and we donated more than 240 cases of product to hydrate volunteers in both the Sunday Times Phone Room and Perth Convention and Exhibition Centre.

In a personal thank you note to the West Australian team, Telethon Event Manager Danielle Hadley said: "We can't thank you enough for all the effort you put in for Telethon. Without your help, the massive total of \$26,290,154 would not have been possible. Every cent of that will go towards improving the lives of kids and young people in WA. It will make a difference to so many people – we can all be proud of that."

New Zealand

- Donation of Pump bottled water product to communities impacted by crisis and natural disasters (Havelock North, Kaikoura and Christchurch); community fundraising events including City2Surf Christchurch and Round the Bays; and Eat My Lunch, a social enterprise providing thousands of lunches every year to children at 42 low decile schools in Auckland, Hamilton and Wellington.
- Through Coke Gifting, each employee is allocated NZ\$200 worth of product donations to share with community groups, churches, schools and sports groups.
- Youthline is a community charitable organisation established to ensure young people know where to get help and access support when they need it. At the core of Youthline's work is the development of leadership and personal skills in young people. Coca-Cola Amatil New Zealand along with Coca-Cola Oceania partnered with Youthline to support their work with young people, their families and those supporting young people. Youthline receives funds raised at Coca-Cola Christmas in the Park, hosted by both Coca Cola Amatil New Zealand and Coca-Cola Oceania. In 2016, more than \$100,000 was raised at the event, with Coca-Cola contributing an additional \$100,000. Coca-Cola Christmas in the Park is New Zealand's largest free community event, run every year for more than 24 years. This is one of the largest musical spectaculars on the Kiwi Christmas calendar.
- Coca-Cola Amatil New Zealand supports the YWCA and the work they do to strengthen our communities through empowering women. We received the YWCA Compact in 2016 for our aligned principles.
- Fundraising tools provided to community organisations with cost-price beverage products and Cara-Cooler caravans for use at their fundraising events. We have three Cara-Coolers in New Zealand – each one is fitted with power outlets for use with any appliance and they come with a separate chiller and countertop fridges. Together with the proceeds from the sale of beverages, these are a great way for community organisations to raise funds.
- Coke Truck – The Coke Truck has been developed for use at almost any event. It was first seen at the opening of our new Keri Juice Plant in September 2016. It was also used at the 2016 Coca-Cola Christmas in the Park event where the public were invited to not only walk through and see what our top-selling product is all about, but also experience being in a factory through virtual reality goggles.

CASE STUDY

Fiji Tropical Cyclone Winston – Employee Hardship Fund

Severe Tropical Cyclone Winston was the strongest tropical cyclone on record in the Southern Hemisphere. Peaking on February 20, 2016, when the Government declared a state of emergency which would last for 60 days, Winston set a national record when wind gusts reached 306 km/ph, with sustained winds of 230 km/ph. Cyclone Winston claimed 44 lives, damaged 40,000 homes and affected an estimated 40 percent of people who lived in Fiji.

As one of the region's largest employers, Paradise Beverages donated FJ\$150,000 to the Government's disaster relief fund and established an additional dedicated

hardship fund to assist those employees worst affected. In total, 95 employees (including 33 casual and temporary staff), received food vouchers as well as assistance to repair (mostly) minor damage to their houses or replace lost possessions. Three employees' houses however suffered severe damage and received larger donations. One of those was Moseme Susu whose house was extensively damaged and lost its roof. Those workers in the country's west, site of the Lautoka distillery, were hardest hit and although many of the company's Suva brewery workers were affected, most chose to repair their houses themselves in order that funds could be allocated to their colleagues in the west.

Fiji

Community contribution in partnership with The Coca-Cola Company includes:

- Coca-Cola Amatil Fiji in partnership with The Coca-Cola Foundation donated FJ\$150,000 towards the Fijian Government disaster relief efforts post Tropical Cyclone Winston and pledged a further FJ\$50,000 to assist staff members recover from the impact of the cyclone.
- Coca-Cola Amatil Fiji was the foundation sponsor to the tune of \$30,000 and spearheaded the organising committee for the Fiji "Road to Gold" Olympic Campaign.
- 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, including beach clean-up events to raise public awareness of Mission Pacific bottle recycling program conducted in Fiji.
- 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.



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Paradise Beverages, Fiji

- Paradise Beverages community foreshore clean-up program and working bee at local schools.
- Paradise Beverages partnership with Mamanuca Environmental Conservation program.
- Paradise Beverages donated FJ\$150,000 towards the Fijian Government disaster relief efforts after Tropical Cyclone Winston.
- Paradise Beverages hardship fund of FJ\$30,000 to further assist employees and their families.
- Support for grassroots sevens rugby and other community sports events that bring communities together and promote the importance of active lifestyles.
- Support for the growing Fijian music industry through our contribution to the Fiji Performing Rights Association Music Awards and the Uprising Music festival.
- Paradise Beverages people have dedicated community volunteering days to contribute to initiatives such as annual beach clean-ups and regular school improvement working parties.

Samoa

- Ongoing relationship with the Mapuifagalele Old People's Home, a charity run by local nuns, providing free juice beverages for approximately 40 residents and volunteers to assist with events on special occasions.
- Ongoing support for the Samoa Victim Support, an orphanage and refuge for victims of domestic violence, running regular events and sponsoring fundraisers to help meet the costs of the charity's ongoing work.
- Continued sponsorship of the Samoa Cancer Society through staff donations and regular fundraising events including inaugural PinkTober, resulting in over FJ\$5,000 in donations.
- Support for non-profit organisation Samoa Leadership Team, through the provision of an ongoing support program including guest speakers and student education sessions.
- Participating in Samoa's annual October Environmental clean-up day across the island, with around 100 staff volunteering a full day to take part.
- Fundraising support for the Samoa Special Olympics team to enable it to attend the Paralympics in Rio de Janeiro.
- Fundraising support to enable the creation of RAZ Academy, the island's first and only non-profit rugby academy.

Continual Improvement

In 2017, we will develop a Group-wide Community strategic framework aligned with material aspects and stakeholder feedback to ensure we are investing in partnerships that are important to our local communities, with measurable goals for continual improvement in Our Community partnerships.

CASE STUDY

5by20 The Beacon Foundation, Australia

5by20 is The Coca-Cola Company's global commitment to enable the economic empowerment of five million women entrepreneurs across the company's value chain by 2020. In partnership with Coca-Cola South Pacific, Coca-Cola Amatil supports the 5by20 program with The Beacon Foundation in Australia.

In Australia's low socio-economic and regional and remote areas, youth unemployment rates can be as high as 40 per cent for many reasons including a lack of access to effective career support or mentoring. To remove geographical barriers and provide youth in regional and remote communities access to high quality education interventions, The Beacon Foundation and Coca-Cola South Pacific, with support from Coca-Cola Amatil, launched an online mentoring program call MyRoad.

As well as being an 'industry first', the online mentoring model received an overwhelmingly positive response from schools, teachers, students and mentors. In 2016, 982 students across Australia aged 16 to 19 years participated in more than 50 mentoring sessions hosted by 118 mentors from 27 companies. The program will continue in 2017.

Amy from Yolla High School in North-West Tasmania said, "Our mentor was really nice and really understanding, she explained things really well, including her career. This gave us an insight into her life and it really helped me to think about the job I might get after school in a totally different way, in an area I had never thought about working in before."

STAKEHOLDER ENGAGEMENT & MATERIALITY

2016 HIGHLIGHTS

Launched Workplace employee communications channel throughout entire Coca-Cola Amatil workforce enabling unedited posts from employees and active ongoing dialogue between senior business leaders and employees

Engaged with government and regulatory stakeholders in Australia, Indonesia, Papua New Guinea, 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 Packaging Forum in New Zealand, the Committee for Greater Shepparton Water Working Group in Victoria and Environment Protection Authority Container Deposit Scheme Working Groups in both New South Wales and Queensland

Engaged with investors, proxy and governance advisors

Coca-Cola Amatil external communications channels enhanced to improve the flow of information to stakeholders

Introduction

Operating across several countries in the Asia-Pacific region, with a number of different major product categories in the beverage and food businesses, we are aware that our key stakeholders have a variety of concerns in relation to Coca-Cola Amatil. Through direct stakeholder engagement we are able to 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's Code of Business Conduct states that political contributions can only be made on behalf of the Company with the written approval of the Group Managing Director. In Australia, Coca-Cola Amatil's policy is to not make any political contributions, either monetary or in kind, to any political party. In all of our countries of operation our focus is on community partnerships and participation in public policy development.

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

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”

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.

CASE STUDY

Coca-Cola Amatil New Zealand: Eat My Lunch

Coca-Cola Amatil New Zealand has partnered with Eat My Lunch through Pump for three years and will provide free bottled water to primary schools in lower socio-economic communities across Auckland, Hamilton and Wellington.

Many of the kids involved in the Eat My Lunch program will arrive at school having eaten nothing for breakfast, and the lunch they are provided will often be the only food eaten during the day.

One in four children in New Zealand live in poverty and go without lunch and very often breakfast, every day so keeping kids fed and well-hydrated while they are at school plays a big part in helping them to stay motivated in the classroom. Through this partnership, kids won't go hungry or thirsty and they have the best chance at learning and getting the most out of school.

Environment: Our Perspective

The World Economic Forum ranks "Water Crises" as the third 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 temperature increases "well below" two degrees celsius and "endeavour to limit" them even more, to one-and-a-half degrees celsius
- 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 submissions 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 and 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 per cent of litter by 2020 and alongside industry partners by actively participating in the Container Deposit Scheme consultation and proposal.



CASE STUDY

Indigenous Australians

We believe we have the potential to contribute to improved social and economic outcomes for Indigenous Australians and in Indigenous communities. Our overarching commitment to Indigenous Australia focuses on partnering to make a difference. In 2016, Coca-Cola Amatil commenced development of a Reconciliation Action Plan, which will be submitted to Reconciliation Australia for approval in 2017.

In 2016, our Australian Beverages Business leaders 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 Australian Beverages 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.

By working closely with an increasing number of retailers 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.

Photo – Marketing Manager Mount Franklin Anne Joly, Director of Marketing and Strategy Simon Edgar, Head of Sponsorship and Marketing Services Jane Scholes, Michael Long Learning and Development Centre COO Stephen Nugent and Xavier Clarke from NT Thunder with State Manager NT Michael Borg.

CASE STUDY

Container Deposit Schemes in Australia

In October 2016, the NSW Government in Australia legislated to introduce a container deposit scheme (CDS) in 2017, in support of its objective to reduce litter and increase recycling. The CDS involves a 10c deposit on all beverage containers between 150mL and 3L (with some exceptions), which is refunded upon presentation of the empty container to a depot for waste recovery and recycling. The state governments of Queensland, Western Australia and the Australian Capital Territory (ACT) have also announced plans to introduce a scheme in the future, with Queensland having the most advanced plans to do so at this time. The Tasmanian Government plans to investigate a similar scheme. If implemented, this would bring all states except for Victoria into a CDS similar to the schemes that have operated in South

Australia for over 40 years and in the Northern Territory for over three years.

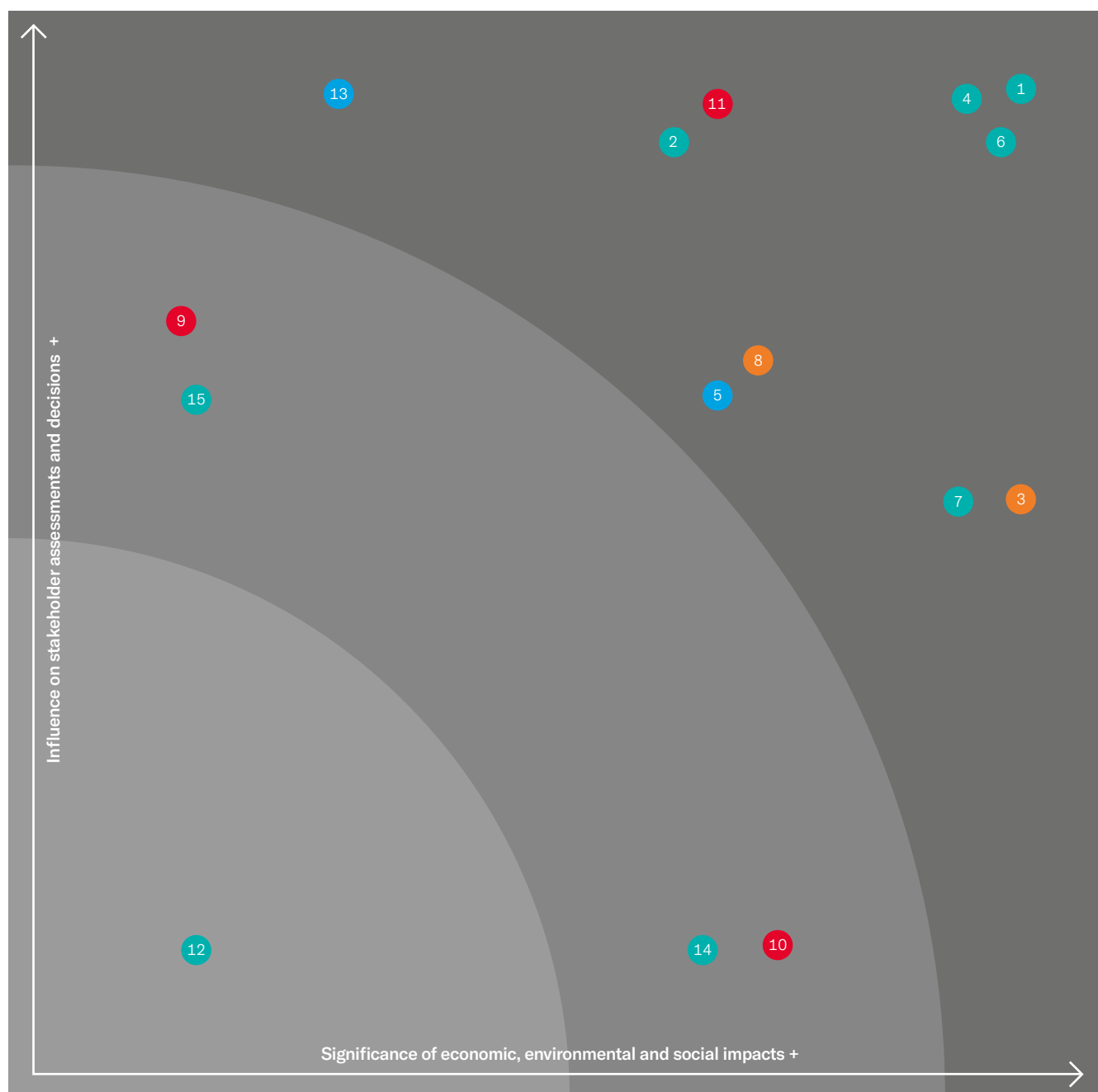
Through Statewide Recycling, Coca-Cola Amatil has over 40 years' experience in CDS operations and has engaged proactively with governments in Australia to help shape their respective schemes and ensure the industry is well-prepared for CDS implementation.

Together with partners from other major beverage companies in Australia, we are seeking to utilise our industry experience and expertise developed over the last 40 years in South Australia to become scheme coordinators and deliver an effective and efficient CDS in NSW.

Materiality Assessment

In 2016, our material issues in sustainability are consistent with the issues presented in the 2015 Sustainability Report and we have mapped them to the GRI G4 material aspects.

- | | | | | |
|--------------------------------|---------------------------|------------------------------|------------------------------------|---------------------------------|
| 1 Water Stewardship | 4 Carbon Emissions | 7 Sustainable Packaging | 10 Marketing practices | 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 have 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 in our current reporting.

Pillar	Our People	Wellbeing	Environment	Our Community
Focus Area	<ul style="list-style-type: none"> Employee health, safety & wellbeing Diversity & Inclusion 	<ul style="list-style-type: none"> Portion control Nutrition Responsible marketing 	<ul style="list-style-type: none"> Water Stewardship Climate change and energy Responsible sourcing Sustainable Packaging Biodiversity 	<ul style="list-style-type: none"> Philanthropy Local communities
Factsheets	Pages 18 - 27	Pages 28 - 31	Pages 32 - 59	Pages 60 - 67
G4 Aspects	<ul style="list-style-type: none"> Diversity and Equal Opportunity Occupational Health and Safety 	<ul style="list-style-type: none"> Customer Health and Safety Product and Service Labelling Marketing Communications Compliance 	<ul style="list-style-type: none"> Overall Water Effluents and waste Compliance Emissions Energy Transport Supplier environmental Assessment Materials Biodiversity 	<ul style="list-style-type: none"> Local Communities Indirect Economic Impacts
Boundaries	<ul style="list-style-type: none"> Communities 	<ul style="list-style-type: none"> Consumers Customers The Coca-Cola Company 	<ul style="list-style-type: none"> Communities Consumers Customers Suppliers Regulators The Coca-Cola Company 	<ul style="list-style-type: none"> Communities



986777
250 mL
4 x 6 CANS

Sprite
zero

ZERO SUGAR
NO ARTIFICIAL
COLOURS OR
FLAVOURS

Sprite
zero

ZERO SUGAR
NO ARTIFICIAL
COLOURS OR
FLAVOURS

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