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At Coca-Cola Amatil we are committed to making a distinctive and positive contribution to the world in which we live.

This means that with each decision we seek to deliver the best outcomes for our people, customers, consumers, our communities, as well as our shareholders.

Coca-Cola Amatil’s sustainability framework focuses on four pillars: Our People, Wellbeing, Environment and Our Community.

Our focus is on today and tomorrow, knowing we have the responsibility and capacity to make a difference and to do this in our own way.

# ABOUT THIS REPORT

The Coca-Cola Amatil 2018 Sustainability Report outlines performance and progress against the sustainability focus areas that we consider to be the most important to our business and stakeholders. The scope of this report is as follows:

## TIMEFRAME

The 2018 Sustainability Report covers calendar year 1 January 2018 to 31 December 2018, the same as Coca-Cola Amatil's financial year. This is the fourth annual Sustainability Report published by Coca-Cola Amatil since 2015 when public sustainability reporting was reintroduced and enhanced to include all Businesses reporting against all pillars in the sustainability framework.

## STRUCTURE

This report details the material aspects informed by stakeholder feedback and follows the Coca-Cola Amatil sustainability framework outlined in the section 'Sustainability at Coca-Cola Amatil'.

## GOALS AND FUTURE COMMITMENTS

In 2017 we set new 2020 goals, and in this report we provide an update on progress against these goals. We will continue to provide comprehensive reporting against all our 2020 goals in future annual Sustainability Reports. In some areas we have goals that go beyond 2020, and our focus is turning towards developing our beyond-2020 goals across all pillars. These longer-term goals will be detailed in future reports.

## BASELINES

This report focuses on performance compared to the prior year 2017 Sustainability Report, which detailed performance in the 2017 calendar year. In some focus areas we are working from baselines prior to 2017; these are used to show longer-term performance trends and to enable meaningful performance comparisons.

In some focus areas we are aligning with broader objectives and timeframes set in consultation with our brand partners, including The Coca-Cola Company. In other focus areas our baseline depends on the availability of historical data following business and brand acquisitions. Going forward, we aim to align baselines across our reporting framework as we improve the availability of comparable data for the same reporting period in each of our focus areas.

## COVERAGE OF BUSINESSES, COUNTRIES OF OPERATION, AND PARTNERS

Our Sustainability Report presents data at Group level covering all Businesses and countries of operation. Where meaningful, Business-specific or country-specific details are also provided.

Our environmental data, which covers manufacturing and supply chain and excludes non-material aspects such as corporate offices, is split into the major product classes:

- Non-alcoholic beverages
- Food and Coffee
- Brewing (where co-located, beer is split from non-alcoholic beverages) and Distilling

This approach is different to our financial reporting structure to allow for meaningful benchmarking of our sustainability performance, particularly as it relates to water and energy usage and efficiencies.

Our strong partnerships, particularly with The Coca-Cola Company, result in many shared sustainability initiatives and goals. Where outcomes are the result of joint activity we have explained the nature of this shared responsibility in this report.

## GUIDANCE ON REPORTING

We are guided by the *Global Reporting Initiative Standards* (GRI Standards) framework, and by stakeholder feedback on previously published reports. The 'Global Reporting Initiative Contents Index' at the back of this report details the specific standards against which we are reporting. We are working actively to continually improve our reporting quality and are identifying ways to address the gaps in our current reporting.

In 2017 Coca-Cola Amatil became a member of LBG (formerly the London Benchmarking Group), which provides guidance on the measurement and disclosure of community investment and impact. LBG worked with Coca-Cola Amatil to verify our understanding and application of the LBG model in 2018.

## COMMITMENT TO REPORTING AND CONTINUAL IMPROVEMENT

Coca-Cola Amatil is committed to reporting our sustainability performance annually. This commitment is aligned with The Coca-Cola Company's global sustainability commitments and approach. To support this, we are improving our data and information collection processes to ensure better quality data and insights.

Coca-Cola Amatil is also embarking on an assurance plan to meet full verification and assurance of report data by 2020. In 2018 we conducted an Assurance Readiness Assessment using third-party assessors to prepare for future assurance. We will continue to engage our internal and external stakeholders to inform our understanding of sustainability risks and opportunities, and further enhance our approach to sustainability performance and reporting.

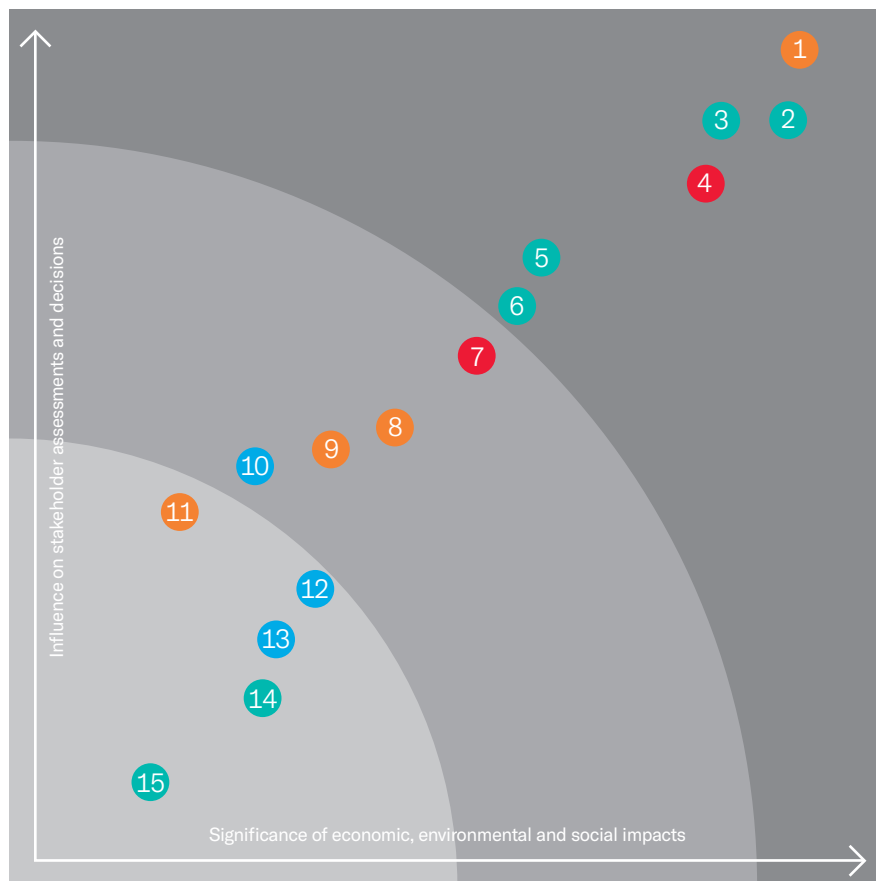


# ASSESSING WHAT IS IMPORTANT

The starting point for developing our sustainability framework and reporting approach is to work with internal and external stakeholders to determine priority areas. A materiality assessment was first conducted in 2015 to understand which areas were the most important and where we could have the greatest impact. In 2018 we updated this assessment, and the results of this process are shown in the 'materiality matrix' diagram below.

The work we undertook in 2018 confirmed that our sustainability framework and four pillars are still relevant to all stakeholders, but there has been some shift in priority areas. Stakeholder expectations have increased around sustainable packaging and marine litter reduction, as well as in relation to the health impacts of our products.

The materiality matrix below maps all of our high priority areas, guided by GRI Standards disclosure categories. We have colour-coded the issues based on the four pillars of our sustainability framework – Our People, Wellbeing, Environment and Our Community. Numbering of the issues is to aid representation and is an indication of our priorities.



“  
WE CONTINUE TO  
FOCUS ON WHAT  
IS IMPORTANT  
AND WHERE WE  
CAN MAKE THE  
GREATEST IMPACT  
”

- |   |   |  |   |
|---|---|--|---|
| 1 Employee health and safety                        | 6 Reducing our carbon footprint             | 11 Indigenous engagement and support           | <ul style="list-style-type: none"> <li>Our People</li> <li>Wellbeing</li> <li>Environment</li> <li>Our Community</li> </ul> |
| 2 Marine plastic pollution                          | 7 Responsible marketing and information     | 12 Responsible sourcing and social procurement |   |
| 3 Sustainable packaging                             | 8 Human rights and ethical labour practices | 13 Philanthropy and foundations                |   |
| 4 Consumer health and wellbeing                     | 9 Diversity and inclusion                   | 14 Supporting biodiversity                     |   |
| 5 Responsible water sourcing, use and replenishment | 10 Supporting our communities               | 15 Manufacturing waste and recycling           |   |

# OUR 2020 GOALS & 2018 PROGRESS

In 2017 Coca-Cola Amatil conducted a strategic review of each of the four pillars within our sustainability framework – Our People, Wellbeing, Environment, and Our Community – and developed a set of strategies and public goals out to 2020. In 2018 we have made good progress towards achieving these goals, and in some cases already achieved the target.

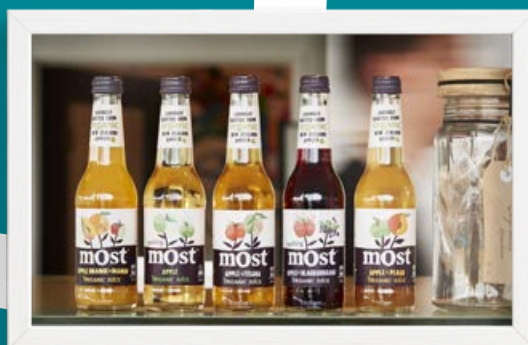
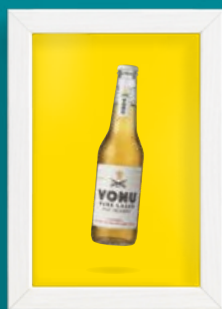
These 2020 goals are aligned with, and embedded in, our broader business plans to deliver long-term sustainable business value. The goals have been developed with the expectations of key stakeholders in mind – our people, our partners, our communities, our customers and our investors – and focusing on those areas that are the most material and where we can make the most difference.

In making these commitments and targets, we understand that our license to operate in a global market is assessed by all stakeholders against both global benchmarks and local context. We aim to have a sustainable business, rather than a series of sustainability initiatives. Our reputation with employees, brand partners, investors, customers and consumers, is inextricably linked to our ability to deliver on our business strategy in a sustainable way.

We will continue to listen to stakeholders and demonstrate that we hear what they are saying, by reflecting their opinions in our business plans and future commitments and targets beyond 2020, with the intended outcome being:

- we attract and retain the right talent for our business
- investors understand our brand, our purpose and values
- we are trusted by partners, customers, consumers, shareholders
- our products are relevant to people, consumers and markets
- we are accepted and respected by stakeholders in our operating environment

We also continue to improve the quality of our reporting in terms of data verification and assurance, and mapping reporting outcomes against the *Global Reporting Initiative (GRI) Standards* and United Nations Sustainable Development Goals.



## OUR 2020 GOALS

## 2018 PROGRESS

BETWEEN NOW AND THE END OF 2020 WE AIM TO:



Implement and embed our *Human Rights Policy*



Have a zero-harm workplace



Have at least 30 per cent of Board, Senior Executive and Management positions held by women and improve depth and breadth of representation across all functions and Businesses



Measure the sugar per 100ml of our non-alcoholic beverages portfolio in all countries of operation and reduce total sugar grams per 100ml by 10 per cent in Australia and New Zealand (MAT from a 1 January 2016 baseline). Sugar measurement is portfolio-wide weighted volume average total sugar content g/100ml



Improve water efficiency for non-alcoholic beverages to achieve no more than 1.95L/L and target a 25 per cent improvement in water efficiency for alcoholic beverages (compared to 2013) and food (compared to 2010)



Reduce the carbon footprint of the 'drink in your hand' by 25 per cent (compared to 2010)



Use 60 per cent renewable and low-carbon energy in our operations



Develop the business case for a weighted average of 50 per cent recycled plastic in PET containers across the Australian portfolio including carbonated soft drinks



Screen 80 per cent of supplier spend using responsible sourcing criteria



Allocate the equivalent of 1 per cent of EBIT to community investment programs

- Continued to screen over 75 per cent of supplier spend using human rights criteria
- Commissioned a third-party review of human rights risks across our value chain
- Developed a Human Rights Policy training program for 2019 implementation

- 5 per cent reduction in injuries from 2017 and a 74 per cent reduction from 2012
- 33,920 instances of participation in employee wellbeing programs across the Coca-Cola Amatil Group

- 44 per cent of Board and 34 per cent of Senior Executive positions held by women
- We also had 21 per cent of Management positions held by women
- Only ASX100 company to have a female Chairman and Group Managing Director

- 5.7 per cent reduction achieved in Australia for non-alcoholic beverages portfolio sugar grams per 100ml and 3.2 per cent reduction achieved in New Zealand
- Measuring sugar per 100ml of our non-alcoholic beverages portfolio in all countries of operation

- Achieved a water efficiency for non-alcoholic beverages of 1.92L/L. We have met this target ahead of schedule.
- Water efficiency for alcoholic beverages improved by 13.8 per cent (compared to 2013) and for food by 13 per cent (compared to 2010)

- Reduced the carbon footprint of the 'drink in your hand' by 20 per cent (compared to 2010)

- Using 56.27 per cent renewable and low-carbon energy in our operations

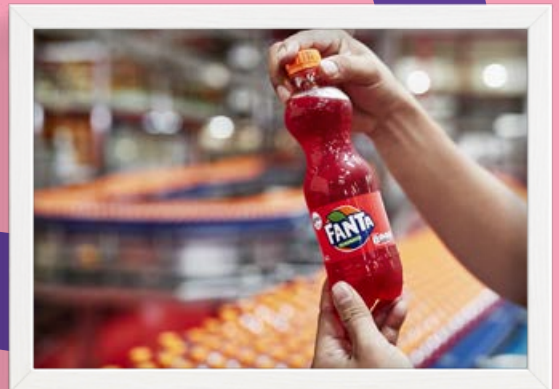
- Approved the business case for a weighted average of 50 per cent recycled plastic in PET containers in Australia
- Secured additional recycled PET for production in 2019

- Screening 76 per cent of supplier spend using responsible sourcing criteria

- Invested A\$6.2 million in community programs, equivalent to 0.98 per cent of EBIT



# COCA-COLA AMATIL OVERVIEW



# PRINCIPAL ACTIVITIES

Coca-Cola Amatil is one of the largest bottlers and distributors of non-alcoholic and alcoholic ready-to-drink beverages in the Asia-Pacific region, and one of the world's larger bottlers of The Coca-Cola Company's range of products.

As both brand partner and brand owner, we operate across six countries – Australia, New Zealand, Indonesia, Papua New Guinea, Fiji and Samoa – to manufacture, distribute and sell an unrivalled range of beverages, coffee and ready-to-eat food snacks.

With decades of experience, we do this safely and responsibly, and are proud that our products delight millions of people every day.

With access to more than 270 million potential consumers through more than 880,000 active customers, our product range includes non-alcoholic sparkling beverages, spring water, sports and energy drinks, fruit juices, iced tea, flavoured milk, coffee, tea, beer, cider and spirits.

We are committed to leading through innovation, and to building a sustainable future, capturing growth and delivering long-term value to our shareholders.

We employ around 12,000 people and create thousands more jobs in the communities in which we operate. Across this team we work as one, united by a shared Vision and common Values. We know that our diverse workforce is our greatest strength, and makes us the vibrant company we are today.

## 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 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 GROUP STRATEGY

Our 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 – Perform, Grow, and Strong Organisation – as our foundation.

## PERFORM

The Perform pillar is guided by our shareholder value proposition and is our primary day-to-day focus. The three strategic themes within this pillar – Lead, Execute, Partner – were defined as part of our 2014 strategic review and are the basis on which our businesses structure their plans.

### LEAD

#### Strengthening Category Leadership Position

- Leading brands in each of our major categories in each market
- Up-weighted levels of innovative marketing continually strengthening 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 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

## GROW

Our Grow pillar positions us to deliver long-term sustainable returns to our shareholders as we look within, between and beyond our existing business for opportunities to grow our portfolio of brands and businesses.

### GROWTH WITHIN

We constantly challenge ourselves to find additional growth opportunities within our business. Our value-creating partnerships give us many powerhouse brands that we can leverage on by extending brands and capabilities in our route-to-market models.

### GROWTH BETWEEN

Increasingly we seek to leverage growth between our businesses by combining capabilities from across business segments. Current examples include the launch of coffee in Indonesia and the several opportunities we have in international beer and rum with exports from Fiji to Australia and New Zealand.

### GROWTH BEYOND

It is also important that we explore opportunities beyond our current businesses. These opportunities may take the form of additional Coca-Cola territories, extending Coca-Cola Amatil brands and capabilities to new geographies, or other potential acquisitions to further strengthen capabilities. We are exploring additional opportunities and technologies targeting customer and consumer needs.

## STRONG ORGANISATION

Building a strong organisation, based on three principles, is fundamental to our ability to deliver our performance and achieve our growth aspirations.

### FIT FOR PURPOSE

#### Develop a Fit For Purpose Organisational and Governance Structure

We are a strong organisation built on firm foundations to deliver against our strategy.

We develop structures that reflect our strategic priorities and the changing needs of all our stakeholders. Recently, this has included the creation of additional capabilities and functions: Partners & Growth and Group Information Technology functions as well as a Property Division to take a group-wide approach to all our owned and leased property arrangements.

### LEADERSHIP

#### Drive Leader-Led Growth

We are a talent-led organisation. Executing our strategy and achieving our goals is dependent on the abilities, behaviour and motivation of our people.

We have built a high-performance culture, supported by initiatives that aim to empower and develop our people.

We invest in this capability to ensure that we not only attract and retain skilled and quality people but that we also provide our people with the appropriate support to develop, implement and deliver our business objectives.

We have recently made a number of leadership changes to reflect the importance of critical capabilities – Partners & Growth, Information Technology, People & Culture and Public Affairs, Communications & Sustainability – which are now represented in our Group Leadership Team.

### TRUST AND REPUTATION

#### Build Trust and Our Reputation with Stakeholders

We set ourselves stretching goals to ensure that we live up to the expectations of all our stakeholders, not just today but also in the future.

We have a group-wide sustainability framework as well as ambitious business and financial targets for the company.





# OUR BRAND PARTNERS

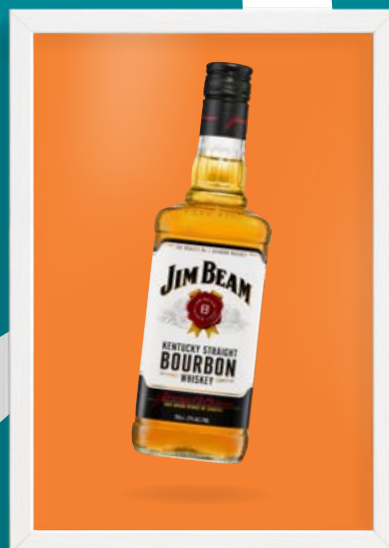
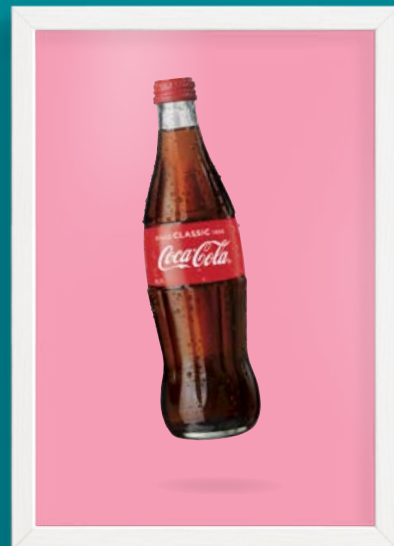
We have a long and proud history of working closely with brand partners to manufacture, sell and distribute a leading range of brands and products. We work with each partner to make sure we grow our businesses together, on a foundation of collaboration and trust.

Coca-Cola Amatil has a long-standing relationship with The Coca-Cola Company, which is both a shareholder and brand owner. We are proud to have been a Coca-Cola bottler and distributor since 1965.

Our relationship with The Coca-Cola Company has evolved over the years, driven by the need for agility, responsiveness and proximity to the customer and consumer.

Our relationship is marked by a new level of financial and strategic alignment as well as a shared vision of growth that positions us to win in increasingly competitive and fast-paced operating environments.

We are also proud to work with other brand partners including Monster, Beam Suntory, Molson Coors International, Casella Family Brands and Australian Beer Company, C&C Group, Chilli Brands, Boston Beer Company, and Caffitaly.



# WHERE WE OPERATE








We operate across six countries, with more than 12,000 employees ensuring that up to 270 million potential consumers are able to get their hands on one of the 140+ brands we distribute and they love, via one of our 880,000+ customers, every day.

With 45 warehouse facilities and 35 production facilities, we are a multi-beverages powerhouse.

We are Coca-Cola Amatil.

















## INDONESIA

 8	 39
 14	 9
 711,000	 5,900
 354,000	

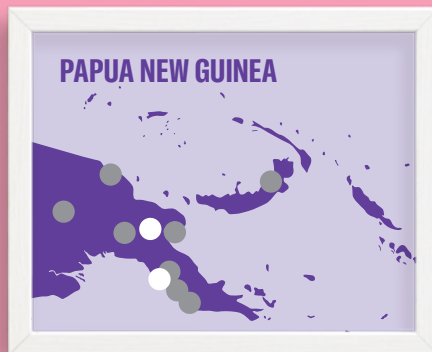


**270m POTENTIAL CONSUMERS**  
**880,000+ CUSTOMERS**  
**12,000+ EMPLOYEES**  
**140+ BRANDS**  
**45 WAREHOUSES**  
**35 PRODUCTION FACILITIES**  
**6 COUNTRIES**  
**1 COCA-COLA AMATIL**

## KEY

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

\*Excluding contractors



### PAPUA NEW GUINEA

2	5
8	10
13,000	740
16,600	

### ALCOHOL & COFFEE<sup>1</sup>

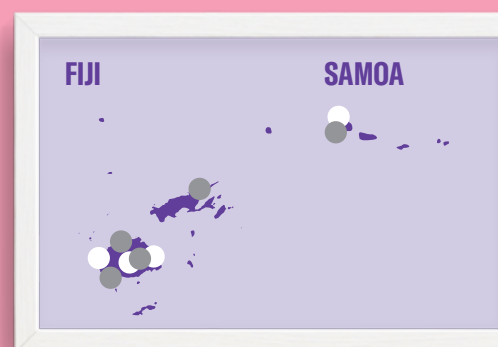
9	20
5	107 <sup>2</sup>
3,050	815 <sup>3</sup>

- 1 Includes all Alcohol & Coffee operations across Australia, New Zealand, Fiji, Samoa and Indonesia, and excludes shared facilities 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.
- 3 Including contractors.



### FIJI

1	4
2	13
3,000	300
4,600	



### NEW ZEALAND

4	11
3	30
16,000	1,000
32,000	



### AUSTRALIAN BEVERAGES

9	32
12	27
114,000	3,100
130,000	

### SPC

2	29
1	7
500	



# SUSTAINABILITY GOVERNANCE

Coca-Cola Amatil is committed to making a distinctive and positive contribution to the world in which we live. This means that with each decision we seek to deliver the best outcomes for our people, consumer choice and wellbeing, our environment, our communities as well as our shareholders.

Coca-Cola Amatil's sustainability framework focuses on four pillars: Our People, Wellbeing, Environment, and Our Community.

We report in detail our performance and commitments against each of these annually through this Sustainability Report.

## **Governance and Management of Sustainability**

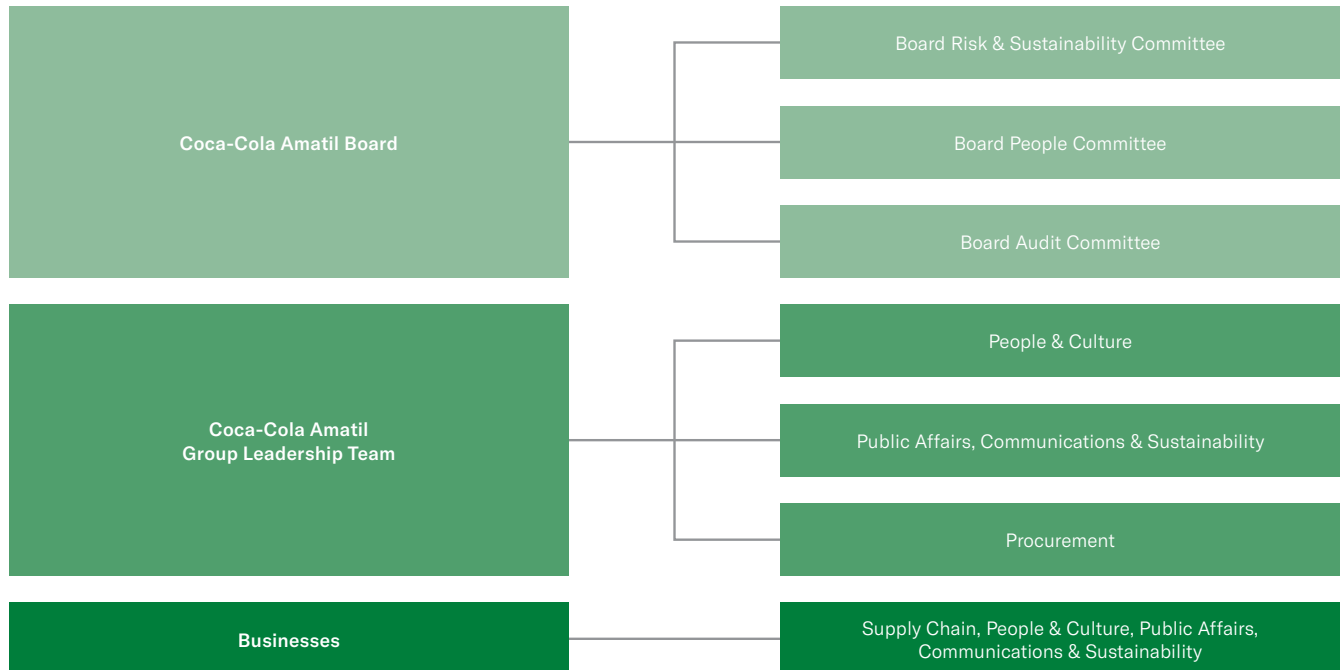
The Coca-Cola Amatil Board is committed to achieving the highest standards of corporate governance and business conduct. The Board sees this commitment as fundamental to the sustainability and performance of our business and to enhancing shareholder value.

The purpose of the Board Risk & Sustainability Committee (Committee) is to support and advise the Board in relation to material and emerging risks that may impact Coca-Cola Amatil meeting its corporate objectives, delivering shareholder returns, and its reputation and standing in the community.

Specifically, the Committee will:

- oversee and assess the effectiveness of Coca-Cola Amatil's risk management framework, and to make recommendations in respect of the development and embedding of the risk management framework and appetite to the Board;
- assist the Board with the monitoring and review of Amatil's risk culture;
- review, monitor and approve Amatil's sustainability strategy and provide advice to Management on associated implementation plans and other issues that may impact Coca-Cola Amatil's sustainability;
- approve policies and initiatives that ensure best practice risk management, reflect stakeholder expectations and influence Amatil's reputation as a responsible and sustainable organisation; and
- review and monitor Amatil's compliance with legal and regulatory obligations, internal policies and industry standards.

## SUSTAINABILITY GOVERNANCE AND MANAGEMENT STRUCTURE



In 2018, the Committee was chaired by Catherine Brenner, with other Committee members being Ilana Atlas, John Borghetti, Krishnakumar Thirumalai, Jorge Garduño and Mark Johnson. Other Directors who are not Committee members can attend all or part of a Committee Meeting.

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, procurement, and public affairs, communications and sustainability teams are responsible for the day-to-day implementation, management, monitoring and reporting of specific initiatives.

### Continual Improvement

Coca-Cola Amatil is committed to developing and implementing a plan for continual improvement on material aspects. Where appropriate, Group-wide targets for performance measurement are applied across all product categories and countries of operation. Throughout the 2018 Sustainability Report there are identified areas for improvement as well as exceptional performances within individual businesses that can be considered for broader application across the Group. The GRI Standards framework enables us to continually monitor progress as we work towards making a distinctive and positive contribution.

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.

The sustainability governance model is represented in the diagram above.

“  
**COCA-COLA AMATIL  
 IS COMMITTED  
 TO MAKING  
 A DISTINCTIVE  
 AND POSITIVE  
 CONTRIBUTION  
 TO THE WORLD  
 IN WHICH WE LIVE.**  
 ”

# SUSTAINABILITY COMMITMENT

## A MESSAGE FROM THE CHAIRMAN & GROUP MANAGING DIRECTOR

We are delighted to present the Coca-Cola Amatil 2018 Sustainability Report. 2018 was another year where we made good progress in many sustainability initiatives and we are proud of the distinctive and positive contribution Coca-Cola Amatil makes across the four pillars of our sustainability framework – Our People, Wellbeing, Environment and Our Community.

We have Businesses operating across diverse communities in six countries with a range of stakeholders – our people, our partners, our communities, our customers and our shareholders. Yet despite this diversity, most of our stakeholders, understanding the link between long-term business value and addressing sustainability issues and opportunities, are increasingly asking for further action in all areas of sustainability.

The release of our suite of 2020 goals in our 2017 Sustainability Report was very well received. This is the first time we have set public commitments in these areas, and we are pleased to be able to advise that we have made good progress toward these goals and in some areas already achieved the target.

In 2018 we also reassessed our most material issues to inform our focus for the future. To do this we engaged with our stakeholders – internal and external. This confirmed that our current sustainability framework is robust and appropriate, but also highlighted the growing interest in the work we are doing on sustainable packaging and reducing marine plastic pollution, as well as our initiatives on consumer wellbeing. We would like to take this opportunity to talk some more about our achievements and plans for the future in these two areas.

### Sustainable Packaging

A focus for us in 2018 has been to expand our involvement in cost-effective and well-run container deposit and return schemes. In 2017 NSW introduced the Return and Earn Container Deposit Scheme (CDS) and in 2018 Queensland also introduced its own CDS, 'Containers for Change', as did the Australian Capital Territory. Western Australia has plans to introduce a CDS in 2020. This means that most states in Australia will have a CDS by the end of 2020. What many people do not know is that, through our wholly-owned subsidiary Statewide Recycling, we have been managing the longest-running CDS scheme in Australia, being the South Australian scheme, which has operated for over 40 years. We have leveraged this expertise and experience to now be involved in the management and/or operations of all other state schemes currently operating.

We are also using this expertise and understanding to help governments and industry partners design cost-effective and efficient packaging recovery and collection initiatives in other countries, including in Fiji where we fully operate that country's only bottle and can return program – 'Mission Pacific'.

2018 also saw our brand partner The Coca-Cola Company release its global 'World Without Waste' commitment, which has an industry-leading objective of collecting and recycling the equivalent of every bottle or can it sells globally by 2030. We are actively working on delivering this objective through improved recyclability, recovery and recycled content, and we support Australian and New Zealand national packaging targets for improved recycling and recyclability.

In 2019 we have a range of sustainable packaging initiatives underway, including increasing the amount of recycled plastic we use in our bottles in Australia. Already, our Mount Franklin and Pump Mini bottles are made from 100 per cent recycled plastic.

### Consumer Wellbeing

In partnership with The Coca-Cola Company, we support the World Health Organisation recommendation of no more than 10 per cent of daily energy from 'free' sugars, and we now measure average non-alcoholic portfolio sugar grams per 100 ml in all our countries of operation. In addition, we have set a 2020 target to reduce average portfolio sugar grams per 100ml by 10 per cent in Australia and New Zealand, and we have worked with industry partners to set industry wide targets in these countries of a twenty per cent reduction by 2025.

A key action has been to provide the product choice that consumers want and 2018 has seen exciting new products enter our range including Mojo Kombucha and Rokeby Farms Juices. We are also reformulating to offer more low- and no-sugar products, introducing smaller pack sizes, and increasing the distribution of our smaller packs in all outlets.

With guidance and support from the Risk & Sustainability Committee, the Board is pleased to confirm our 2018 performance detailed in the report and our commitments and goals for the future.

We would like to extend our thanks to everyone who participated in the achievement of the 2018 sustainability results, and look forward to working with all stakeholders to deliver another successful year in 2019 and continued focus on longer-term sustainability goals.

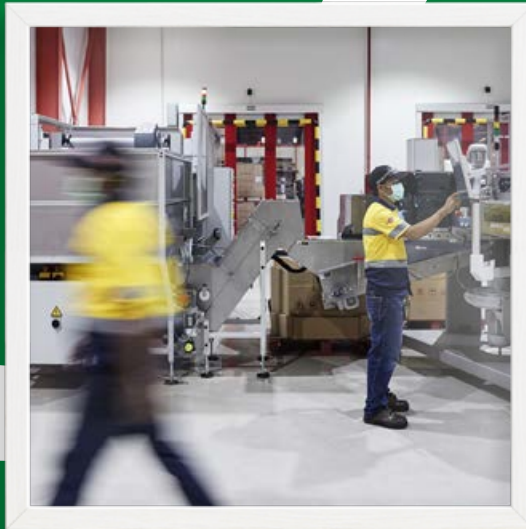


**Ilana Atlas**  
Chairman



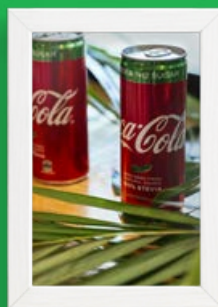
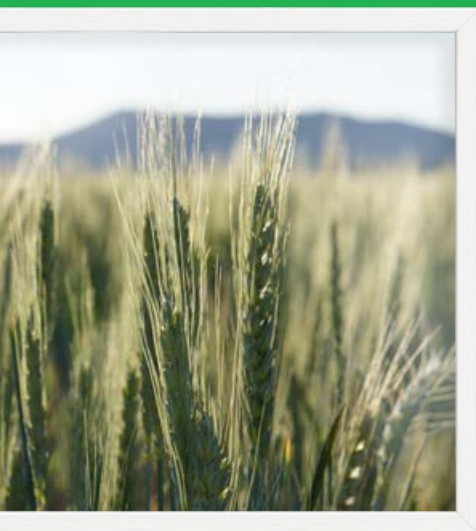
**Alison M. Watkins**  
Group Managing Director





# SUSTAINABILITY STRATEGIC FRAMEWORK

The pillars of our sustainability framework are broken down into subjects, based on materiality to long-term business sustainability.



## OUR PEOPLE



### HEALTH, SAFETY AND EMPLOYEE WELLBEING DIVERSITY, INCLUSION AND HUMAN RIGHTS

Coca-Cola Amatil provides a safe, open, diverse and inclusive workplace where our people are energised by, and committed to, human rights and their safety and wellbeing at work.

For Coca-Cola Amatil, a safe workplace is the result of both our 'safety first' culture and a clearly defined set of requirements for all employees. Coca-Cola Amatil strives to achieve and maintain a zero-harm workplace where safety is everyone's responsibility and each individual is held to account. The Group's Health, Safety & Wellbeing Policy requires all employees, suppliers, contractors and visitors to operate to the highest standards. We are pleased to report that in 2018 employee injuries across the Coca-Cola Amatil Group decreased by five per cent compared to the prior year. Since 2012 we have achieved a very strong result of a 74 per cent reduction in total injuries. In 2018 we also continued to focus on programs to support employee health and wellbeing, including mental wellbeing.

We are creating a diverse culture that values inclusion, and which recognises the unique contributions of our people. At Coca-Cola Amatil we are focused on all aspects of diversity and have set targets for gender balance across all our countries and Businesses, aiming for at least 30 per cent of Board, Senior Executive and Management positions to be held by women. Within our Board and Senior Executive teams we have in 2018 already achieved and passed that minimum 30 per cent goal. We are currently the only ASX 100 company with a female Chairman and a female Group Managing Director. We continue to focus on training and development of our people, fostering an environment that supports and encourages growth of employee skills and implementation of a performance-based culture.

Human rights is relevant to all of our people across all of our countries of operation and is an important consideration for Coca-Cola Amatil today and tomorrow. To coincide with International Human Rights Day on 10 December 2017, we launched our Human Rights Policy that covers all the ways we can support human rights and minimise the risk of adverse human rights impacts. In 2018 we continued to work to embed this policy in all ways of working.



## WELLBEING



### CHOICE INCLUDING REFORMULATION AND NEW PRODUCT DEVELOPMENT

### INFORMATION AND RESPONSIBLE MARKETING

The wellbeing of our consumers – physical, mental and social – is at the heart of our vision to delight millions of consumers every day. We are open and responsive to changing consumer tastes and preferences and aligned with global health guidelines and Sustainable Development Goals.

We focus on choice through reformulation and new product introductions, with a target to reduce sugar in our portfolio in Australia and New Zealand. We will measure the sugar grams per 100ml of our non-alcoholic beverages portfolio in all countries of operation and reduce total sugar grams per 100ml by 10 per cent in Australia and New Zealand (vs. 1 January 2016 sugar grams per 100ml) and have the nutrition and responsible consumption information that our consumers want, conveniently available. By the end of 2018 we reduced our sugar grams per 100ml in Australia by 5.7 per cent compared to the 2015 baseline and we are on track to achieve the 2020 goal with a strong reformulation program in 2019. New Zealand is also tracking well toward the 2020 sugar grams per 100ml reduction goal.

We also are committed to consumer education, responsible marketing, and promotion of consumer awareness of the impact of their choices on health and wellbeing.

## ENVIRONMENT



### SUSTAINABLE PACKAGING

### WATER STEWARDSHIP AND REPLENISHMENT

### CLIMATE CHANGE AND LOW CARBON ENERGY

### BIODIVERSITY

### RESPONSIBLE SOURCING

We aim to leave a positive legacy and ensure minimal impact on the environment. We work responsibly in all we do, seeking to make the right choices now, in a sustainable way, for future generations.

Our commitment is focused on where we have the most opportunity to make a difference: sustainable packaging; water stewardship; energy management and climate protection; biodiversity and responsible sourcing.

By 2020, we will continue to drive water neutrality for non-alcoholic beverages; target a 25 per cent improvement in water efficiency for alcoholic beverages and food categories; deliver a 25 per cent carbon reduction for the 'drink in your hand'; ensure that 60 per cent of our energy requirements come from renewable and low-carbon sources; aspire to packaging neutrality with business case development for 50 per cent recycled PET in our Australian portfolio; ensure 80 per cent of suppliers are covered by responsible sourcing assessments, and lead on habitat regeneration and protection projects.

To achieve this vision, we work closely with partners and environmental experts so that we can understand and mitigate our impact and be proactive in implementing solutions, and are well advanced on each of these goals at the end of 2018. We have taken a leadership role in working with governments and stakeholders across Australia on container deposit and refund schemes, including as a joint venture partner in Exchange for Change, Coordinator. We are also a founding partner in Container Exchange, a not-for-profit organisation that established and now manages the Queensland container refund scheme, which commenced in 2018. In addition, we have run the South Australian container deposit scheme for over 40 years through our wholly-owned subsidiary Statewide Recycling.

We also welcome and support The Coca-Cola Company's 'World Without Waste' global packaging strategy, announced in January 2018, which has an industry-first goal of collecting and recycling the equivalent of every bottle or can it sells globally by 2030. In line with this commitment Coca-Cola Amatil has recently approved the business case for 50 per cent recycled plastic in its Australian portfolio, which will double the amount of recycled plastic being used by the Australian Beverages Business.

## OUR COMMUNITY



### PHILANTHROPY AND SPONSORSHIPS

### EMPLOYEE VOLUNTEERING AND GIVING

### DISASTER RELIEF AND RESILIENCE

### BUSINESS FOR DEVELOPMENT, INCLUDING FIRST PEOPLE'S RESILIENCE AND SOCIAL PROCUREMENT

We make a unique, sustained, and valued collective impact on the communities in which we operate. Our contribution in Australia, Indonesia, Papua New Guinea, New Zealand, Fiji and Samoa delivers outcomes in partnership with local communities to ensure they are relevant to local development needs and circumstances. We embrace the philosophy of *Gotong Royong*<sup>1</sup>, or community cooperation, and we will aspire to contribute the equivalent of one per cent of EBIT<sup>2</sup> and track the impact of this investment annually and over time.

Our contribution includes:

Significant **philanthropic grants** through the Coca-Cola Australia Foundation and the Coca-Cola Indonesia Foundation as well as the contribution of dedicated funds from sponsorship and marketing activities to support grassroots sports and community development initiatives.

Since its establishment in 2002, the Coca-Cola Australia Foundation has provided more than \$15 million to hundreds of charities, positively impacting many young Australians.

Creating a culture that supports **employee volunteering**, including professional pro bono services, employee fundraising and matched workplace giving.

Being ready to lend a hand with provision of water, food, and other aid to people impacted by natural disasters and to **support community resilience** beyond the immediate aftermath.

Ensuring we **leverage our significant business** investment in employment, training, ingredient supply, assets and services so that we can also provide community and social development benefits wherever possible.

**Coca-Cola Amatil's full Sustainability Report is available on our website [www.cccamatil.com](http://www.cccamatil.com)**

1 *Gotong Royong* is an Indonesian phrase that translates as "cooperation in a community" or "communal helping of one another". It celebrates the spirit of volunteerism as well as the idea of reciprocity – helping your neighbour to also help yourself – whilst achieving broader community objectives.

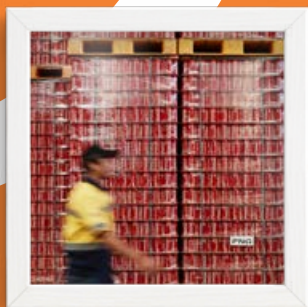
2 Currently this equates to around AU\$6million of community investment per annum.

# OUR PEOPLE



**WE ARE PROUD OF OUR  
CULTURE AND VALUES,  
AND THE DISTINCTIVE AND  
POSITIVE CONTRIBUTION  
OUR PEOPLE MAKE TO THE  
WORLD IN WHICH WE LIVE.**





## OUR COMMITMENT

At Coca-Cola Amatil, we know that our success as an organisation depends on our people. We are proud of our culture and values, and the distinctive and positive contribution our people make to the world in which we live. Across diverse regions and Businesses, we focus on attracting, developing, retaining and engaging people who bring different experiences, thinking, attitudes, opinions, and ideas. We also focus on keeping them safe, well, and supported.

Human rights has always been a priority, and our Human Rights Policy ensures that our commitment is clear, particularly our commitment to our own people.

Our overall commitment to, and expectations of, our people has been brought together in our People Pact, which is a statement of what we will achieve together. It is structured around the things our people have told us matter most to their engagement and our organisational success. These include: Our Vision and Strategy, Our Values, Leadership, Our Contribution, Our Brands, and celebrating our #onlyatamatil moments.

Included in our suite of 2020 Sustainability Goals we have publicly stated our commitment to:

- Implementing and embedding our Human Rights Policy;
- Having a zero-harm workplace; and
- Having at least 30 per cent of Board, Senior Executive and Management positions held by women.

## OUR APPROACH

Material aspects and priorities have been identified in our Coca-Cola Amatil *Group-wide Health and Safety Management Framework*, and our Diversity and Inclusion strategy. We also ensure that each Business sets their own objectives and priorities on these aspects considering the needs of their people, business, markets, customers, consumers, partners, and communities.

The Board Risk & Sustainability Committee oversees the *Group-wide Health and Safety Management Framework* and achievements. The Board People Committee is engaged with monitoring the outcomes from our Diversity and Inclusion strategy. All people programs are guided by regulatory requirements and relevant company policies including the Coca-Cola Amatil Group-wide *Code of Conduct – How We Do Business, Health, Safety & Wellbeing Policy, Gender Diversity Policy, Human Rights Policy, Whistleblower Protection Policy, People Pact, Domestic and Family Violence Policy* (Australia) and *Domestic Violence Policy* (New Zealand).

Our *Health and Safety Management Framework* is certified at Group level under global *OHSAS 18001 Standard*. Formal joint management-worker health and safety committees operate at site level in all locations and all employees are represented by these committees. In most jurisdictions our formal agreements with trade unions also cover health and safety aspects. Health and safety performance is also monitored via regular internal and external audits, including audits conducted by The Coca-Cola Company, to ensure we meet stringent Quality, Safety and Environment requirements. We also follow our own and partner guidelines such as The Coca-Cola Company's *Supplier Guiding Principles* and Coca-Cola Amatil's *Responsible Sourcing Guidelines*. Commitments to health, safety, diversity and human rights are also included as part of total supplier sustainability assessments covering the majority of Coca-Cola Amatil's key suppliers.

# HEALTH, SAFETY AND WELLBEING

## 2018 PERFORMANCE

- Tragically, our Indonesian business reported a traffic-related fatality involving a member of the public in 2018
- Employee injuries across the Coca-Cola Amatil Group decreased by five per cent compared to the prior year, and have reduced by 74 per cent since the baseline year of 2012
- Total Recordable Injury Frequency Rate (TRIFR) has increased slightly to 5.3 compared to 5.0 in the prior year, but has decreased 63 per cent since 2012
- Lost-Time Injuries Frequency Rate (LTIFR) was 2.8, an increase on the prior year and also on the 2012 rate
- 33,920 instances of participation in employee wellbeing programs across the Coca-Cola Amatil Group
- The Coca-Cola Amatil Contractor Management System (Beakon), which is now rolled out across the organisation, is being utilised by over 8,500 employees and has data for over 63,000 contractors 'live' in the system

## OUR PROGRESS

In 2018 we continued our focus on making Coca-Cola Amatil a safer place to work, committed to building a zero-harm and positive wellbeing culture, engaging workers to report hazards, and encouraging our leaders to proactively participate in safety activities. We benchmark our performance against prior year and also 2012 when we made significant advances in safety data collection and review processes.

### Loss of Life

Tragically, our Indonesian business reported a traffic-related fatality involving a member of the public in 2018. The police investigation found both motorcycle riders to be at fault. Such a loss of life is unacceptable and our response to this incident has been immediate and comprehensive. A full investigation was conducted, and corrective actions implemented and shared across the organisation. Support has been provided to our colleague, and we also worked with our people locally to assist them after this traumatic incident. Our condolences go to the family of the deceased. Coca-Cola Amatil provided support to cover medical costs and funeral expenses for the deceased.

Following independent review and identification of causes after a loss of life incident, Managing Directors in each Business are responsible for applying corrective and preventative actions, and learnings are also shared with the Risk & Sustainability Committee.

When reporting on loss of life, we include:

- All work-related incidents where employees or contractors have died, or which have occurred on-site; and
- All incidents involving members of the public, where, post-investigation, Coca-Cola Amatil or its contractors were found to be at fault.

This approach is consistent with accepted sustainability and safety reporting practices used by other companies. It ensures we focus on aspects within our operational control.

### Injuries and Injury Frequency Rates

Coca-Cola Amatil measures its injuries in several ways. We record total injuries in each of our Businesses, as well as frequency rates for lost-time injuries and total recordable injuries<sup>1</sup>.

We are pleased to report that in 2018 employee injuries across the Coca-Cola Amatil Group decreased by five per cent compared to the prior year. Since 2012 we have achieved a very strong result of a 74 per cent reduction in total injuries.

Coca-Cola Amatil TRIFR increased slightly by 5.3<sup>2</sup> per cent compared to the prior year, but has decreased 63 per cent since 2012. Since 2012, lost-time injuries have decreased by 24 per cent and days lost has decreased by 29 per cent. We encourage our people to report all injuries and seek medical attention.

Three years ago, we commenced measuring lead indicator activities that we know can help drive improvements to safety outcomes such as leadership safety activities, audits completed, hazards reported, near misses reported and wellness program participants. There were significant improvements year-on-year for each indicator, with the focus on better awareness and reporting seeing hazards reported up 30.8 per cent to 35,729.

### Highlights of 2018

We continued to champion health, safety and wellbeing across Coca-Cola Amatil Group in 2018.

Across the Group 2018 was a year of continued improvement, expansion, and recognition of our safety programs. The Coca-Cola Amatil Contractor Management System (Beakon) has now been rolled out across all countries and Businesses. Data for over 63,000 contractors is now 'live' in the system, and being utilised by over 8,500 employees.

We signed up to the UN global (International Social Security Association) Vision Zero campaign, hosted the Australian launch at Richlands and were invited to join the global Vision Zero steering committee.

1,277 Australian-based team members participated in Healthy Minds at Work programs including Mental Health First Aid certification.

<sup>1</sup> The more traditional Lost-Time Injury Frequency Rate (LTIFR) captures 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 (als) and restricted work injuries. Both take into account the number of injuries occurring in a workplace per 1 million man-hours worked.

<sup>2</sup> The TRIFR increase is due to reduced total working hours.

## Case Study:

### ZERO HARM DURING COMMISSIONING OF FIJI BLOWFILL PLANT



As our business strives towards our 2020 goal of having a zero-harm workplace, complex projects like the construction of a new plant present risks and on-site challenges that need to be carefully managed.

Our only non-alcoholic beverages manufacturing plant in Suva, Fiji was over 30 years old and no longer keeping up with our needs. A new line was approved and commissioned to replace the existing one.

Before the new line could be installed, the old line required decommissioning and all the supporting services such as boilers, electrical transformers, water treatment and connecting services required significant upgrade works. These essential works were performed through a mix of both local and New Zealand-based contractors.

The planning, installation and validation process required a team comprising 18 German technicians and 20 local contractors.

Managing the contractors and site works, in what was still a working production environment, required close safety management. Contractors were given daily safety briefings and their compliance to our on-site Safety Plan was monitored with particular emphasis on work carried out at height, in enclosed spaces, heavy lifting, and with hazardous substances. Daily work checks were conducted and permits pertaining to the project were issued on a day-to-day basis.

The project was completed on time, on budget and most importantly, without recording a single lost time injury. Coca-Cola Amatil Fiji now has the latest in manufacturing technologies, which sets our business up for success for the next 20 years – all completed with zero-harm.

We continued our focus on holistic programs for employee wellbeing. Our Australian Beverages teams established a 'Safety Week' program throughout October that would be meaningful to their local teams and locations. In 2018 the Northmead NSW team were awarded for their Safety Work initiatives in the previous year by Safework NSW for engaging programs such as driver safety, mental health and diet, and exercise awareness sessions offered to their site.

Australian Beverages recorded its lowest ever injury performance at 50 injuries in 2018 vs. 58 in 2017 and 292 in 2012, an 82 per cent reduction from 2012.

In Fiji, we widened the scope of the Health, Safety and Wellbeing program to include nutritional support, financial literacy training, mental health, alcohol and drug dependency awareness, and providing confidential third-party support to those staff who needed assistance. 93 per cent of full-time staff members took part in the program.

Our Alcohol & Coffee team implemented their Health and Wellbeing program co-designed by HealthStyle. Employees can sign up for a complementary health program, personalised to help them achieve their health goals through advice on nutrition, fitness, disease prevention, and guidance on achieving a thriving, happy and positive lifestyle.

The installation and commissioning of our new Krones PET blowfill line in Fiji and the associated supporting services presented some significant on-site challenges and some additional management of risk factors to ensure that no-one was injured during the process. The focus on safety was non-negotiable, and we had to ensure the contractors who entered our site met our high standards. This resulted in zero harm throughout the complex process.

Joanne Thompson, a Pallet Loader Operator in Coca-Cola Amatil New Zealand, was recognised as the Health and Safety Rep of the Year at the 2018 New Zealand Workplace Health and Safety Awards. Joanne proposed a better way of keeping pedestrians and forklifts separated. She also created a safety induction video for new starters and contractors.

We undertook considerable facility investment (over \$100,000) at Feral Brewing to improve our safety practices – for example implementing anti-slip floors, business-wide Personal Protective Equipment practices, proper safety induction, and development of a three-year safety plan.

Our Australian Beer Company business implemented a low-cost, best-practice safety learning from our brand partner Casella at the brewery in Yenda. The 'forklift safety halo' is a \$300 clip-on device that projects a light-indicated clearance zone around the forklift during operation, warning pedestrians of its presence and helping drivers be safe.

In 2018, the Alcohol & Coffee Safety Committee was set up to share key learnings across our Alcohol & Coffee business operations and locations in particular sharing Safe Work Procedure learnings between our various brewery operations.

In New Zealand, we launched a new *Domestic Violence Policy* in 2018 to provide as much support as possible to victims of domestic violence.

The Alert Driving e-Learning safety program was rolled out across Indonesia in partnership with local community colleges in Lampung, Jakarta and Surabaya with 203 students participating in the program.

In Indonesia 6,907 team members have participated in classroom and practical safety driving and riding programs during 2018, with 834 participating in online driving training and assessment via the Alert Driving program. In addition, 3,448 contract drivers were assessed against the Fleet Driving Risk Indicator.

### Coca-Cola Amatil Group Fatalities

	2012	2013	2014	2015	2016	2017	2018
Australia	0	0	0	0	0	0	0
New Zealand	0	0	0	0	0	0	0
Indonesia	2	3	3	4	5	1	1
Fiji	0	0	0	1	0	0	0
Papua New Guinea	0	0	0	2	0	0	0
Paradise Beverages (Fiji and Samoa)	0	1	0	0	0	0	0
<b>Total</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>5</b>	<b>1</b>	<b>1</b>

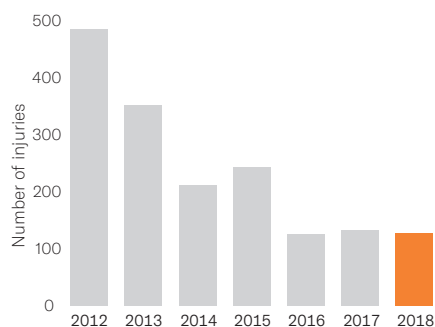
### Coca-Cola Amatil Group Total Recordable Injury Frequency Rate (TRIFR) Per 1 million man-hours worked

	2012	2013	2014	2015	2016	2017	2018
Australian Beer Co.	N/A	N/A	0	25.0	0	0	0
Australian Beverages	29.7	18.6	14.3	16.2	8.4	7.5	8.0
SPC	27.9	21.5	18.7	22.4	9.3	28.3	26.1
New Zealand	9.2	7.5	5.9	8.0	6.0	7.0	6.1
Indonesia	1.9	2.5	1.4	2.4	1.8	1.3	1.6
Fiji	11.6	3.8	7.3	5.2	0	4.8	3.2
Papua New Guinea	22.5	41.0	2.9	7.2	3.8	4.2	1.2
Paradise Beverages (Fiji and Samoa)	13.1	9.5	8.8	5.5	2.8	7.3	10.4
<b>TRIFR</b>	<b>14.4</b>	<b>10.8</b>	<b>6.6</b>	<b>8.1</b>	<b>4.8</b>	<b>5.0</b>	<b>5.3</b>

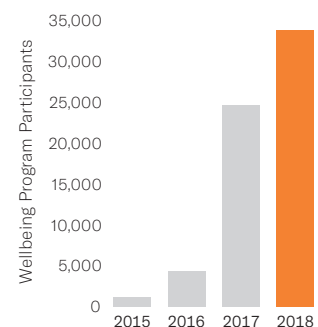
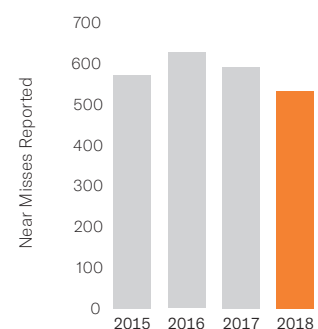
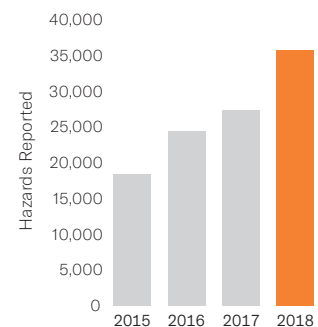
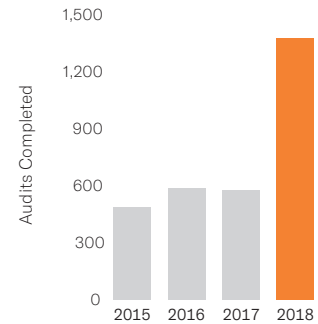
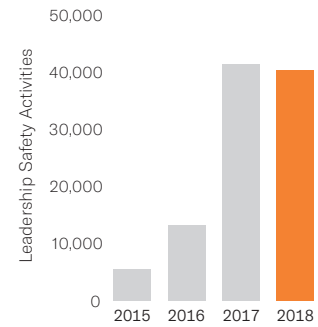
### Coca-Cola Amatil Group Lost-Time Injury Frequency Rate (LTIFR) Per 1 million man-hours worked

	2012	2013	2014	2015	2016	2017	2018
Australian Beer Co.	N/A	N/A	0	12.0	0	0	0
Australian Beverages	5.3	3.4	4.1	3.7	1.8	1.8	2.9
SPC	6.7	4.1	4.7	3.4	3.1	9.8	15.5
New Zealand	3.3	3.2	2.9	3.4	4.9	3.2	3.9
Indonesia	0.2	1.0	0.6	1.0	1.2	0.5	1.1
Fiji	9.6	3.8	3.6	5.2	0	4.8	3.2
Papua New Guinea	3.2	3.6	1.0	2.2	1.5	0	0.6
Paradise Beverages (Fiji and Samoa)	5.7	7.4	3.5	1.8	0.9	5.0	6.6
<b>LTIFR</b>	<b>2.6</b>	<b>2.4</b>	<b>2.1</b>	<b>2.2</b>	<b>1.7</b>	<b>1.7</b>	<b>2.8</b>

### Coca-Cola Amatil Group Injuries



### Coca-Cola Amatil Group Lead Safety Indicators





## Case Study:

## OUR PEOPLE, OUR WELLBEING



At Coca-Cola Amatil we have empowered our people, everywhere we operate, to introduce programs that improve their physical and mental wellbeing.

### **Coca-Cola Amatil Fiji Health and Wellbeing Program**

As a major employer in Fiji, we lead by example and play a successful role in ensuring the health and wellbeing of our team members. As with all Coca-Cola Amatil businesses we take physical safety very seriously, but in Fiji we often provide the only primary health care screening to which our people have access, and we are often the sole provider for wellbeing support networks.

In 2018, we widened the scope of our wellbeing program to include nutritional support, financial literacy training, mental health, and alcohol and drug dependency awareness, and provided confidential third-party support to those staff who needed assistance.

The program began with medical checks for all full-time employees with feedback sessions on their general health. In 2018 over 90 per cent of full-time employees participated in the screening, which

proved to be invaluable as it helped identify areas where additional support was needed.

A calendar of health and wellbeing initiatives was released across the year to regularly reinforce the importance of taking responsibility for wellbeing, but also providing support where further assistance was required.

The program was recognised by the Fijian Human Resources Institute as the best 'Health, Safety and Wellbeing' Program of the year for 2018 in Fiji.

### **Health and Wellbeing within our Alcohol & Coffee business**

Providing access to a tailored health and wellbeing assessment and personalised advice program was a business priority in 2018. A survey of Alcohol & Coffee employees identified that our people would value this program highly. Local programs have been developed for our team members working in Fiji and Samoa, and for our Grinders team based in Fairfield, Victoria. A similar program was introduced for Alcohol & Coffee employees in head office, providing our people with access to personalised health and wellbeing assessments.

### **Safety Week in Australian Beverages**

Safe Work Australia held 'Safe Work Month' throughout October. The month is an opportunity for companies to engage their workforce in all areas of health and safety. Our Australian Beverages teams established a 'Safety Week' program that was meaningful to their local teams and locations, and which captured the main priorities for their leaders. In 2018 Coca-Cola Amatil Northmead NSW was recognised for their safety week initiatives in 2017 by SafeWork NSW due to engaging programs such as driver safety, mental health and diet, and exercise awareness sessions offered to their site. Our Supply Chain and Equipment Services team in Victoria showcased their week by calling it 'Wexpo' (Wellbeing Expo) and had a strong health and wellbeing element with activities, such as walking meetings and mindfulness, set up for the team.

#### Case Study:

### GETTING CHECKED OUT: A PROGRAM FOR EMPLOYEE HEALTH AND WELLBEING



A survey of Alcohol & Coffee employees identified that access to a tailored health and wellbeing assessment and advice would be a highly valued benefit. Local programs were introduced for our team in Fiji and Samoa, and for our Grinders team based in Fairfield, Victoria.

In 2018, the program was extended to all Alcohol & Coffee Australian-based employees. The program ran across three week-long windows in May, June and December. Our people were offered the chance to sign up for a new complimentary personalised health program, designed to help them achieve their health and fitness goals. Developed in conjunction with HealthStyle, an Australian corporate wellness company, employees had access to personalised advice on nutrition, fitness, disease prevention, and guidance on achieving a thriving, happy and positive lifestyle.

Zoe Veitch and Robbie Brown from the Alcohol & Coffee marketing team both made significant lifestyle, fitness and nutritional improvements as a result of the program. As Robbie said, *"Fabulous program! Great initiative from the business and great that the business cares for its employees' health...I got terrific tips that I still use."*

Zoe noted that although she had been initially apprehensive, the program has made a definite difference to her lifestyle: *"I'm eating more wholefoods, fish and greens and I'm vigorously exercising 6 times per week. I now have a much more restful sleep. I have much more energy and I've shed 3kgs (the goal being another 3kgs). In essence I feel great."*

As a result of the program's success, the Alcohol & Coffee business is considering how best to evolve the program and integrate it into its longer-term health and wellness plan for employees.

#### Case Study:

### OUR NEW ONLINE SAFETY SYSTEM: CONTRACTOR SAFETY AND TRAINING

Coca-Cola Amatil is proud to be a leader in delivering safe and efficient workplaces for employees, contractors, and visitors. Our focus for this project was to bring multiple disparate systems, and manual, paper-based processes, into one standardised platform, all while accommodating the different legislative, process, and language requirements of multiple jurisdictions across our business.

The platform we are using is from Australian-based software company 'Beakon'. Starting in November 2015 with our Northmead manufacturing facility as a pilot site, and culminating in the roll-out to the team in Papua New Guinea at the end of 2018, the system is now being used by 8561 employees, with 63,293 contractors also accessing the system for training and registration requirements.

The system facilitates contractor management, provides a library of permits for work and job safety analysis, is a platform for on-line training modules, incorporates a fully automated auditing system, and provides a location to record incidents, hazards and corrective actions.

The scale and scope of the system is best demonstrated by the fact that at the end of 2018 over 2.5 million learning activities had been completed by employees and contractors registered with the system, making our workplaces safer and helping ensure that everyone gets home to what they love.



## Case Study:

### THEBARTON MANUFACTURING CLOSURE – PROUD TO THE END



In February 2017 Coca-Cola Amatil announced the end of manufacturing at Thebarton, South Australia. At that time we said our priority would be working closely with employees and local stakeholders to manage the change effectively for our people.

A two-year transition period, supported with a co-payment from the South Australian Government, was planned to help our people transition to new jobs. 'Proud to the End, Ready for the Future' was the vision for employee engagement throughout this process, during which weekly town hall meetings were held to keep people informed of changes and let them provide feedback.

Our people had access to a range of services to assist them in the transition phase, covering their wellbeing, financial stability and preparedness for future opportunities.

This included:

- Inviting family members to initial workshops for their support, and running mental health and resilience workshops. Motivational speakers were invited to attend and share their experiences, while weekly reward and recognition sessions kept the atmosphere positive and motivating
- Life and career coaching sessions were held to identify opportunities for upskilling, while bespoke workshops included resume training access to training funds, superannuation expertise and financial advice
- Training in the Business Excellence Program (BEX) lean manufacturing model was held, providing a transferable skill that is attractive to many locations

Bottling at Thebarton was progressively relocated to new or expanded Coca-Cola Amatil facilities in Western Australia and Richlands Queensland during the transition phase. No Australian production was moved offshore.

The last production line ran at Thebarton on 4 December 2018. By this time Coca-Cola Amatil had worked closely with all employees to help them find new work or be redeployed elsewhere, with most of the people achieving their goals in employment, study or retirement. Throughout the process the wellbeing of people was a priority.

Coca-Cola Amatil continues to employ 150 people in South Australia across sales, warehousing, distribution, cold drink equipment and IT, as well as Statewide Recycling.

## 2019 PLANS FOR IMPROVEMENT

- **Behavioural Safety Culture:** Businesses to continue roll-out of leader and employee programs across all Businesses and encourage tracking of lead indicators to demonstrate improvement in health, safety, and wellbeing culture and performance
- **Health and Wellbeing Programs:** Businesses to continue rolling out programs specific to needs with particular focus on worker fitness
- **Employee Mental Health:** Continue sharing best practice and to look externally for innovative solutions
- **Process Safety Management:** Driver safety maturity development through focusing on design and engineering of facilities, maintenance of equipment, effective alarms, effective control points, procedures and training

# DIVERSITY, ENGAGEMENT AND HUMAN RIGHTS

## 2018 PERFORMANCE

- Continued to improve gender diversity, achieving representation of women in 34 per cent of Senior Executive roles and 44 per cent at Board level
- Coca-Cola Amatil New Zealand awarded Best Employer in Australia and New Zealand for the third year in a row
- We were one of the first companies in New Zealand to be awarded the Gender Tick accreditation

## OUR PROGRESS

### Diversity and Inclusion

We know the value of attracting, developing, and retaining a diverse team of people, and in 2018 we continued to build organisational diversity and an inclusive culture, reflective of the markets and communities in which we operate.

An inclusive, diverse workforce encompasses gender, ethnicity, age, disability, religious beliefs, sexual orientation, family and relationship status, socio-economic background, and education. Diversity also encompasses the many ways our people work, their life experience, location, ways of thinking and work experiences.

Having at least 30 per cent of Board, Senior Executive and Management positions held by women is one of our key 2020 sustainability goals. In 2018, we are well on track to achieving our target by 2020.

Our Chairman and Group Managing Director roles are held by Ilana Atlas and Alison Watkins, and by the end of 2018, 44 per cent of Board positions were held by women. At Senior Executive level we have already achieved 34 per cent female representation. We have introduced a new and consistent definition of 'management positions', which applies the Workplace Gender Equality Agency (WGEA) descriptors. This has provided our 2018 baseline of 21 per cent in 2018 of women in Management positions across our business.

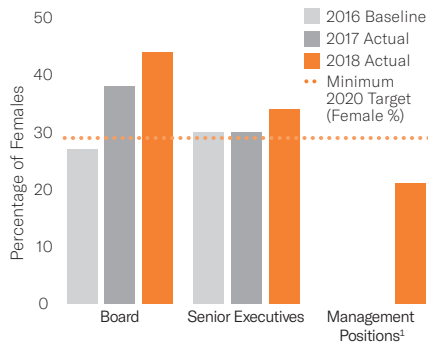
Whilst we are tracking well on achieving the broader gender diversity targets for 2020, there are some areas that will require additional focus in the next three years.

Improving the depth and breadth of representation of women across all functions and Businesses has been identified as an area for improvement. To support this we have implemented several initiatives in 2018:

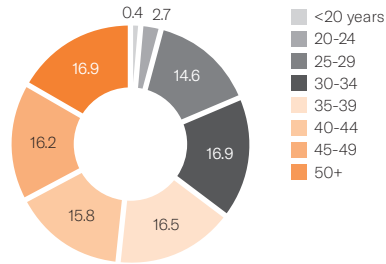
- Wayfinder: Supply Chain Careers for Women Program is a talent and diversity initiative aiming to increase the number of women in supply chain jobs and careers. The program commenced in 2018, coordinated by Deakin University and the Centre for Supply Chain and Logistics, with Coca-Cola Amatil being a foundation sponsor
- Australian Beverages, in partnership with Workskil Australia, launched the Women in Warehousing program, focusing on training for the logistics workforce. The program provides high quality theoretical and practical training for women looking to enter a career in logistics
- In New Zealand, we were one of the first companies to receive Gender Tick accreditation, which recognises we have been independently evaluated to have best-of-breed policy for gender equity. One of the gender equality initiatives in New Zealand, which has been expanded in 2018, is our Lean Into Amatil program, which aims to unlock the potential of our female talent
- In Indonesia we continued the support of our female leadership programs, including the Acceleration and Empowerment program and Achieving Your Best Self for female managers. Close to 71 per cent of the total female workforce went through at least one of the leadership programs in 2018
- Our Alcohol & Coffee Business continued to support the industry-wide mentoring program Women in Drinks for aspiring leaders

“  
**WE CONTINUED TO BUILD ORGANISATIONAL DIVERSITY AND AN INCLUSIVE CULTURE, REFLECTIVE OF THE MARKETS AND COMMUNITIES IN WHICH WE OPERATE.**  
”

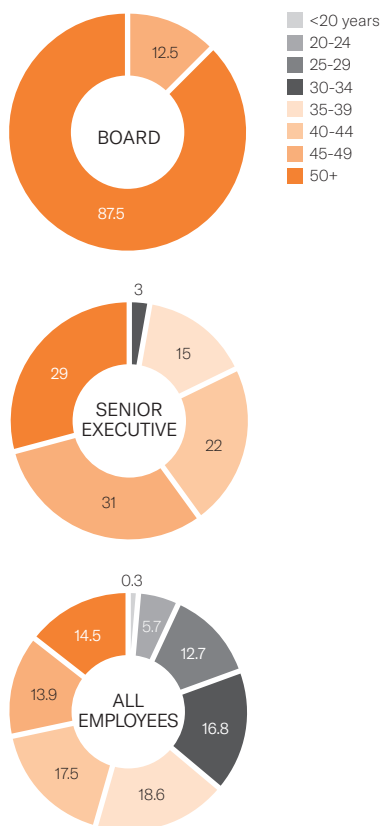
**2018 Coca-Cola Amatil Group  
Percentage Gender Split by Level**



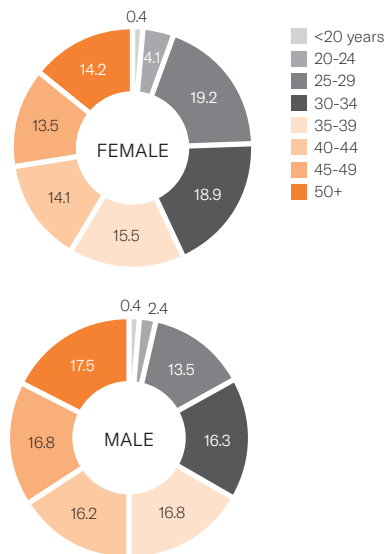
**2018 Coca-Cola Amatil Group  
Employee Age (%)**



**2018 Coca-Cola Amatil Group  
Percentage Age Split Board, Senior  
Executives and All Employees<sup>2</sup> (%)**



**2018 Coca-Cola Amatil  
Group Employee Percentage  
Age Split by Gender (%)**



## Case Study: BEING YOUR BEST AT 50



We're passionate about supporting our people throughout their entire career. In 2018, we partnered with Macquarie University in a funded study to understand how workers 50 years and over manage the stresses of everyday life and what resilience skills they apply to help them deal with the pressures.

The aim of the study is to provide insights into how our people respond to resilience practices and the most effective approach we can take in supporting our people via the Coca-Cola Amatil resilience programs. The study involved 200 participants over the age of 50 from cross-functional groups across Queensland, NSW and Victoria.

Through this study we will identify a consistent and evidence-based resilience program for Coca-Cola Amatil.

Our goals are to:

- Reduce anxiety, stress and depression symptoms at three months
- Increase engagement at work
- Increase perceived efficacy to cope with future demands
- Prepare our people to be able to better cope with change, with resilience skills that are transferable between work and home
- Empower our people to make the right choices

We are excited about the program and looking forward to receiving the final results.

<sup>1</sup> We have introduced a new and consistent definition in 2018, which has been applied using WGEA descriptors. This has provided our 2018 baseline of 21 per cent in 2018.

<sup>2</sup> Permanent headcount.



Achieving diversity outcomes also requires an inclusive culture and practices to further develop and empower our people. In addition to our initiatives on gender, our business has also achieved the following in 2018:

- Following a successful trial within the Alcohol & Coffee business, we expanded the Australian Kids@Work vacation care program to all Head Office employees. Kids@Work aims to give our people the flexibility they need, when they need it most
- In 2018 our Indonesian business won two awards – we were recognised as one of the top three Best Corporate Universities in Indonesia, and one of the top two companies in *Creating Leaders from Within* by SWA, a leading business magazine based in Indonesia. As a result of our focus on developing our people in Indonesia, 'Career and Development' scored at 80 per cent in our 2018 employee engagement survey results (vs. 56 per cent in 2014). This puts Coca-Cola Amatil Indonesia in the Top Quartile Engagement cohort across the APAC region. The Graduate Trainee Program in Indonesia has placed over 250 graduates into local roles
- Our Indonesian business also launched a new program 'STEP to Growth' for people leaders to move beyond incremental growth mindset and believe in their ability to stretch themselves to reach their full potential and possibilities
- Indonesia delivered continued improvement of the Business Technical Academy. We delivered an average of over seven days of training per employee in 2018 vs. an average of one day of training when we started in 2014
- In Australia, we partnered with Macquarie University in the 'Being your Best at 50' study, to understand how older workers manage the stresses of everyday life and what resilience skills they apply
- In Paradise Beverages, we developed and implemented a series of leadership programs targeted at frontline leaders and executives
- Coca-Cola Amatil New Zealand received the Rainbow Tick accreditation once again for 2018. The Rainbow Tick is an international accreditation, where businesses are formally recognised as LGBTQIA+<sup>1</sup> friendly. It's a mark of confidence, to show an organisation's high standard of diversity and inclusion efforts. Our New Zealand team also participated in the 2018 Pride Parade

<sup>1</sup> The LGBTQIA+ community is a society of lesbian, gay, bisexual, transgender, queer, intersex and asexual individuals with a + for those who are in the process of self discovery, or have more complex identities.

### Case Study: THE GENDER TICK



In 2018 we became one of the first companies in New Zealand to receive the Gender Tick accreditation.

The Gender Tick is a New Zealand-based accreditation where organisations are recognised for their leadership and compliance in matters of gender in the workplace. The accreditation process includes independent validation that an organisation's people, policies and processes promote a healthy workplace for all genders.

Receiving the Gender Tick is an acknowledgement of our organisation's focus on five key principles of the Gender Tick accreditation:

1. Gender Inclusive Culture
2. Safe Workplace
3. Career Development
4. Flexible Work and Leave
5. Equal Pay

*"It's an absolute privilege and an honour to be involved in the Gender Tick accreditation. This is not only an innovative new program that promotes and encourages a much fairer workplace for all but it also shows a greater commitment to gender equality. Our values at Coca-Cola Amatil align with the same expectations as the Gender Tick and we are proud of the work we do to ensure our people enjoy the benefits of an engaged and healthy workplace culture."* — Susan Lowe, General Manager of People & Culture at Coca-Cola Amatil New Zealand.

### Case Study: WELCOMING KIDS@WORK: HELPING BALANCE WORK AND FAMILY



Coca-Cola Amatil is committed to providing a flexible and family-friendly workplace. This is not only good for our people but good for business; helping our people balance work and family commitments drives productivity and efficiency, which helps attract, engage and retain a world-class workforce.

Kids@Work is a supervised on-site activities program aimed at children aged 3 to 12 years old and recognises the additional challenge presented by the school holidays. Kids@Work gives employees' children the opportunities to make new friends and meet the people with whom their parents work. It's also a chance to experience the excitement of going to their parent's or carer's workplace.

The idea was the brainchild of Alcohol & Coffee Marketing Director Sally Byrne. Trying to organise care for her two children during the long summer holiday, Sally quickly found other colleagues in the same boat, and the idea was born.

The program was brought to life in an incredibly successful way by the marketing team co-ordinator and event specialist, Robbie Brown, with the first pilot taking place in January 2016, involving around 35 children over five days and run on-site on a roster basis by the 24 parents of those involved.

Uptake and interest in the Kids@Work program has increased every year, and numbers in 2018 were double 2016. When the program was opened up to all Head Office employees in January 2019, it was over-subscribed by 200 per cent. Further expansion is planned to increase the number of places available in future programs.

*"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."* — Sally Byrne, Marketing Director for Alcohol & Coffee.

## Engagement

Building employee engagement continues to be a priority across Coca-Cola Amatil. We know that an engaged workforce who believe in our future, are connected to our strategies, confident in our leaders and proud to be a part of Coca-Cola Amatil, are critical to the delivery of our priorities. In 2018 we conducted our fifth annual engagement and insights survey across the Group. Over 90 per cent of our people participated in the survey, which measures both engagement and the critical factors of the employee experience at Coca-Cola Amatil.

Coca-Cola Amatil's Group employee engagement score in 2018 was 71 per cent, an improvement of 8 per cent since 2014, with year-on-year improvements moving Coca-Cola Amatil towards the Aon top quartile.

In 2018 Coca-Cola Amatil New Zealand received the Aon Hewitt Best Employer Accreditation for the third year in a row. In addition to a high engagement score, businesses are put through a stringent auditing process that involves an all-employee engagement survey, People Practices Inventory and interviews with senior management teams.

The high engagement and customer-centric culture of our New Zealand team has resulted in the National Contact Centre being recognised yet again, as one of the best Contact Centres in the country. Coca-Cola Amatil New Zealand took out two of the biggest national team awards including the Diamond Award for Outbound Business-to-Business Calling and Industry sector award for Best Consumer Support Services. Two Coca-Cola Amatil representatives also took two out of five awards for Most Outstanding Outbound representative.

Engagement is also about supporting our people just as they have supported us. In 2017 we announced the end of manufacturing at Thebarton, South Australia. We prioritised working closely with our employees to manage change effectively for our people. A two-year transition plan helped our people transition to new jobs. 'Proud to the End, Ready for the Future' was the vision for employee engagement throughout this process, during which weekly town hall meetings were held to keep people informed of changes and to provide a forum for feedback. The last production line ran at Thebarton on 4 December 2018 with most of the people achieving their goals in employment, study or retirement.

Engagement also depends on our people being supported in their development goals. Building capability of local talent in our growth Businesses, particularly Indonesia, will remain a priority and we will accelerate the significant efforts already underway to develop both technical and leadership capability.

“  
**WE PRIORITISED  
WORKING CLOSELY  
WITH OUR  
EMPLOYEES TO  
MANAGE CHANGE  
EFFECTIVELY FOR  
OUR PEOPLE.**  
”

#### Case Study:

### WOMEN IN SUPPLY CHAIN AND LOGISTICS



At Coca-Cola Amatil we are passionate about having a more diverse workforce, leveraging the skills of a wide range of people and creating opportunities where we can, especially in areas such as our Supply Chain, an industry that has traditionally been under-represented in women.

In 2018 we launched two programs to improve diversity within our Supply Chain and Logistics team:

#### Women in Warehousing

In 2018 our NSW, Australia logistics team launched 'Women in Warehousing' – a new program in partnership with Workskil Australia focusing on training women for the logistics work force.

'Women in Warehousing' provides high quality theoretical and practical training for women looking to enter a career in Supply Chain and logistics.

All applicants must first complete a Certificate III in Warehousing and Logistics and obtain a full forklift license prior to entering the program. This is followed by eight weeks of practical training at the Eastern Creek Distribution Centre. The program provides the opportunity to learn about logistics in a simulated environment that is supportive and hands-on, and guided by experienced forklift drivers and managers with a team of other women.

#### Wayfinder: Supply Chain Careers for Women Program

Wayfinder: Supply Chain Careers for Women Program is a talent and diversity initiative aiming to increase the number of women in supply chain jobs and careers. The program, coordinated by Deakin University and the Centre for Supply Chain and Logistics, and with Coca-Cola Amatil a foundation sponsor, commenced in 2018. Wayfinder works to achieve a better gender balance in supply chain through a number of initiatives, including connecting industry representatives with members of the community, and building a supply chain career map to better inform young women of opportunities within the industry.

#### Case Study:

### DEVELOPING FIJI'S LEADERS OF TOMORROW



Our Paradise Beverages team has a mission to be recognised as an employer of choice, creating world-class beverages and making a positive contribution to the communities in which we operate.

In 2018, to help achieve our mission we enhanced our leadership development program with a particular focus on inclusive leadership development and strengths-based capability training. We aim to help build the leaders of tomorrow for the company, and for Fiji.

The leadership development program included a series of initiatives including:

- Discovering Possibilities
- Leadership Speaker Series
- Sisterhood Fiji program
- Actionable Conversations
- David Gonski – Women in Leadership
- Leadership Fiji
- Pay it Forward

*"We saw a tremendous ripple effect as a result of these programs, which helped drive pride in our business and re-invigorate motivation across our wider team. Diversity of thought, inclusive leaderships and behaviours, active listening and communications were some of the areas we talked about openly and authentically shared."*

*Some of the quick wins that came out of the program included the introduction of Business Updates across the company and uplifts in employee engagements in the respective business units. We will definitely repeat the program and push the boundaries again in 2019." — Mike Spencer General Manager Paradise Beverages.*



#### Case Study:

### COCA-COLA AMATIL NEW ZEALAND RECOGNISED AS A “BEST EMPLOYER” FOR THREE YEARS IN A ROW



For the third year in a row Coca-Cola Amatil New Zealand has been awarded Best Employer status across Australia and New Zealand, based on the results of their annual engagement survey with Aon Hewitt.

To qualify for the Aon Hewitt Best Employer accreditation process, Coca-Cola Amatil New Zealand needed to not only score high employee engagement levels, but also needed to demonstrate outstanding processes

and procedures when it came to their people. Coca-Cola Amatil New Zealand not only had an exceptional engagement score of 82 per cent (compared to the Coca-Cola Amatil Group engagement score of 71 per cent), but it's continued efforts to listen and act on feedback received from employees is highlighted as a key element in gaining the accreditation for the third year in a row.

Coca-Cola Amatil New Zealand Managing Director, Chris Litchfield, is extremely

proud of his Business' achievements and is honoured to once again receive this accreditation.

*“Scoring the elusive hat trick doesn't come by accident. It's through our dedication, staying true to our values and an uncompromising ability to do what's right by our people, customers and community that has put us into an elite group of organisations,”* — Chris Litchfield, Managing Director New Zealand & Fiji

## 2019 PLANS FOR IMPROVEMENT

#### Diversity and Inclusion:

- Continue to improve our gender-specific development programs to achieve 2020 goals for representation of women in management

#### Engagement:

- Continue to track and improve engagement and understand the drivers for results
- Build capability of local technical and leadership talent in our growth Businesses, particularly Indonesia

# WELLBEING







## OUR COMMITMENT

The wellbeing of our consumers – physical, mental and social – is at the heart of our vision to delight millions of consumers every day. We are open and responsive to changing consumer tastes and preferences, and aligned with global health guidelines and United Nations Sustainable Development Goals.

We are committed to offering choice and information. We measure the amount of sugar per 100ml of our non-alcoholic beverages portfolio in all countries of operation and aim to reduce total sugar per 100ml by 10 per cent in Australia and New Zealand by 2020<sup>1</sup>. We have also joined with industry peers in Australia and New Zealand to set an industry-wide pledge of a 20 per cent reduction in sugar per 100ml across our non-alcoholic beverages portfolio by 2025. This pledge is also shared by our New Zealand Business. In addition, we are committed to have the nutrition and responsible consumption information that our consumers want, conveniently available.

We are increasing choice in all product categories, and are building on our commitment to responsible marketing, and providing consumers with the information they need to decide on the right beverage for them at any occasion.

To achieve this vision, we work closely with our partners, industry experts and our customers to measure, set targets and report on our wellbeing initiatives.

We are successful when we have a diversified and growing consumer base that enjoys our products regularly and in the right amount for them, who can make confident choices, and who trust our brands.

## OUR APPROACH

Material aspects and priorities have been identified in our Coca-Cola Amatil Group-wide Wellbeing Strategy *Choice and Information* and we also ensure that each Business sets their own objectives and priorities on these aspects considering the needs of their business, partners, consumers, customers and other stakeholders. The Board Risk & Sustainability Committee oversees the Group-wide Wellbeing Strategy commitments and achievements.

Our wellbeing initiatives, including quality standards, are guided by regulatory requirements and relevant company policies including the Coca-Cola Amatil Group Human Rights Policy and Alcohol Advertising and Marketing Standards, which confirm our commitment to the wellbeing of our consumers. We also adhere to The Coca-Cola Company's Responsible Marketing Policy, Global School Beverage Guidelines and local industry voluntary commitments such as the Alcohol Beverages Advertising Code (known as ABAC) and DrinkWise Australia's voluntary labelling guidelines, the Responsible Children's Marketing Initiative in Australia, and New Zealand's Healthy Kids Pledge. Quality performance is monitored via regular internal and external audits including audits conducted by The Coca-Cola Company to ensure we meet stringent Quality, Safety and Environment requirements.

We are committed to World Health Organisation Guidelines on recommended daily intake of added sugar. We also support The Coca-Cola Company's Nutrition Guidelines for all new product development. We are also working with The Coca Cola Company to launch reformulated products.

<sup>1</sup> Based on portfolio-wide weighted volume average total sugar content (g/100ml). All targets are for 2020 compared to 1 January 2016 unless otherwise specified.

## 2018 PERFORMANCE

- 5.7 per cent reduction achieved in Australia for non-alcoholic beverages portfolio sugar grams per 100ml and 3.2 per cent reduction achieved for New Zealand
- We have committed to an industry-wide sugar reduction pledge to reduce sugar in our non-alcoholic beverages by 20 per cent by 2025 in Australia. This pledge is also shared by our New Zealand Business
- Continued to drive small pack-size availability in all distribution channels and countries. Small packs are now offered in 95 per cent of grocery stores and 70 per cent of petrol and convenience stores in Australia and 100 per cent of grocery stores in New Zealand
- Together with Coca-Cola Oceania, we were the first in the world to launch Coca-Cola Stevia No Sugar in New Zealand. It's the first Coca-Cola beverage sweetened only from the stevia plant
- Since 2015 and together with The Coca-Cola Company, we have reduced sugar and kilojoules through launching reformulations of 25 non-alcoholic beverage products in Australia
- Coca-Cola Amatil Fiji launched five new low- or no-sugar products into the Fijian Market
- We continued to build our alcoholic beverages portfolio to provide a better choice of beverages for all occasions, including lower alcohol and lower calorie alternatives

## OUR PROGRESS

We are focused on ensuring that our beverage and food product portfolio, product development program, and ranging and distribution strategy, are responsive to growing consumer desires for choice. We are committed to World Health Organisation Guidelines on recommended daily intake of added sugar and agree that too much sugar and excess kilojoules are not good for anyone. This is reflected in our 2017 commitment to measuring the sugar per 100ml<sup>1</sup> of our non-alcoholic beverages portfolio in all countries of operation and reduce total sugar per 100ml by 10 per cent in Australia and New Zealand between 2016 and 2020.

We are working to ensure that people have the right options in terms of product formulations and pack sizes in front of them when they make their selection, with a suitable beverage option for every occasion and a nutritious, high quality food range.

Our progress in 2018 to offer improved choice includes:

### In Australia

- Together with Coca-Cola South Pacific, we have committed to an industry-wide sugar reduction pledge to reduce sugar grams per 100ml across all sales of our non-alcoholic beverages by 20 per cent by 2025 in comparison to 1 January 2016.
- We have been working hard to reduce the sugar in our beverages. Since 2015, Coca-Cola Amatil has reduced grams of sugar per 100ml by 5.7 per cent across sales of our non-alcoholic beverage portfolio and we have launched 25 reformulated products since 2015, including some of our biggest brands
- Today, about 35 per cent all the NARTD drinks we sell in Australia are either low- or no-sugar
- We've continued to drive small pack availability; our small packs are now offered in 95 per cent of grocery and 70 per cent of petrol and convenience stores in Australia
- The successful launch of Coca-Cola No Sugar in 2017 helped increase the volume of low- and no-sugar drinks sold by five per cent in the last 12 months

- In 2018, we launched the following products with no- or low-kilojoule or reduced sugar:
  - Mount Franklin Still Water in three distinct flavours: Lemon & Lime, Pineapple & Mint, and Strawberry, all with no sugar, sweeteners or preservatives
  - Barista Bros. Café Creations: Toffee Almond Panna Cotta, Butterscotch Brownie and Dark Chocolate Fudge with reduced sugar and small pack sizes
  - Coca-Cola No Sugar in Orange
  - Coca-Cola Batch Blends featuring Coca-Cola No Sugar with Chocolate and Coca-Cola No Sugar with Coffee
  - Mount Franklin flavoured water for kids with a hint of natural Apple, Pineapple or Lemon & Lime all with no sugar, preservatives or sweeteners
  - Bisleri water added to our water portfolio

<sup>1</sup> Based on portfolio-wide weighted volume average total sugar content (g/100ml) MAT from a 1 January 2016 baseline.

#### Case Study:

### LAUNCH OF A WORLD FIRST IN NEW ZEALAND – COCA-COLA STEVIA



Increasingly, we are seeing Kiwis wanting to consume less sugar, so along with our brand partner The Coca-Cola Company, we have been working hard for a number of years to develop different drinks that suit every lifestyle and occasion while still tasting great.

In May 2018, New Zealand became the first country in the world to launch Coca-Cola Stevia No Sugar.

After over 10 years of continuous innovation with stevia, Coca-Cola Stevia No Sugar is the very first Coca-Cola product sweetened ONLY with stevia, which is derived from a natural source – the leaf of the stevia plant. In addition to being 100 per cent sweetened with stevia, it's a low kilojoule beverage containing just 1.3 kilojoules per 100mls.

This was not a simple case study. It had to have a taste that people will love. Coca-Cola Stevia No Sugar is the result of thousands of hours working with the stevia plant to get the best from it.

**The World Health Organisation's 2015 Guideline: Sugars intake for adults and children recommends reduced intake of free sugars throughout life. In both adults and children, the intake of free sugars should be reduced to less than 10 per cent of total energy intake. A further reduction to below five per cent of total energy intake would provide additional health benefits.**

#### In New Zealand

- Achieved 3.2 per cent reduction in sugar grams per 100ml in our non-alcoholic beverages portfolio
- Together with Coca-Cola Oceania, we have committed to a sugar reduction pledge to reduce sugar in our non-alcoholic beverages by 20 per cent by 2025
- In 2018 New Zealand was the first country in the world to launch Coca-Cola Stevia No Sugar – the very first Coca-Cola product sweetened ONLY with stevia, which is derived from a natural source – the leaf of the stevia plant
- We've continued to drive small pack availability; our small packs are now offered in 100 per cent of grocery stores in New Zealand
- Continued roll-out of the innovative MiXD drink fountain in all Burger King restaurants across New Zealand, with half of its 58 different drink combinations low- or no-sugar
- For summer we relaunched Limited Edition Coca-Cola Raspberry, which has 25 per cent less sugar than Coca-Cola Classic

#### In Papua New Guinea Non-Alcoholic Beverages

- Coca-Cola Amatil is measuring sugar grams per 100ml in the portfolio
- Coca-Cola Amatil has identified opportunities to reduce sugar in our portfolio and will be working with The Coca-Cola Company to launch reformulated products

#### In Fiji and Indonesia Non-Alcoholic Beverages

- Coca-Cola Amatil Fiji has embarked on a program of new product development where the focus has been on low- and no-sugar options. We launched five new low- or no-sugar products into the Fiji Market including:
  - Coca-Cola No Sugar
  - Sprite No Sugar
  - Diet Coke (new formulation launch)
  - Coca-Cola Raspberry 25 per cent less Sugar
  - POWERADE Zero
- Our Indonesia business continued to drive small pack availability by launching:
  - Nutriboost Fruity variant in 180ml carton pack
  - Minute Maid Refresh in 200ml carton pack
  - Minute Maid Refresh Strawberry in 296ml cup
  - Frestea Jasmine 200ml carton pack. All Frestea produced in Indonesia is made from real tea leaves
- We have launched the following reformulated products in Indonesia:
  - Fanta Strawberry 250ml
  - Fanta Orange 250ml
  - Aquarius PET 500ml
  - Frestea Apple and Green honey 350ml and 500ml
- We continue to offer the largest commercial portfolio of beverages in Indonesia

#### In Alcohol & Coffee

- In Australian beer and cider we launched Yenda Session, a new mid-strength lager, and expanded the availability of Vonu Export, our ultra low-carb (20 per cent lower than most low-carb beers), low-gluten beer. We also launched Rekorderlig Low Sugar cider
- We launched Canadian Club and Zero Sugar Dry in Australia and New Zealand
- In our Fiji operations, Fiji Gold has 30 per cent less carbohydrates than traditional beers and we continue to grow Vonu Export, our ultra low-carb and low-gluten beer in the Fiji market
- In Fiji, we have grown the range of low-sugar options in our most popular ready-to-drink Tribe range, and reduced the sugar content across the whole Tribe range. In addition, our popular Bounty Rum and Cola range includes a zero sugar option
- In Samoa, we reduced the sugar content across our Moni premix beverages range by an average of 0.5g/100mL

## Case Study:

### EXPANDING BEVERAGE CHOICES WITHIN OUR ALCOHOL PORTFOLIO



Across all our regions, we are committed to building our portfolio to provide more choice of beverages for all occasions, including lower-alcohol and lower-calorie alternatives.

In 2018, we continued to work with customers and brand partners to expand our range of lower-alcohol and lower-calorie beverages, both through the introduction of new products and the reformulation of existing products.

#### Australia and New Zealand

In Australia we launched Yenda Session, a new mid-strength lager, and expanded the availability of Vonu Export, our ultra low-carb (20 per cent lower than most low-carb beers), low-gluten beer. We also launched Rekorderlig Low Sugar cider.

In the premix category, we launched Canadian Club and Zero Sugar Dry in Australia and New Zealand.

#### Fiji and Samoa

In beer, our Fiji Gold has 30 per cent less carbohydrates than traditional beers and continues to be the number one selling beer in Fiji. We continued to grow

Vonu Export, our ultra low-carb and low-gluten beer.

In the premix category, we have grown the range of lower-sugar options in our popular brand Tribe, and reduced the sugar content across the full Tribe range in Fiji. We have launched a low-sugar version of Joskes Brew, now Fiji's best-selling premix beverage. In addition, our popular Bounty Rum and cola range includes a zero-sugar cola option.

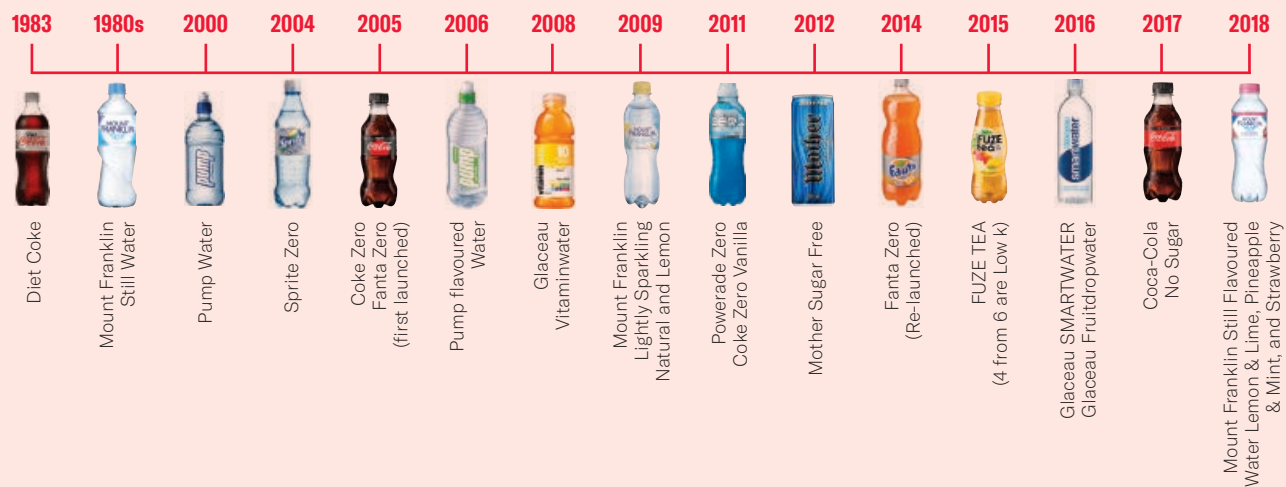
In Samoa, we reduced the sugar content across our Moni premix beverages range by an average of 0.5g per 100mL.



## Australian Non-Alcoholic Beverages New Product Development

### We're continuing to increase our range of reduced and no-sugar drinks

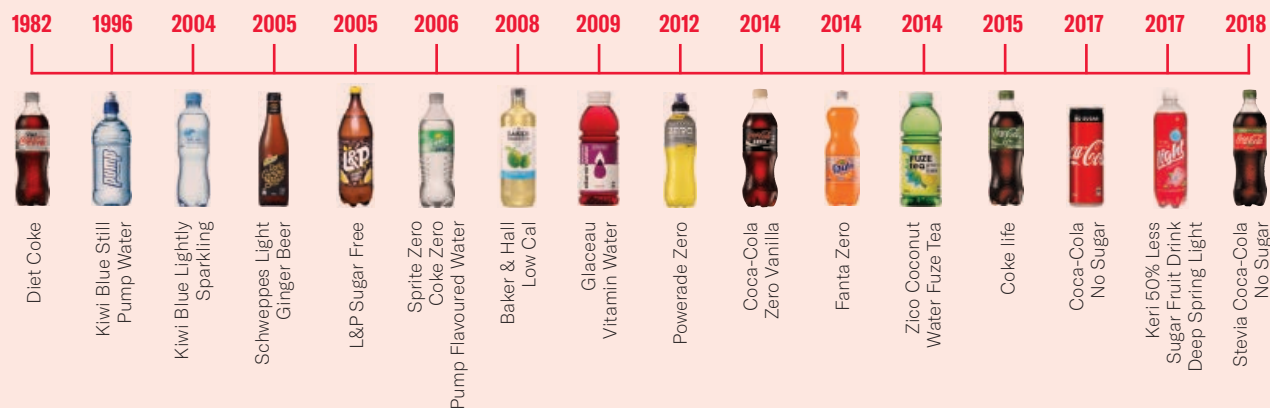
Today our portfolio consists of more than 180 products and 25 brands with ALL top sellers<sup>1</sup> now offering a no-sugar alternative



## New Zealand Non-Alcoholic Beverages New Product Development

### Impact to date: we've increased our range of no-sugar and low kj varieties

Today our portfolio consists of 120+ products and 21 brands with ALL top sellers<sup>2</sup> now offering a no-sugar alternative.



1 Coca-Cola, Sprite, Fanta, Powerade and Mother.

2 Coca-Cola, Sprite, Fanta, Powerade, Monster Energy, Live+Energy



## Case Study:

### LOW- AND NO-SUGAR INNOVATION IN FIJI



In 2018 Coca-Cola Amatil Fiji embarked on a New Product Development program with a focus on introducing more low- and no-sugar beverages into our local portfolio.

With investment into our manufacturing capabilities, Coca-Cola Amatil Fiji now has the ability and capacity to innovate with more low- and no-sugar options. The investment in our various lines was completed in 2017, which allowed us to launch a range of new product variants throughout 2018, starting with Coke No Sugar.

In 2018 we launched seven new products to the Fijian market, of which five were either low- or no-sugar:

- Coke No Sugar
- Sprite No Sugar
- Diet Coke new formulation launch.
- Coke Raspberry 25 per cent less Sugar
- Powerade Zero

With five of our seven major product launches undertaken in 2018 being low- and no-sugar options; we have taken a leadership position in the market and demonstrated to the Government and relevant health authorities our

commitment to provide low- and no-sugar options for our Fijian consumers.

We deliberately 'hero' our new low- and no-sugar options in our marketing and ensure they have every chance to succeed in the market through excellent market execution via additional cooler door placement and ambient display locations.

We remain committed to ensure a continued program of low- and no-sugar new product development for our Fijian market and where possible reformulate our existing brands to reduce sugar without compromising taste.

## 2019 PLANS FOR IMPROVEMENT

### In Non-Alcoholic Beverages

- Ensure that all new Coca-Cola Trademark innovations in Australia and New Zealand are only reduced sugar, low-sugar or no-sugar
- Continue to follow The Coca-Cola Company's Nutrition Guidelines in Australia and New Zealand
- Working with The Coca-Cola Company to launch reformulated products in our Australian and New Zealand non-alcoholic beverages portfolio to reduce volume average weighted sugar content g/100ml by 10 per cent by 2020
- Continue to support the Industry pledge and strive towards reducing sugar in our non-alcoholic beverages by 20 per cent by 2025 in Australia
- Continue to strive towards reducing sugar in our non-alcoholic beverages by 20 per cent by 2025 in New Zealand
- Continue driving small-pack size availability in all distribution channels and countries
- Engage in the review of the Health Star Rating system for Australia and New Zealand due June 2019
- Activate our Wellbeing strategy into more Remote Indigenous Communities

### In Alcohol & Coffee

- Across all our regions, continue to build our portfolio to provide a better choice of beverages for all occasions, including an enhanced range of lower-alcohol and lower-calorie alternatives
- In Australia, we are looking to further expand our mid-strength beer range and offer greater choice of lower sugar ciders
- In Fiji, we are looking at further lower-calorie beer options
- In Fiji and Samoa, we will further reduce the sugar content in our premix beverages ranges

# INFORMATION

## 2018 PERFORMANCE

- As part of the Healthy Kids Pledge between industry and the New Zealand Government, we directly sell only water to primary and intermediate schools in New Zealand
- In Australia we conducted a national overhaul of our vending machines to have small pack capabilities and kJ information visibly displayed at point of purchase, and we installed new Mount Franklin vending machines to drive the water category
- Ensured that all new Coca-Cola Trademark innovations in Australia and New Zealand are reduced, low- or no-sugar only
- Continued to conduct tours of Coca-Cola Amatil Indonesia manufacturing facilities to demonstrate quality production processes
- We signed a three-year partnership with Arnhem Land Progress Association (ALPA), for 29 stores operating in remote Northern Territory and North Queensland. In these communities, actions are taken on price, product and promotions to help shape consumer choice on our no- and low-sugar beverages
- Our Alcohol and Coffee business supported a new educational campaign by DrinkWise Australia to highlight the importance of abstaining from alcohol if planning a pregnancy, pregnant or breastfeeding in order to prevent Fetal Alcohol Spectrum Disorder (FASD)

## OUR PROGRESS

Coca-Cola Amatil is committed to providing easy access to information about ingredients and recommended serving sizes for products. We aim to equip our consumers with the awareness and information they need to make confident choices that are right for them. We market responsibly and are extending the coverage of responsible service programs in our region.

The quality of our products is a given. We adhere to all required standards such as *Food Standards Australia and New Zealand* and the Indonesian Government *Regulation No. 28/2004* on security, quality, and nutrition of food. We also comply with the stringent quality requirements, including regular audits, of our major brand partners such as The Coca-Cola Company. We monitor developments in understanding the health impacts of our products and ingredients and follow World Health Organisation guidelines on food and ingredient safety.

Increasingly our customers, consumers and other stakeholders are seeking information on the provenance of our ingredients and we are committed to mapping this, including a focus on the extent of local<sup>1</sup> ingredients supply.

Our progress in 2018 to offer improved information includes:

### In Non-Alcoholic Beverages in Australia and New Zealand

- Ensured that all new Coca-Cola Trademark innovations in Australia and New Zealand are reduced, low- or no-sugar only
- Continued to follow The Coca-Cola Company's Nutrition Guidelines
- Adopted the Government's Health Star Rating system on 94 per cent of products and have been actively engaged in the Government's five-year review of the system. The beverage category is part of the integrated Health Star Rating approach that allows for packs to display the energy (kilojoules) icon
- In Australia, 90 per cent of The Coca-Cola Company's Coca-Cola Trademark marketing spend featured a low- or no-sugar Coca-Cola
- In Australia we conducted a national overhaul of our vending machines to have small pack capabilities and kJ information visibly displayed at point of purchase, and we installed new Mount Franklin vending machines to drive the water category
- Continued Coca-Cola Amatil's commitment as a signatory to the Responsible Children's Marketing Initiative in Australia, and New Zealand's Advertising Standards

Authority Children and Young People's Advertising code and alignment with The Coca-Cola Company's Responsible Marketing Policy and Global School Beverage Guidelines. We do not design our marketing communications in a way that directly appeals to children under 12 (under 14 in New Zealand), and we will not commercially advertise in primary schools and only offer products for sale when requested by the school

- As part of the Healthy Kids Pledge between industry and the New Zealand Government, we directly sell only bottled water to primary and intermediate schools in New Zealand
- Commissioned Nutrition Australia to assess our total portfolio of drinks for workplaces, schools and health services to help promote choice within Australia
- In New Zealand, 80 per cent of Coca-Cola Trademark marketing spend featured Coca-Cola No Sugar
- Signed a three-year partnership with Arnhem Land Progress Association (ALPA), for 29 stores operating in remote Northern Territory and North Queensland. In these communities, actions are taken on price, product and promotions to help shape consumer choice on our no- and low-sugar beverages

<sup>1</sup> Coca-Cola Amatil already sources many of its ingredients within a very close geographic range from its production facilities

- Provided total transparency on all our health and wellbeing partnerships, research and any individuals receiving funding support from the Coca-Cola system, dating back to 2014
- Since 2007 we have voluntarily labeled all our products with the 'per cent' Daily Intake Guide label, which provides clear information on both the amount of kilojoules per serve and what this represents as a percentage of an adult's total daily energy intake

#### Fiji and Indonesia

- Continued our alignment with The Coca-Cola Company's *Responsible Marketing Policy* and *Global School Beverage Guidelines*
- Continued to follow The Coca-Cola Company's Nutrition Guidelines
- Conducted a free-of-charge public tour of our manufacturing facilities in Indonesia, to provide transparent information and demonstration of our quality production processes and facilities

#### Alcohol & Coffee

- In Australia, maintained our long-term position as official signatory to the *Alcohol Beverages Advertising Code* and DrinkWise Australia, an independent, not-for-profit organisation the primary focus of which is to help bring about a healthier and safer drinking culture in Australia
- Supported a new educational campaign by DrinkWise Australia aimed to highlight the importance of abstaining from alcohol if planning a pregnancy, pregnant or breastfeeding in order to prevent Fetal Alcohol Spectrum Disorder (FASD)
- Adhered to the Coca-Cola Amatil Group Alcohol Advertising and Marketing Standards to ensure the responsible and moderate portrayal of Coca-Cola Amatil's alcoholic beverages, in line with our commitment to promoting a culture of responsible drinking in the countries in which we operate
- In the Pacific Region, we are leading the establishment of a new voluntary Responsible Service of Alcohol (RSA) program, in conjunction with local stakeholders
- Continued our support for Alcohol Beverages Australia and DrinkWise Australia to lead industry-wide initiatives that encourage responsible consumption of alcohol and contribute to an informed discussion on alcohol beverage issues in Australia

#### Case Study:

### DRINKWISE FETAL ALCOHOL SPECTRUM DISORDER (FASD) AWARENESS PROGRAM



As a leader in the alcohol beverages industry, Coca-Cola Amatil is committed to leading a responsible and enjoyable drinking culture.

Sixteen million Australians enjoy the responsible and moderate consumption of alcoholic beverages each week, as part of a balanced, happy and socially engaged lifestyle.

We promote the moderate consumption of our products and ensure they are produced, marketed and supplied responsibly to our adult customers. We are also committed to working proactively with governments, communities and other organisations to address alcohol-related harm. Part of this commitment is an ongoing support of DrinkWise, an independent, not-for-profit organisation aimed at bringing about a healthier and safer drinking culture in Australia.

We recognise Fetal Alcohol Spectrum Disorder (FASD) as a serious and preventable health concern. In 2018,

DrinkWise launched a major FASD Awareness Program to create greater awareness amongst Australians about the risks of FASD.

Commencing in late 2018, the long-term program consists of multiple activities promoting the message that it's safest not to drink while pregnant, planning a pregnancy or breastfeeding. This is achieved by using a range of channels including medical clinics, schools, print media, email direct marketing (eDM), radio and point-of-sale at retail outlets and licensed venues.

Coca-Cola Amatil (and other DrinkWise contributors) have demonstrated market leadership by providing generous additional funding (in addition to the voluntary annual funding for DrinkWise alcohol education programs and campaigns) for the FASD Awareness Program. This extensive program is supported by, and has also received funding from, the Australian Government.



## Case Study:

## WELLBEING ACTIONS IN REMOTE INDIGENOUS COMMUNITIES



Health and Wellbeing issues in Australia's Indigenous communities are complex, with no single cause or remedy. We work with our customers in Remote Indigenous Communities to proactively address this issue in a way that is sustainable for consumers and local store owners.

Between 2015 and 2018, this work delivered a 14.4 per cent decrease in average weighted sugar per 100ml, across the total portfolio of our sales through our 134 partner stores.

The main contributors to this reduction were first, a significant mix-shift into water, and second, working with The Coca-Cola Company to launch reformulations of flavoured soft drinks to decrease the sugar content per 100 mls.

We work with our customer to offer:

- Price reductions for bottled water and low- or no-sugar beverages.
- A choice of low- and no-sugar beverages, with tailored in-store stock placement charts (known as planograms) prioritising front-of-store placement for these products. All in-store fridges are branded Mount Franklin or Coca-Cola No Sugar.
- Culturally appropriate marketing and promotions for low- or no-sugar beverages.

### Our Partners

We partner with major retailers Arnhem Land Progress Association, Mai Wiru, Outback Stores, Community Enterprises Queensland and Aboriginal Investment Group.

They represent 134 stores across remote Australia in South Australia, the Northern Territory and Queensland.

### Arnhem Land Progress Association and Coca-Cola Amatil in Remote Indigenous Communities

In 2018 Coca-Cola Amatil signed a three-year partnership with Arnhem Land Progress Association (ALPA), for 29 stores operating in remote Northern Territory and North Queensland.

ALPA is the largest Aboriginal Corporation in Australia and contributes to the development of local economies and Indigenous businesses in 27 remote communities.

Through this partnership Coca-Cola Amatil and ALPA are committed to actively demonstrate support for Indigenous communities by contributing to their health, wellbeing and in-community commercially sustainable businesses.

In-store there is a focus on wellbeing and promoting choice. Each store has exclusive Mount Franklin water coolers at the entrance, together with a low retail cost for 600ml and 1.5litre Mount Franklin products to encourage water purchase. Priority is given to ranging for low- and no-sugar products towards the front of the store and all in-store fridges are branded Mount Franklin or Coca-Cola No Sugar.

Michael Dykes, General Manager Retail for ALPA said: "We welcome this partnership with Coca-Cola Amatil to further our efforts to improve health outcomes in remote communities. Coca-Cola Amatil's commitment to offer low-cost water has allowed us to provide \$1 600ml water. This initiative has been well received by our customers and has led to an increase in water sales. While maintaining customer choice, we have implemented new sugar reduction strategies with Coca-Cola Amatil's full support."

### NRL Grand Final promotion

The popularity of Rugby League and an incentive to attend the NRL Grand Final were a successful combination for Community Enterprise Queensland's (CEQ) major promotion in 2018, focused on healthy hydration.

CEQ provides essential services and goods to Torres Strait, Northern Peninsula Area (NPA) and mainland Aboriginal communities.

Rugby League provided a perfect platform to incentivise healthy hydration with purchase of selected Mount Franklin packs that earned an entry into the competition to win an all-expenses paid visit to Sydney for the NRL Grand Final.

To promote this opportunity space was increased in coolers and ambient displays for the eligible Mount Franklin products. This achieved a 300 per cent increase in water sales during the three-month promotion period.

CEO for CEQ Ian Copeland said: "The partnership between Coca-Cola Amatil and CEQ continues to strengthen through the sharing of our strategic objectives around growing the non-sugar categories through promotion, range and price point whilst still maintaining our core range of Coca-Cola Amatil products."

Regional Business Manager for Queensland Paul Keeley said: "This promotion demonstrated the strong and positive partnership between Coca-Cola Amatil and our retail operators in remote communities.

"CEQ only run one major promotion per annum and we were really excited to see Mount Franklin featured in 2018. This work is just one of the ways our wellbeing strategy is coming to life in remote communities."

Photo: As part of our wellbeing programs Coca-Cola Amatil proudly supports the NRL School to Work program to engage Indigenous students in schooling and pursuit of further education or employment.



#### Case Study:

#### WATER ONLY PRIMARY AND INTERMEDIATE SCHOOLS IN NEW ZEALAND



At Coca-Cola Amatil, we adhere strictly to The Coca-Cola Company's responsible marketing policy. The Coca-Cola Company's marketing communications are designed to not directly appeal to children under the age of 12 (14 in New Zealand).

We take action to ensure we are responsible in the way we sell. Coca-Cola Amatil New Zealand and Coca-Cola Oceania are committed to directly selling only water into Primary

and Intermediate schools and we do not directly sell sugar-sweetened beverages to secondary schools in New Zealand.

This is part of the Healthy Kids Pledge – an industry-wide commitment from the New Zealand Beverage Council, which represents the manufacturers, suppliers and distributors of New Zealand's juice, carbonated drink and bottled water brands.

The industry's pledge to only directly selling water into Primary and Intermediate schools in New Zealand is an extension of the Voluntary Schools Agreement signed by Coca-Cola Amatil, Frucor and the Ministries of Education and Health in 2006, which was an unprecedented agreement to not sell sugar sweetened carbonated soft drinks or energy drinks directly to any New Zealand schools.

#### 2019 PLANS FOR IMPROVEMENT

##### In Non-Alcoholic Beverages

- Support voluntary industry-led initiatives to reduce portfolio sugar per 100ml and provide information on progress
- Maintain our commitment to supporting the *Responsible Children's Marketing Initiative* in Australia, New Zealand's Advertising Standards Authority *Children and Young People's Advertising Code*, The Coca-Cola Company's *Responsible Marketing Policy* and *Global School Beverage Guidelines*
- Continue to only directly sell water into primary and intermediate schools in New Zealand
- Continue to ensure all new Coca-Cola Trademark innovations in Australia and New Zealand are reduced, low- or no-sugar only

##### In Alcohol & Coffee

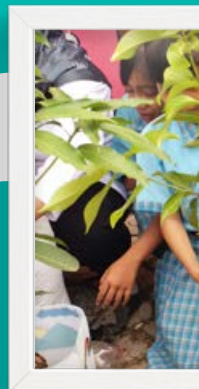
- We will continue our commitment to lead best practice in the responsible service, promotion and consumption of alcohol







# ENVIRONMENT



**WE AIM TO LEAVE A  
POSITIVE LEGACY AND  
ENSURE MINIMAL IMPACT  
ON THE ENVIRONMENT.**



## OUR COMMITMENT

We aim to leave a positive legacy and ensure minimal impact on the environment. We work responsibly in all we do, seeking to make the right choices now, in a sustainable way, for future generations.

Our commitment is focused where we have the most opportunity to make a difference: sustainable packaging; water stewardship; energy management and climate protection; biodiversity; and responsible sourcing.

By 2020<sup>1</sup>, we will continue to:

- drive water neutrality for non-alcoholic beverages;
- improve water intensity for non-alcoholic beverages to achieve no more than 1.95L/L, and target a 25 per cent improvement in water efficiency for alcoholic beverages (compared to 2013) and food;
- deliver a 25 per cent carbon reduction for the 'drink in your hand';
- ensure that 60 per cent of our energy requirements come from renewable and low-carbon sources;
- aspire to packaging neutrality with business case development for 50 per cent recycled plastic in PET containers in Australia;
- lead on habitat regeneration and protection projects; and
- ensure 80 per cent of suppliers are covered by responsible sourcing assessments.

We've achieved good progress to date in each of these areas. We will work closely with partners and environmental experts so that we can understand and mitigate our impact and be proactive in implementing solutions.

## OUR APPROACH

Material aspects and priorities have been identified in our Coca-Cola Amatil Group Environment Strategy *Resources for Today and Tomorrow*. We also ensure that each Business sets their own objectives and priorities on these aspects considering the needs of their operations, partners, communities, people and habitats.

We apply the *Precautionary Principle*<sup>2</sup> to assessing environmental risks and opportunities. The Board Risk & Sustainability Committee oversees the Group Environment Strategy commitments and achievements.

All environment programs are guided by regulatory requirements and relevant company policies including the Coca-Cola Amatil Group *Environment Policy*, *Water Policy*, and *Human Rights Policy*, which confirms our commitment to minimising our environmental impacts. *ISO 14001 Environmental Management* certification at site level ensures appropriate environmental management and stewardship of resources.

Environmental performance is monitored via regular internal and external audits including audits conducted by The Coca-Cola Company to ensure we meet stringent quality, safety and environment requirements.

We also follow our own, and partner, guidelines such as The Coca-Cola Company's *Supplier Guiding Principles* and Coca-Cola Amatil's *Responsible Sourcing Guidelines*. Environmental sustainability is also included as part of supplier sustainability assessments covering the majority of Coca-Cola Amatil's key suppliers.

Each year we complete all mandatory external reporting such as that required under Australia's National Greenhouse and Energy Reporting Scheme, National Pollutant Inventory and the Australian Packaging Covenant. We also voluntarily complete CDP Climate Change and CDP Water Security questionnaires.

Where it is right for our business, we also align our approach and strategies with those of our partner, The Coca-Cola Company, to support their objectives on water replenishment, carbon reduction and World Without Waste packaging goals.

<sup>1</sup> All targets are for calendar year 2020 and from a 2010 baseline unless otherwise specified.

<sup>2</sup> *Precautionary Principle* (2005), United Nations Educational, Scientific, and Cultural Organisation.



# PACKAGING NEUTRALITY

## 2018 PERFORMANCE

- We completed and approved the business case to increase the weighted average recycled plastic in polyethylene terephthalate (PET) in our containers from 25 per cent in 2017 to 50 per cent before 2020 across the Australian portfolio including carbonated soft drinks
- The use of 100 per cent recycled plastic was extended across all single serve Mount Franklin and Peats Ridge bottles – 350ml, 400ml, 500ml and 600ml
- We continue capability sharing, active engagement, investment and leadership in container deposit schemes in Australia and Fiji, including 40 years' experience in South Australia and over 15 years operating Fiji's Mission Pacific, leading the way on investment in packaging recovery and recycling
- In Australia we engaged in the development of and actively supported the *2025 National Packaging Targets*, developed with other corporates, government and the Australian Packaging Covenant Organisation (APCO)
- In New Zealand, all our soft drink bottles 600ml and under contain 25 per cent recycled plastic and our Pump Mini and Kiwi Blue 600ml bottles are made from 100 per cent recycled plastic
- In New Zealand we are a founding signatory of the Ministry for the Environment's *New Zealand Plastics Packaging Declaration* and we are one of 10 businesses to co-fund a diagnostic study of New Zealand's entire plastic packaging system conducted by The Sustainable Business Network.

### Light-weighting performance Australian PET Bottle (bottle weight in grams)

600mL Carbonated Soft Drink	1997	2010	2011	2012	2013	2014	2015	2016	2017	2018
Weight	29.5g	23g	23g	20g	20g	20g	20g	19.8g	19.8g	19.8g
rPET	10%	0%	0%	0%	15%	20%	25%	25%	25%	25%
600mL Water	2000	2010	2011	2012	2013	2014	2015	2016	2017	2018
Weight	29g	16.6g	16.6g	12.8g	12.8g	12.8g	16.6g	16.6g	16.6g	15.8g
rPET	0%	0%	100% <sup>1</sup>	0%	0%	0%	50%	50%	100%	100%

1 bioPET

## OUR PROGRESS

We have an ambitious goal to achieve packaging neutrality by 2030, aligned with The Coca-Cola Company's vision of a World Without Waste, sharing the understanding that every package has value and life beyond its initial use and should be collected and recycled into another package or other beneficial use.

### Reduce/Replace

Part of our strategy is to continue to minimise packaging use through better design, light-weighting where possible, and replacing virgin materials with recycled content in both our primary packaging (cans, bottles, cups and capsules) and secondary packaging (cartons and shrink-wrapped packs).

We have had significant success in recent years light-weighting our non-alcoholic beverage packaging and introducing recycled content. We reached a milestone in 2018 – all single serve Mount Franklin bottles are now made from 100 per cent recycled plastic, including the 350ml, 400ml, 500ml and 600ml bottles. As at the end of 2018 our Australian PET portfolio has a weighted average recycled content of 25 per cent.

To move us further towards our environmental aspirations, we are delivering ahead of time on our 2020 sustainability goals by completing the business case for a weighted average of 50 per cent recycled plastic in plastic bottles across the Australian portfolio, including carbonated soft drinks. In 2019, we will substantially increase our recycled plastic content within our non-alcoholic drinks range in Australia.

In New Zealand, our Pump Minis and Kiwi Blue 600ml bottles are made from 100 per cent recycled plastic and all our soft drink bottles 600ml and under contain 25 per cent recycled plastic.

Our Indonesian Business worked on a paper-weight reduction project that resulted in the reduction of our paper usage in Indonesia by around 2,131 tonnes in 2018. In addition, the down-gauging of our 330ml cans has reduced the amount of aluminium we use in Indonesia.

### Recyclability and Recovery

Whilst most of the materials used for our packaging – PET, glass, aluminium and cardboard – are completely recyclable from a technical perspective, we are aware that much work needs to be done on improving the collection and recycling infrastructure in all countries of operation to ensure that opportunities for recycling are maximised. This is a global challenge for all consumer goods companies, and we are committed to continuing to provide constructive leadership in improving opportunities for the packaging circular economy to flourish.

In Australia, Coca-Cola Amatil continues to leverage 40 years of experience in the South Australian container deposit scheme, through the wholly-owned subsidiary Statewide Recycling, working with partners and governments to co-design cost-effective and efficient packaging recovery solutions nationally. In 2018 the Australian Capital Territory and Queensland container deposit schemes commenced operations, with Coca-Cola Amatil playing a role in the ongoing management of each scheme. Together with the Northern Territory and New South Wales schemes, there are now five government-mandated container deposit schemes in Australia with Coca-Cola Amatil playing a leadership role in all. We're committed to reducing litter by developing, supporting and encouraging the take-up of Container Deposit Schemes where they are introduced by State Governments around Australia. Coca-Cola Amatil continues to work proactively with partners to deliver well-designed and low-cost recovery solutions.

In 2018 we also supported the Australian 2025 *National Packaging Targets*, which were developed in conjunction with the Australian Packaging Covenant Organisation and governments. The targets are:

1. 100 per cent of all Australia's packaging will be reusable, recyclable or compostable by 2025 or earlier
2. 70 per cent of Australia's plastic packaging will be recycled or composted by 2025
3. 30 per cent average recycled content will be included across all packaging by 2025
4. Problematic and unnecessary single-use plastic packaging will be phased out through design, innovation or introduction of alternatives

We have also made a positive impact in our New Zealand operations. We were a founding signatory of the Ministry for the Environment's *New Zealand Plastics Packaging Declaration*. Signatories are committed to using 100 per cent reusable, recyclable or compostable packaging in their New Zealand operations by 2025 or earlier. In 2018 we also supported the Sustainable Business Network and helped fund their diagnostic study on New Zealand's entire plastic packaging system. The study is part of the global New Plastics Economy initiative led by the Ellen MacArthur Foundation, world leaders in accelerating the circular economy. Our New Zealand Business continues to support the Public Place Recycling Scheme, helping install over 2400 public place recycling bins throughout the country. 2018 also saw the launch of 'Band Together', a major anti-litter campaign developed by Love New Zealand and Be a Tidy Kiwi. We were one of the key sponsors of the campaign.

### Case Study:

## SINGLE SERVE MOUNT FRANKLIN BOTTLES – 100 PER CENT RECYCLED PLASTIC, 100 PER CENT RECYCLABLE



We share the vision of The Coca-Cola Company of a World Without Waste, and support the commitment to help collect and recycle the equivalent of every bottle or can we sell by 2030. Increasing the use of recycled materials across our portfolio as well as increasing recyclability of our packaging are priorities for Coca-Cola Amatil.

As part of this program, in 2017 we achieved 100 per cent recycled plastic for Mount Franklin 600ml bottles. Recycled plastic is plastic that has been used previously and been recycled to have another life. Among all packaging types it has one of the lightest carbon footprints.

We're proud to say that in 2018 the use of 100 per cent recycled plastic was extended across all single serve Mount Franklin bottles. This achievement is proudly called out on pack and on point-of-sale materials.

In addition to being made from 100 per cent recycled plastic all Mount Franklin bottles and cans are also 100 per cent recyclable, meaning they can live again and not become waste. We have an on-pack message encouraging consumers to recycle their container to give our Mount Franklin bottles another life.

### Case Study:

## PARADISE BEVERAGES' RETURNABLE GLASS BOTTLE COLLECTION SYSTEM (FIJI)

Fiji is a natural beauty. As a major local company, Paradise Beverages is committed to playing a part in protecting the environment and making a positive contribution to the communities in which it operates.

Since the brewery opened 62 years ago, Paradise Beverages has been leading the region in returnable glass, which accounts for over 95 per cent of its beverages. This process is better for the environment, as each container is collected, cleaned and reused an average of eight to ten times, which contributes to less waste sent to landfill and better littering outcomes.

As a result of Paradise Beverages' continued efforts, in 2018 it increased the average collection rate from 75 per cent to 85 per cent of returnable glass bottles – equating to an additional

1,500 tonnes of glass saved from landfill, each year. The system also provides an important source of employment for local people, as many collection partners are sole operators or family-run businesses. One of these is Mani Lal, who runs his own small collection business and has been in partnership with Paradise Beverages since 2002.

*"It has been more than 16 years now since I first started my business and my whole family has improved its livelihood at a good living standard. Now my son has joined me in the business and is sharing the workload. I have built up my business to such a level that my son can take over without facing much problems. This means a lot to me as I can now live a good life that I have worked so long for. I can visit my friends and families."*

### Total Group packaging materials (primary and secondary) used for whole Coca-Cola Amatil portfolio in 2018

Material by weight	Tonnes	Recycled Content	% Recycled
Paper/Board	43,250	23,581	55%
Glass	29,940	12,969	43%
Aluminium	44,161	27,553	62%
PET	79,388	7,444	9% <sup>1</sup>
HDPE	6,780	0	0%
Other Plastics	6,022	247	4%
Other metals	7,591	75	1%
Composites	198	0	0%
<b>Total</b>	<b>217,132</b>	<b>71,870</b>	<b>33%</b>

<sup>1</sup> Recycled PET is only used at Coca-Cola Amatil's Eastern Creek packaging plant in Sydney, Australia. The preforms Coca-Cola Amatil New Zealand sources from Eastern Creek contain recycled PET. Of all PET purchased by Eastern Creek, 20 per cent is recycled PET.

In Fiji, Coca-Cola Amatil Fiji has successfully run a voluntary container collection and recycling program, Mission Pacific, since 1999, helping to reduce litter and paying consumers a per kilo redemption on PET and aluminium containers. Currently Mission Pacific collects approximately 24 per cent of all non-alcoholic beverages containers sold by us in Fiji. To increase the public awareness and effectiveness of our Mission Pacific recycling program we have invested in media presence and worked with retailers to provide additional collection points for consumers to return their empty bottles and cans. The scheme, managed and funded by Coca-Cola Amatil, provides environmental benefits as well as economic benefits to the Fijians who rely on it for income support.

As the Pacific region's leading alcoholic beverages company, over 95 per cent of beer produced by our Paradise Beverages business comes in returnable glass bottles. 85 per cent of these bottles are collected by a best-in-class national collection system, which we run in partnership with a network of local collectors. These bottles are then returned to our Fiji Brewery in Suva where they are cleaned and reused an average of eight to 10 times. In some 60 years of operation, this scheme has already saved several millions of tonnes of glass from landfill.

### Case Study:

## PACKAGING NEUTRALITY: CONTAINER DEPOSIT AND REFUND SCHEMES IN AUSTRALIA

Waste recovery and recycling continues to be a priority focus area for Coca-Cola Amatil as well as our stakeholders including governments, industry, environmental and community groups, and The Coca-Cola Company.

We are committed to reducing litter by developing, supporting and encouraging the take-up of Container Deposit Schemes where they are introduced by State Governments around Australia. In Australia, Coca-Cola Amatil supports cost effective and efficient Container Deposit Schemes that provide convenience and accessibility to consumers that allow for the redemption of the refund amount.

Coca-Cola Amatil, through Statewide Recycling has over 40 years experience operating container deposit schemes in South Australia and more recently the Northern Territory.

Coca-Cola Amatil is a partner in the beverage consortium, Exchange for Change, which coordinates the operation of the CDS in NSW and the ACT. Coca-Cola Amatil is also a founding partner of the not-for-profit organisation called Container Exchange Company (COEX), which was appointed by the Queensland Government to the role of Product Responsibility Organisation. COEX launched the Queensland Containers for Change scheme on 1 November 2018 with over 230 refund points available around the state. These locations were established through community consultation and include community and charity refund points, providing the opportunity for local organisations to generate employment and income from the scheme.

In Western Australia the State Government plans to introduce a container deposit scheme in 2020. Coca-Cola Amatil is participating in the stakeholder consultation process.

We will continue to engage with stakeholders on potential initiatives to address litter, landfill and recycling issues.

## Case Study:

### ON A MISSION TO REDUCE LITTERING IN FIJI



Coca-Cola Amatil has considerable experience in delivering packaging recovery and recycling programs to help support the circular economy.

Mission Pacific was setup by Coca-Cola Amatil Fiji with financial assistance from Fiji Water and Mothibai Limited to discourage littering and incentivise recycling behaviours. The program has been in operation since 1999.

Members of the public are encouraged to help keep the environment clean by bringing empty bottles to collection centres and receiving a per kilogram redemption on PET and aluminium containers. The PET and aluminium is bundled and sent offshore for processing and recycled into other PET/ aluminium products.

In 2018, to further encourage the right behaviours we focused on two main areas to lift awareness:

1 **Raising Awareness** – Mission Pacific invested in media campaigns to increase public awareness of the scheme and the issue of pollution in Fiji. Unfortunately, there is minimal stigma around littering in Fiji, with members of the public routinely throwing their rubbish onto the roadside or river ways. To combat this Mission Pacific produced television commercials, print ads, and billboards promoting responsible disposal of packaging and the Mission Pacific offer for redeemed products.

#### 2 **Successful Partnerships** –

Mission Pacific has been working in partnership with our retail customers to provide increased collection points for redemption. This has been especially popular with our resort accommodation customers where we offer a pick-up service of collected PET and cans. We are further extending this offer into our petroleum customers with Mission Pacific collection bins on their forecourts.

Coca-Cola Amatil Fiji will continue to support this important local initiative and continue to look for innovative ways to reduce litter and improve recycling rates in Fiji.

## 2019 PLANS FOR IMPROVEMENT

- Increase the use of recycled plastic across our non-alcoholic beverages portfolio in Australia and New Zealand
- Continue our leadership in forums and partnerships across our regions to drive effective and efficient recovery and recycling solutions
- With key partners, such as The Coca-Cola Company, support initiatives to deliver packaging neutral outcomes
- In Fiji, expand our returnable glass collection system through the establishment of a third collection depot in Vanu Levu to improve outcomes for collectors operating on the island



# CLIMATE CHANGE AND ENERGY

## 2018 PERFORMANCE

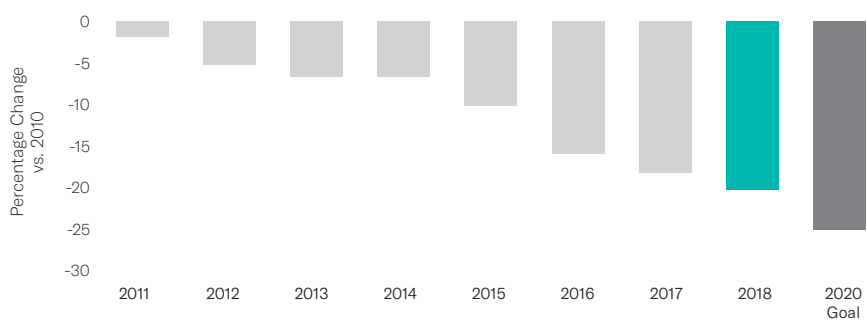
- Continued to reduce the carbon footprint of the non-alcoholic 'drink in your hand', achieving a 20 per cent reduction in 2018 from 2010
- We continue to reduce our overall manufacturing carbon emissions. In 2018 we reduced our carbon emissions by 2.8 per cent from 2017 with standout emissions reduction achieved by our Fiji (26.3 per cent) and Papua New Guinea (20.6 per cent) Businesses
- Achieved emission reductions of 3.6 per cent from 2017 across all non-alcoholic beverages
- Over half of our energy use is from renewable or low-carbon sources
- We have heavily invested in solar and wind energy with 10,000 panels planned for installation across Australian Beverages facilities, and investment in the Murra Warra windfarm

## OUR PROGRESS

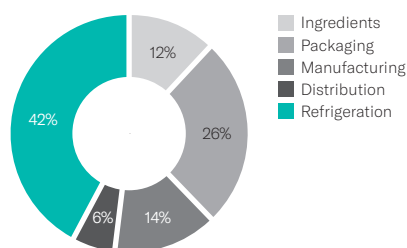
### Carbon Reduction

At Coca-Cola Amatil we are committed to ensuring that we are playing our role in limiting global temperature increases to no more than 1.5 degrees Celsius<sup>1</sup>. Our approach to measuring, managing and reducing our carbon footprint for non-alcoholic beverages is aligned with The Coca-Cola Company's commitment to reducing the carbon footprint of the 'drink in your hand' by 25 per cent by 2020. In reality this means we are working on reducing the carbon emissions related to each stage in our non-alcoholic beverages' lifecycle, from the ingredients that go into making it, the packaging used to deliver it to our consumers, how it's manufactured and distributed, and finally how we chill it, to create the millions of moments of happiness and possibilities for our consumers no matter where they are, their choice of product, or how they prefer to consume it. We are on track to deliver a 25 per cent reduction across these stages by 2020 through our focus on the key aspects of packaging, manufacturing and refrigeration, and have already achieved a 20 per cent reduction at the end of 2018 with significant investments in place to help us further reduce our carbon emissions.

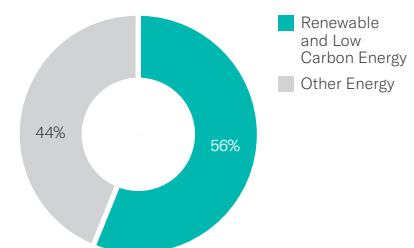
**Drink in Your Hand Non-alcoholic Beverage Carbon Footprint Percentage Change vs. 2010**



**2018 Drink in Your Hand Non-alcoholic Beverage Emissions Profile**



**2018 Renewable and Low Carbon Energy as a Proportion of Total Energy Use (Manufacturing)**



<sup>1</sup> 1.5 degrees Celsius is based on United Nations Framework Convention on Climate Change assessments and globally agreed 2015 United Nations Climate Change Conference in Paris commitments.

## 2018 Tonnes of CO<sub>2</sub>-e by Product Type and Country (Manufacturing)

		Australia	New Zealand	Fiji	Indonesia	PNG	Samoa
Non-Alcoholic Beverages	Scope 1 <sup>1</sup>	12,860	2,770	828	20,313	2,522	244
	Scope 2 <sup>2</sup>	62,149	0	506	77,996	2,388	178
	% change from 2017	-1.0%	-1.5%	-26.3%	-4.2%	-20.6%	-0.7%
		Australia					
						Food (SPC)	Coffee (Grinders)
Food and Coffee	Scope 1 <sup>1</sup>					17,243	1,183
	Scope 2 <sup>2</sup>					26,018	417
	% change from 2017					-0.9%	10.7%
		Aus Beer Co (beer)	Fiji (beer)	Samoa (beer)	Fiji (spirits)	Feral (beer)	
Alcoholic Beverages	Scope 1 <sup>1</sup>	1,014	3,441	922	29	144	
	Scope 2 <sup>2</sup>	1,717	1,053	674	105	151	
	% change from 2017	-20.7%	8.8%	34.4%	5.7%	0	

1 Scope 1 emissions are the emissions released to the atmosphere as a direct result of an activity, or series of activities at a facility level, also referred to as direct emissions.

2 Scope 2 emissions are the emissions released to the atmosphere from the indirect consumption of an energy commodity.

### Low Carbon Energy and Security

We are aiming to source at least 60 per cent of our manufacturing energy needs from low- and no-carbon sources by 2020, including natural gas, LPG, wood, direct renewables from on-site sources and indirect renewables supplied through grid connected power purchase agreements. In 2018 total renewable or low-carbon energy use was 56.27 per cent.

Following the 2017 launch of our 1.1 megawatt rooftop solar panel installation in Fiji, we continued to invest in renewable and low-carbon energy in our Australian operations principally in solar, wind and natural gas. This program will see 10,000 panels installed across our Australian Beverages manufacturing sites including Eastern Creek, Richlands and Kewdale. We have also invested in the windfarm project at Murra Warra currently under construction.

### Energy Productivity

In 2018, our Alcohol & Coffee Business reviewed Grinders' roasting processes. The process allowed them to implement measures that not only optimised roasting quality and consistency, but also delivered operational efficiencies, resulting in business and environmental benefits. The team reduced the average time per roast of our beans and shut off roasters for an extra day, which delivered environmental benefits and better machine maintenance.

Our Indonesian business modified our existing 'Hydration Station' double door coolers to lower energy consumptions. We replaced lamps with low-energy LED bulbs, and installed a low-energy motor fan.

The resulting modifications resulted in the modified coolers having 46 per cent less energy consumption and requiring 51 per cent less running power.

“  
**WE ARE AIMING  
 TO SOURCE  
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 ENERGY NEEDS  
 FROM LOW- AND  
 NO-CARBON  
 SOURCES BY 2020**  
 ”

## 2018 Total Group Emissions Tonnes of CO<sub>2</sub>-e

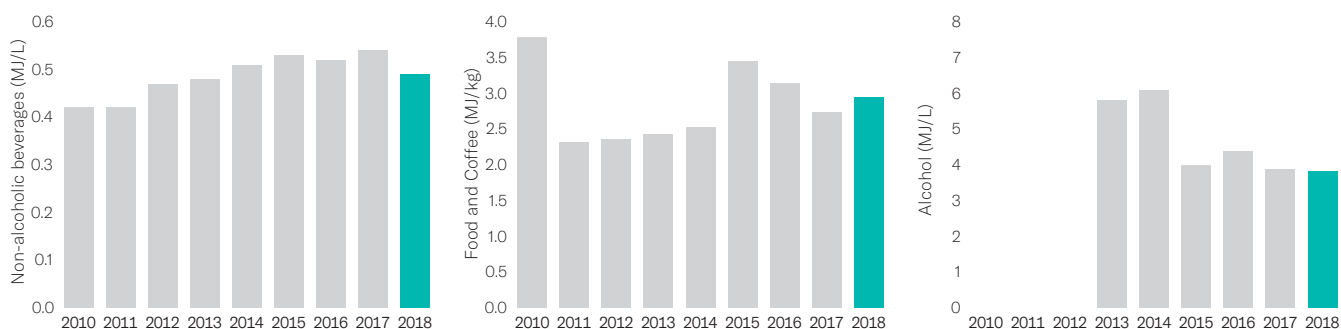
	Non-alcoholic beverages	Food and Coffee	Alcoholic Beverages	Group Total	% of Total
Scope 1	39,536	18,426	5,550	63,513	26.8%
Scope 2	143,217	26,435	3,699	173,351	73.2%
Total	182,753	44,861	9,249	236,863	100.0%
<b>% of Group</b>	<b>77.2%</b>	<b>18.9%</b>	<b>3.9%</b>	<b>77.2%</b>	
<b>% change from 2017</b>	<b>-3.6%</b>	<b>-0.5%</b>	<b>4.1%</b>	<b>-2.8%</b>	

## 2018 Total Energy Use by Fuel/Energy Source (Manufacturing)

Including renewable and lower carbon energy and country split

		2018 MWh	2018 GJ	2018 % of total
Fuels consumed on-site by source	Natural Gas		1,021,756	49.15%
	LPG		56,145	2.70%
	Diesel and Petrol		113,657	5.47%
	Wood burned		24,085	1.16%
Electricity consumed by source	Grid Electricity	220,919	795,308	38.26%
	Solar Generation	1,032	67,848	3.26%
		<b>221,951</b>	<b>2,078,799</b>	<b>100%</b>

## Energy Intensity (MJ/L or MJ/kg of finished product) for Non-alcoholic Beverages, Food and Coffee and Alcohol



## Case Study:

## RENEWABLE ENERGY FROM OUR MANUFACTURING SITES



Coca-Cola Amatil in Australia is using a proportion of renewable and low-carbon energy in our operations, principally with solar, wind and natural gas. We are also generating further renewable energy and selling this to other users via the trading of renewable energy certificates. In 2018 we commenced a major expansion of our rooftop solar program, which will see 10,000 panels installed across our main Australian Beverages manufacturing sites at Eastern Creek, Richlands and Kewdale. By the end of 2019, Coca-Cola Amatil will be drawing around 14 per cent less energy from the local electricity grid across all three sites, and using solar energy instead.

This is one of the biggest rooftop programs in the country, contributing to Coca-Cola Amatil's renewable and low-carbon energy targets and also helping support Australia's Renewable Energy Target. Overall the project will also save Coca-Cola Amatil \$1.3 million in electricity costs, including the on-selling of the excess renewable energy certificates, and will see a reduction of 4,163 tonnes of greenhouse gas each year.

This solar program is in addition to other renewable energy programs across the business, including; the largest solar installation in Fiji and investment in the Murra Warra windfarm project in Victoria, currently under construction.

Coca-Cola Amatil has a public commitment to obtaining at least 60 per cent of our energy needs from renewable and low-carbon sources by 2020 and we are well on the way to achieving that. These solar developments are supporting the transition to clean, decentralised energy, which is required to meet greenhouse gas reduction targets globally.

*Photo: Artist impression of future rooftop solar program at Eastern Creek, NSW*

## 2019 PLANS FOR IMPROVEMENT

- We plan to continue energy efficiency programs and benchmarking analysis and roll-out of renewable and low-carbon energy assessments, business-case development and projects
- Continue to strive towards reducing the carbon footprint of the 'drink in your hand' by 25 per cent by 2020
- We will review and continue to refine climate risk due diligence assessments across the entire Coca-Cola Amatil Group



# BIODIVERSITY

## 2018 PERFORMANCE

- Continued to support the Coca-Cola Forest programs in Indonesia
- Continued support of the Bali Beach Clean Up and the establishment of a learning centre in collaboration with local village leadership in Seminyak and the Ministry of Public Works and Housing
- Continued our support of the Mamanuca Environment Society's Sea Turtle Conservation Project in Fiji
- Continued to support the design and implementation of container deposit schemes and packaging return and recovery programs for our glass, aluminium and plastic bottles in Australia, Fiji, Samoa, and Indonesia to help minimise marine and terrestrial pollution

## OUR PROGRESS

Coca-Cola Amatil runs programs in five countries to support biodiversity. These include long-term habitat clean-ups, packaging recovery programs to reduce litter and support reuse, forestry projects including agri-forestry, animal protection and rehabilitation, watershed protection and infiltration well projects to provide water to communities and environments, environmental education, and environmental job creation and support.

Our progress and key programs in 2018 included:

### In Indonesia

- The Bali Beach Clean Up has been in operation for over 10 years in Indonesia and continues to go from strength to strength. The initiative has successfully removed more than 39 million kilograms of rubbish from five of Bali's beaches
- In 2018 we further collaborated with local village leadership in Seminyak, who have established a waste management facility. Together with the Ministry of Public Works and Housing we built and officially launched a learning centre within the facility to increase level of public awareness about waste management
- Established the 'Bijak Kelola Sampah' or 'Manage Waste Responsibly' workshop in Seminyak, Bali to increase understanding, awareness, and participation on the topic of waste, including sorting, reuse, and recycling. We equipped participants with simple knowledge and communication tools to disseminate what has been learned in their respective communities

- Established 'Sahabat Gajah' or 'Elephant's Friends' movement to build awareness in protecting the ecosystem and habitat. The movement was started as part of the Coca-Cola Forest Fun Learning Event, which led to a bigger community movement in Lampung
- We helped co-established 'Forum Pendidik Lampung' or 'Lampung Educator Forum' via our Coca-Cola Forest Initiative in Lampung and local teachers from seven schools surrounding our Lampung plant
- In partnership with NGO Semut Merah, we created and continue to support the 'Green School' program at SDN 05 Sukadanau. The program has educated teachers, students, and parents to improve knowledge and systems on waste management

### In Australia

- A 2016 feasibility study conducted by Planet Ark found that almost 2,800 tonnes of spent coffee grounds are sent to landfill each year in Sydney alone. Coffee is a valuable resource, rich in important nutrients that go to waste when they are sent to landfill. Grinders Coffee Roasters was among five leading roasters to team up with Planet Ark on a new Coffee 4 Planet Ark trial, which aims to divert spent coffee grounds from landfill and repurpose them into higher value end use
- Through our wholly-owned subsidiary Statewide Recycling, continuing to leverage our 40 years of experience in the South Australian container deposit scheme by working with partners and governments to co-design cost-effective and efficient national packaging recovery solutions. We will continue to work proactively with partners to deliver well-designed recovery solutions

### In Fiji, Samoa, and Papua New Guinea

- In Fiji, Paradise Beverages has supported the work of the Mamanuca Environment Society (MES) in protecting sea turtles since 2006, providing ongoing financial support, participating in education programs and helping promote awareness, including by endorsing the charity on its packaging and in point-of-sale material. In 2018 we helped the organisation work with numerous local resorts, businesses, communities and schools to actively engage thousands of locals and tourists in education and active volunteering programs
- In August 2018, several representatives from Coca-Cola Amatil, Coca-Cola South Pacific and Coca-Cola Oceania attended the Clean Pacific Roundtable in Suva, Fiji focused on waste management and marine plastic pollution in the Pacific region

#### Case Study:

### COCA-COLA FORESTS LAMPUNG AND FRIENDS OF THE ELEPHANTS, INDONESIA



Five years ago, Coca-Cola Amatil Indonesia initiated a tree planting and environment education program called Coca-Cola Forests, aiming to create a healthier, safer, and more sustainable place to live while strengthening the economy of the local community where we operate. This program is now focused in three areas in Indonesia; Lampung, Sumedang, and Semarang.

Through the Coca-Cola Forests program, we plant trees that will be donated to communities and help them preserve water, combat climate change, and reduce the risk of natural disaster. Coca-Cola Forests also act as hubs for community education on environment protection and provides opportunities for members of local communities to work as farmers and educators.

At Lampung, *Forum Pendidik Lampung* (Lampung Educators Forum) and *Sahabat Gajah* (Friends of the Elephants) are initiatives based within Coca-Cola Forest that have inspired the community to create a bigger movement—and most importantly, to run the program independently.

The *Forum Pendidik Lampung* serves as a channel for educational advocacy and communications, encouraging teachers of Lampung to act as agents of change for their own community.

*Sahabat Gajah* has been established to protect the forest in the region and in particular, protect the icon of Lampung, the Sumatran elephant, whose population in the wild has fallen dramatically in recent years. The initiative is funded by the local community and supported jointly with Coca-Cola Amatil Indonesia, non-government organisations, schools, media, local government and local youth organisations.

*"Coca-Cola Forest gives us inspiration, and a sense of self-worth and pride, knowing that we can do more and achieve more. I am proud to be part of Coca-Cola Forest, helping to build the strength of our village"* — Apendi, teacher, Initiator and leader of Forum Pendidik Lampung.

#### Case Study:

### WASTE MANAGEMENT LEARNING CENTRE, BALI, INDONESIA



The Bali Beach Clean Up program, supported by Coca-Cola Amatil Indonesia for over 10 years, is one of our longest-running sustainability programs, removing more than 39 million kilograms of rubbish from five of Bali's busiest beaches and striving for ways to make a greater impact in the future.

In 2017 Coca-Cola Amatil Indonesia held the Bali Big Eco Forum, bringing together a range of stakeholders to discuss the impact of waste management issues on tourism and potential solutions for a sustainable tourism concept. An insight from the forum was the low level of public awareness about waste management, affecting the level of participation in waste handling efforts.

In 2018, Coca-Cola Amatil Indonesia acted upon this insight and supported the building and equipment of a learning centre within the Seminyak Integrated Waste Management Facility, which recycles 65 per cent of their waste from over 800 customers, including the waste from the Bali Beach Clean Up program in Seminyak.

Indonesia's Ministry of Public Works and Housing supported the project with the provision of a plastic shredding machine to reduce and reuse plastic bag waste through the use of plastic asphalt technology in building roads. This new technology means that the waste from the centre has a greater value, improving the economics of the entire operation.

The Seminyak Integrated Waste Management Facility is a great model for people across the country to learn about waste management. The new learning centre can hold up to 30 people at a time, helping to address the issue of low-level public awareness about waste management.



Case Study:  
**THE GREEN SCHOOL AT BEKASI**



In partnership with the non-government organisation Semut Merah, in 2017 we created the 'Green School' program at the public elementary school in Bekasi, Java, Indonesia. The school was selected because it is located close to our production facility in the area, where we are aiming to improve waste management awareness and environmental education amongst young people.

We identified key improvement points for the school's waste and environmental management, created a work plan, provided a range of free, fun, environmental education activities, launched and implemented an environmental policy, and worked with the school on on-going monitoring.

We understood that students must feel supported by all those connected to their learning experience and therefore included teachers and parents in activities wherever possible. They now share an understanding of what a positive, environmentally well-managed school and classroom looks like.

The education program featured:

- A schedule of regular clean-ups for the school and surrounds
- A colouring and drawing competition and an environment festival
- Selection of an Environment Ambassador for grades four to six, choosing the most active students as ambassadors for their peers

- Waste segregation education: understanding organic and non-organic waste, and segregation. Teachers and parents also participated
- A recycling workshop (for used PET and paper) to educate students and teachers on the economic value of waste generated from the school environment

One of the program's champions is the School Principal, Erni. As the leader, she engages teachers, students, and parents to improve the school environment, through conversations, meetings, and by being directly involved in the activities – leading by example.

**2019  
PLANS FOR  
IMPROVEMENT**

- Providing ongoing support for the work of the Mamanuca Environment Society, protecting the marine and terrestrial environment of the Mamanuca Islands in Fiji. Vonu is the Fijian word for turtle and therefore it is fitting that Paradise Beverages' Vonu beer is a proud supporter of the Sea Turtle Conservation Project in the Mamanuca Islands, which is home to four either critically endangered or vulnerable turtle species
- Continue to work with partners and governments to co-design cost-effective and efficient packaging recovery solutions with Australia
- Continue to support the Bali Beach Clean Up and support local leaders within Indonesia to help minimise marine and terrestrial pollution

# WATER

## 2018 PERFORMANCE

- We met our 2020 goal of achieving no more than 1.95L/L in the production of our non-alcoholic beverages. Our water intensity rate in our non-alcoholic beverage portfolio is 1.92L/L
- Reduced our overall water use across all Businesses in 2018 by 408 megalitres, a five per cent reduction from the prior year
- In partnership with The Coca-Cola Company, we continued to exceed our water replenishment goals in 2018 with almost 4,900 megalitres of water being replenished, equivalent to 161 per cent of non-alcoholic beverages finished product volume in litres
- Celebrated 10 years of collaborative innovation and partnerships via The Coca-Cola Company's Project Catalyst initiative in Australia
- SPC in Australia delivered water savings in 2017 of over 320 megalitres, a 24 per cent reduction compared to the previous year
- Samoan Vailima brewery reduced water intensity by 18 per cent compared to 2016

## OUR PROGRESS

Water is of vital importance to Coca-Cola Amatil, whether used directly in our beverages, as a key processing agent, or as part of our agricultural value chain.

We note that the World Economic Forum has listed 'water crises' in the top five 'Global Risks to Business' since 2012. We prioritise maintaining sustainable high-quality supplies across our business. In doing so we recognise that access to high-quality water is also critical for the communities in which we operate, and we take their needs into consideration when assessing a water source's sustainability. In 2018 our direct operations drew 734 megalitres from many sources across the territories in which we manufacture, with almost 70 per cent of this coming from municipal water supplies. Compared to 2017 we reduced our overall water use in 2018 by 408 megalitres, representing a five per cent reduction.

### Water Stewardship

As a manufacturer of diverse products ranging across non-alcoholic beverages, alcohol and food we are applying the same strict standards in assessing water sustainability to all aspects of our business. We 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, considering 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.

We are rolling out this approach so that we have source vulnerability assessments and sustainable water management plans in place for our brewing and distilling sites by 2020.

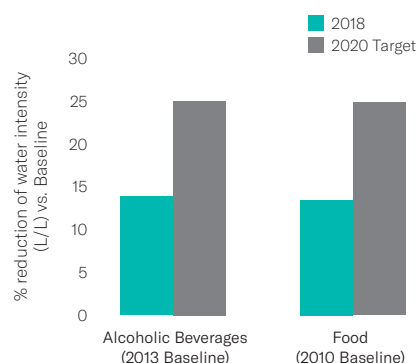
Our Papua New Guinea Business completed Source Vulnerability Assessments for all water sources used at each manufacturing site. Water risks were identified and managed through site specific Source Water Protection Plans. We ensured all waste water from our manufacturing sites was treated before disposal.

### Water Efficiency

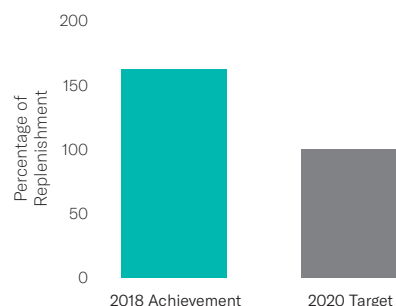
Sustainably sourcing our water is the first step we take; just as important is ensuring we optimise water efficiency within our factory walls. It is here we have the most direct control and where we can have the most impact, and we have long had a water efficiency focus whilst managing the production of an evolving portfolio of food and beverage products.

Our changing product mix impacts our water use, with alcohol, dairy drinks, fruit juices and food generally having higher water intensity than other non-alcoholic beverages. In addition, we are growing our business in some countries where additional water treatment is required due to the varying quality of incoming water.

## Percentage Change in Water Intensity for Alcohol and Food



## Percentage of Water Replenishment vs. Water in Finished Product





We are proud to say that in 2018, we have met our 2020 goal of achieving no more than 1.95L/L in the production of our non-alcoholic beverages. Our water efficiency rate in our non-alcoholic beverage portfolio is 1.92. This is the result of improved water efficiency across our New Zealand (5.6 per cent), Indonesia (11.1 per cent), Fiji (23.5 per cent) and Papua New Guinea (10.4 per cent) Businesses compared to 2017. We will continue to focus on optimising water use throughout the production process, reclaiming of clean process water and diligent leak identification and repair.

#### Replenishment

The final stage in our sustainable use of water is discharging waste water responsibly, ensuring the safety of the receiving environment. In partnership with The Coca-Cola Company, we made a commitment several years ago to return to nature at least as much water as is in our non-alcoholic beverages by 2020. This commitment was met five years ahead of schedule, and we continued to exceed our replenishment goals in 2018 with almost 4,900 megalitres of water being replenished, equivalent to 161 per cent of non-alcoholic beverages finished product volume in litres.

To achieve this replenishment goal, all our sites treat their waste water either on-site

or discharge to municipal systems, and we meet or exceed the more stringent of either local regulatory requirements or the requirements of The Coca-Cola Company. In addition, The Coca-Cola Company and Coca-Cola Amatil operate several water replenishment projects to provide additional high-quality water to communities, waterways and habitats. These projects include infiltration wells and watershed protection in Sumatra, Java, Bali and Papua New Guinea, reforestation projects in various locations in Indonesia and community access projects that improve water system infrastructure.

Together with The Coca-Cola Company, we celebrated 10 years of Project Catalyst in Australia, one of the main replenishment projects funded by the global Coca-Cola Foundation. It was established to help sugar cane growers in Northern Queensland develop innovative, economically viable, and environmentally sustainable farming practices. Run in conjunction with the Australian Federal Government, WWF-Australia and local resource management groups, Project Catalyst improves the quality of water run-off by reducing sediment, nutrients and chemicals in freshwater entering the Great Barrier Reef. The project therefore has a water replenishment as well as total eco-system benefit.

# 5%

reduction in overall water use in 2018 compared to 2017

# 4,897ML

water replenished

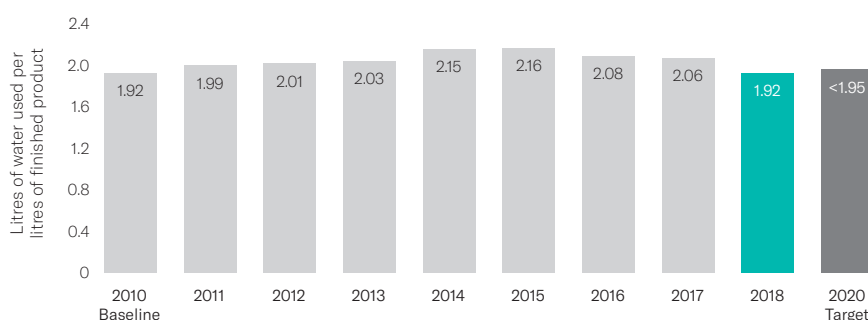
# 23.5%

improvement in water efficiency in Fiji compared to 2017

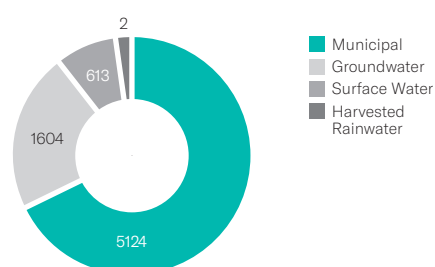
#### Water Replenishment by Project Location and Type

Project Location	Project	2018 ML/Year
Australia	Catalyst	3,745.00
Indonesia	Infiltration Wells (Sumatra and Java)	1,138.00
	Reforestation	0.70
	Community Access	13.87
<b>TOTAL</b>		<b>4,897.57</b>

#### Water Intensity Non-Alcoholic Beverages



#### Water Sourced by Volume (Megalitres) and Type



**Case Study:**

**BIG DROP, LITTLE DROP –  
WATER SUSTAINABILITY  
IN PAPUA NEW GUINEA**

Water has social, cultural and economic importance around the world. During 2018, the Coca-Cola Foundation Indonesia collaborated with the United Nations Development Program (UNDP) and Coca-Cola Amatil in Papua New Guinea to pilot a Watershed Protection Project, and Community Water Access Project, addressing the needs of the community and individuals.

The Watershed Protection Project, 'Big Drop', supported; the sustainable and equitable use of water, conservation or restoration of water quantity via watershed protection, rooftop rainwater harvesting, and lake/pond rejuvenation. This project's focus is on replenishing water, as much as providing desirable destinations for community recreation and sociability.

The Community Water Access Project, 'Little Drop', improved access to clean water and sanitation; and awareness about water issues through community engagement and education. The program provided a consistent, clean, water supply to large impoverished communities of more than 500 households. It also provided the opportunity for children to attend schools with uninterrupted water supplies, vital for health and wellbeing.

“  
**WE MADE A  
COMMITMENT  
SEVERAL YEARS  
AGO TO RETURN TO  
NATURE AT LEAST  
AS MUCH WATER  
AS IS IN OUR  
NON-ALCOHOLIC  
BEVERAGES  
BY 2020**  
”



#### Case Study:

### PROJECT CATALYST: CELEBRATING 10 YEARS OF COLLABORATIVE INNOVATION AND PARTNERSHIPS



Project Catalyst is a water replenishment program funded by the global Coca-Cola Foundation, as part of a shared goal (between The Coca-Cola Company and Coca-Cola Amatil) to return to communities the same amount of water we use in our non-alcoholic beverages, by 2020.

The project is a partnership with sugar cane growers in Northern Queensland, WWF-Australia local resource management groups and the Australian Government to improve the quality of water running into the Great Barrier Reef through innovative, economically viable and sustainable farming.

In November 2018, Coca-Cola Australia celebrated the project's 10-year milestone by inviting project partners, Catalyst growers, members of Parliament, Coca-Cola Australia, Coca-Cola Amatil and WWF-Australia executives to Parliament House in Canberra.

Both the Australian Minister for Agriculture and Water Resources, the Hon David Littleproud MP and the Shadow Minister for Rural and Regional Australia Hon Joel Fitzgibbon MP attended the event and commended the program for its success in delivering both sustainable farming and environmental outcomes. Mackay canegrower Tony Bugeja, one of the 130 farmers currently involved in the project, shared his personal passions and experience as a Project Catalyst farmer.

Considered to be a world-leading, 'golden-triangle' partnership for Coca-Cola, involving cane farmers, industry, government and civil society, Project Catalyst improves the quality of over 150 billion litres of water flowing into the Great Barrier Reef each year.

The Canberra event was an opportunity to celebrate and thank partners for a successful 10 years of the program and to affirm commitment to a sustainable future for the partnership.

*Photo: WWF-Australia CEO Dermot O'Gorman, Shadow Minister for Agriculture, Fisheries and Forestry Rural and Regional Australia Hon Joel Fitzgibbon MP, Catalyst grower Tony Bugeja, Minister for Agriculture and Water Resources Hon David Littleproud MP and President, Coca-Cola South Pacific Vamsi Mohan at the Project Catalyst 10 year celebration, Australian Parliament House.*

#### 2019 PLANS FOR IMPROVEMENT

- Each Business has action plans to achieve our 2020 commitments across non-alcoholic beverages, alcohol and food. These targets collectively ensure we achieve our Coca-Cola Amatil Group targets, taking into account the changes in product mix, new products and the overall trends in production volume and hence the influence of that country or Business on the collective total
- We will undertake a readiness assessment for water data assurance and include the recently acquired Feral Brewing business in Australia in the total Group alcohol performance



# RESPONSIBLE SOURCING

## 2018 PERFORMANCE

- Completed responsible sourcing assessments on 76 per cent of suppliers (by share of spend)
- Achieved over 95 per cent sustainable sugar supply in Australia with good progress towards 100 per cent

## OUR PROGRESS

In 2018, 76 per cent of suppliers (by share of spend) were assessed by responsible sourcing assessments that measure performance against The Coca-Cola Company's Supplier Guiding Principles or Coca-Cola Amatil's Responsible Sourcing Guidelines. Independent third parties conduct these responsible sourcing assessments. The Coca-Cola Amatil Responsible Sourcing Guidelines cover four key areas of supplier performance: business ethics, human and workplace rights, the environment, and providing benefits to communities. Coca-Cola Amatil is committed to fully enforcing these principles and expects our suppliers to develop and implement appropriate internal business processes to ensure compliance.

As at the end of 2018, we were also pleased to have achieved over 95 per cent sustainable sugar supply for NARTD in Australia with good progress towards 100 per cent. We support the sustainability accreditation frameworks provided globally by Bonsucro, and in Australia by Smartcane BMP (Best Management Practice).

### Indigenous and Social Enterprise Suppliers

In Australia, we have awarded work to several indigenous and social enterprise suppliers.

- We encouraged our facilities management partner, Spotless, to sub-contract services to indigenous suppliers or social enterprises. In 2018, Spotless engaged several indigenous suppliers and ran a tender for the commercial cleaning of our Equipment Services facility. ARA Indigenous Services, a certified member of Supply Nation, returned a bid that demonstrated superior capability and excellent customer service and as a result, won the business.
- A tender was placed to scan our hard copy documents and securely destroy physical copies. Jigsaw Business Solutions, a social enterprise that creates employment training and skills development opportunities for people with disabilities in Australia, was awarded the work based on their superior response.

### Case Study:

### GRINDERS COFFEE AND PLANET ARK RECYCLE COFFEE GROUNDS



Grinders Coffee is committed to a sustainable future for the industry, and the Coffee 4 Planet Ark trial is an example of how we're delivering better environmental outcomes for our customers and our consumers.

A 2016 feasibility study conducted by Planet Ark found that almost 2,800 tonnes of spent coffee grounds are sent to landfill each year in Sydney alone<sup>1</sup>. Diverting Sydney's spent coffee grounds from landfill would save approximately 1,600 tonnes of CO<sub>2</sub> equivalent emissions annually.

Grinders Coffee Roasters was among five leading roasters to team up with Planet Ark on the trial, which aims to divert spent coffee grounds from landfill and repurpose them into innovative and higher-value end uses.

The four-month trial began in late October 2018 in Sydney in collaboration with Planet Ark. The participating cafés received dedicated grounds bins, which

are collected every week by the program's logistics partner Bingo Industries, and repurposed for use in garden compost.

Grinders Coffee will be working with industry and Planet Ark to establish a research and development fund to come up with long-term solutions for the large volume of coffee waste produced in Australia, including working with the SMaRT Centre at the University of New South Wales to find and develop new end uses for coffee grounds and to trial them in potential manufacturing processes.

*Photo: Pemberton's Café at our head office in North Sydney was among those cafés participating in the Planet Ark trial*

<sup>1</sup> Cameron, Dr. A. and O'Malley, Dr. S. (2016), Coffee Ground Recovery Program Summary Report, Planet Ark, Available at: <https://planetark.org/documents/doc-1397-summary-report-of-feasibility-study-april-2016.pdf>.

## Case Study:

## SUSTAINABILITY AT COCA-COLA PLACE



Our Head Office at Coca-Cola Place in North Sydney represents leadership in sustainable design, having been awarded a 6 Star Green Star Office Design and 'As Built' rating. The building has also achieved a NABERS Energy rating of 5.5 stars and a Water rating of 4 stars. In 2018 we had an opportunity to build on these sustainability credentials as part of a major fit-out project for the floors that we lease. The project saw a complete refresh of the interiors of our offices, allowing more natural light into working areas and featuring the introduction of flexible working practices and spaces. This saw us being able to move from occupying six floors within the building to five, which will lead to a reduction in our energy and water use as a tenant.

Some of the main sustainability initiatives that were included in the fit-out include:

- Carpets from Interface, renowned for their sustainability focus and credentials, made from recycled PET bottles
- Re-use of existing workstations and furniture wherever possible, including retaining the Emeco 'Coca-Cola 111 Navy Chairs', made from 111 recycled Coca-Cola bottles, in kitchen areas.
- Roll-out of LED lighting and sensors within meeting rooms to reduce energy costs
- Installation and re-setting of mechanical and air conditioning timers and degree set points to reduce energy costs and water consumption
- Installation of Echo Panel acoustic panelling in meeting rooms. These panels are recyclable and use recycled PET bottles
- Low Volatile Organic Compounds paint
- Re-use of indoor plants with many more larger plants added to improve air quality

An important aspect of the project was also to encourage our people to reduce their use of paper and move to digital file storage, and to help this process Jigsaw Business Solutions was engaged to provide document scanning and filing services. Jigsaw is a social enterprise revolutionising the way people with disability receive job training, employment opportunities and the ability to transition into mainstream employment. The project was therefore able to provide both environmental and social benefits, not to mention the additional benefit of cleaner and clearer working areas for our people.

## 2019 PLANS FOR IMPROVEMENT

- Actively work toward achievement of 2020 commitments, particularly focused on accreditation frameworks for sustainable supply of priority ingredients



A blurred figure of a person in a grey sweater and dark pants is walking from left to right in the foreground. The background is a wall made of vertical wooden slats. A square wooden sign is mounted on the wall, featuring the CCA logo and the text 'COCA-COLA AMATIL'.

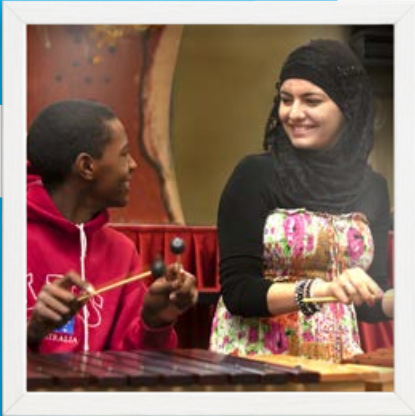
**CCA**  
**COCA-COLA**  
**AMATIL**



# OUR COMMUNITY



**WE MAKE A UNIQUE,  
SUSTAINED, AND VALUED  
COLLECTIVE IMPACT  
ON THE COMMUNITIES  
IN WHICH WE OPERATE.**



## OUR COMMITMENT

We make a unique, sustained and valued collective impact on the communities in which we operate. Our contribution in Australia, Indonesia, Papua New Guinea, New Zealand, Fiji and Samoa delivers outcomes in partnership with local communities to ensure they are relevant to local development needs and circumstances. We embrace the philosophy of *Gotong Royong*<sup>1</sup> or community cooperation, and we will aspire to contribute the equivalent of one per cent of EBIT and track the impact of this investment annually and over time.

Our contribution includes:

- Significant philanthropic grants through the Coca-Cola Australia Foundation and the Coca-Cola Indonesia Foundation as well as the contribution of dedicated funds from sponsorship and marketing activities to support grassroots sports and community development initiatives;
- Creating a culture that supports employee volunteering, including professional pro bono services, employee fundraising and matched workplace giving;
- Being ready to lend a hand with provision of water, food, and other aid to people impacted by natural disasters and to support community resilience beyond the immediate aftermath;
- Ensuring we leverage our significant business investment in employment, training, ingredient supply, assets and services so that we can also provide community and social development benefits wherever possible.

## OUR APPROACH

Material aspects and priorities have been identified in our Coca-Cola Amatil Group-wide Community Strategy *Gotong Royong* and we also ensure that each Business sets their own objectives and priorities on these aspects considering the needs of their operations, partners, communities, people and habitats.

The Board Risk & Sustainability Committee oversees the Group Community Strategy commitments and achievements. All community programs are guided by regulatory requirements and relevant company policies including the Coca-Cola Amatil Group *Human Rights Policy*, *Environment Policy* and *Responsible Sourcing Guidelines*, and *The Coca-Cola Company's Responsible Marketing Policy* and *Supplier Guiding Principles*, which confirm our commitment to contributing positively to our communities. In partnership with The Coca-Cola Company there are philanthropic foundations in Australia and Indonesia with independent boards and chairpersons. These are governed in accordance with Australian and Indonesian regulations and expectations of philanthropic foundations. In 2017 Coca-Cola Amatil joined the LBG (formerly known as London Benchmarking Group) to provide assistance verifying and benchmarking our community investment across the Group.

<sup>1</sup> *Gotong Royong* is an Indonesian phrase that translates as 'cooperation in a community' or 'communal helping of one another'. It celebrates the spirit of volunteerism as well as the idea of reciprocity – helping your neighbour to also help yourself – whilst achieving broader community objectives.

# PHILANTHROPY AND COMMUNITY SPONSORSHIPS

## 2018 PERFORMANCE

- Over \$6.2 million<sup>1</sup> in cash, product and volunteering support provided for over 140 community investment activities across the Coca-Cola Amatil Group. This equates to 0.98 per cent of 2018 earnings before interest and tax (EBIT)
- Coca-Cola Australia Foundation, run in partnership with Coca-Cola Australia, contributed over \$1.1 million in philanthropic grants to 28 partners
- Across our Australian Beverages and SPC Business, we donated food, beverages and volunteer hours to Foodbank in Australia, which provided the equivalent of 2,381,000 (includes SPC) meals for vulnerable people in our community
- Celebrated a quarter century of Coca-Cola Christmas in the Park in Auckland and Christchurch. It is New Zealand's biggest Christmas musical event and since inception has helped raise millions of dollars for New Zealand charities
- In Fiji, supported the largest secondary school sports event in the Pacific, The Coca-Cola Games, in partnership with The Coca-Cola Company. 2463 athletes from 151 secondary schools competed in the Suva finals
- Delivered, in partnership with the Asian Soccer Academy (ASA) Foundation in Indonesia, Coke Kicks grassroots soccer training to more than 300 local soccer coaches and 2,279 participants across 161 communities

## OUR PROGRESS

The value of our philanthropic and sponsorship activities – cash contributions, product donations and volunteering support – has been calculated at \$6.2 million in 2018, with over 140 different activities being supported across the Coca-Cola Amatil Group. Across our Businesses and countries of operation, Coca-Cola Amatil continues to be a generous and considered benefactor to philanthropic and grassroots community organisations. We work closely with key partners, such as The Coca-Cola Company, customers, brand-sponsored organisations, and community representatives to ensure that our collective impact is maximised, balancing the need for a structured approach with local focus and flexibility.

### Coca-Cola Foundations

The cornerstone of our philanthropic activity in Australia and Indonesia is the Coca-Cola Australia Foundation and the Coca-Cola Foundation Indonesia, which are run in partnership with The Coca-Cola Company and its Business Units.

In 2018 the Coca-Cola Australia Foundation delivered on its mission is to inspire moments of happiness and possibilities for young Australians aged 13 to 19 years by contributing over \$1.1 million in philanthropic grants to 28 partners, including three Flagship partners – The Song Room, Raise Foundation and The Carers Foundation – who received up to \$200,000 each per annum. Additionally, 25 Employee Connected grants of up to \$25,000 were made to charities endorsed by either a Coca-Cola Amatil or a Coca-Cola South Pacific employee.

The Coca-Cola Foundation Indonesia was established in 2000 and aims to support the social welfare of Indonesian communities by focusing on key long-term programs through which it can have the greatest impact. In 2018, we created a hygiene and sanitation program across four schools in Semarang Regency, Central Java. The program consisted of the construction of two water tanks, 11 waste disposal facilities, 18 hand washing areas and the renovation of toilets to improve its sanitation conditions. The program had a positive impact on the wellbeing of 1,244 students and 80 teachers.

“  
**THE COCA-COLA AUSTRALIA FOUNDATION DELIVERED ON ITS MISSION TO INSPIRE MOMENTS OF HAPPINESS AND POSSIBILITIES FOR YOUNG AUSTRALIA**  
”

<sup>1</sup> Includes all categories of community investment and philanthropic contributions made by the Coca-Cola Amatil Group including cash, product (at-cost), other in-kind donations (for example use of facilities and equipment), social procurement premiums, biodiversity programs and employee volunteering when it is paid for by the Company. It excludes the value of all contributions made by third parties including partners and employees, and employee volunteering hours outside of business hours.



Other key philanthropic activities across our countries of operation in 2018 included:

#### In Australia

- Coca-Cola Australia Foundation, run in partnership with Coca-Cola Australia, contributed more than \$1.1 million in philanthropic grants to 28 partners
- Across our Australian Beverages and SPC Business, we donated food, beverages and volunteer hours to Foodbank in Australia, which provided the equivalent of 2,381,000 meals for vulnerable people in our community
- Continuing a sponsorship with Royal Flying Doctor Service, which includes a significant sponsorship contribution as well as a donation of \$100 for every new Neverfail customer signed up through the partnership
- Supporting breast cancer awareness via Mount Franklin's donation of \$20,000 to the McGrath Foundation, raised from the sale of a limited edition Mount Franklin water bottle sold at BP stores in July. This was in addition to a \$50,000 donation directly to the charity. 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
- Continuing our partnership with the Avner Pancreatic Cancer Foundation, making a donation for every bottle of Deep Spring Avner Still 600ml and Deep Spring Avner Sparkling 1.25L sold in Woolworths
- Donating \$24,000 (cost value) worth of product to support community events and programs including St Vincent de Paul CEO Sleep Out and homelessness programs, the WA Telethon volunteers (fundraising for Royal Children's Hospital), Thursday Island Running Festival, Raise Foundation and Mission Australia
- We were awarded for our 'Outstanding Use of Networks' by the Cerebral Palsy Alliance for our support of their Steptember campaign

#### Case Study:

#### 25 YEARS OF COCA-COLA CHRISTMAS IN THE PARK



Since 1994, Coca-Cola Christmas in the Park has brought friends and families together year after year for New Zealand's biggest Christmas musical celebration, showcasing rising Kiwi stars and supporting our young people through raising charitable donations.

We know it feels good to give, and Coca-Cola Oceania and Coca-Cola Amatil, and the thousands of Kiwis who've enjoyed Coca-Cola Christmas in the Park over the years have raised millions of dollars for New Zealand charities. For the ninth year, Youthline is the charity partner for Coca-Cola Christmas in the Park. Youthline helps give our youth a lifeline in tough times and builds leadership skills and resilience in young Kiwis.

Coca-Cola Christmas in the Park is a free annual Christmas community initiative produced and presented by Coca-Cola Oceania and Coca-Cola Amatil New Zealand. It is a unique, multicultural showcase that features some of the most

talented singers, dancers and musicians every year and has helped launch the careers of many successful performers.

Each production involves more than 125 people from sound and lighting to stage construction and management, plus around 300 more who get involved on the day, including our own employees, local police, road marshals, parking attendants, first aid workers and security guards, many of whom are volunteering their time.

Annette Chillingworth, Head of Marketing Activation for Coca-Cola is the person who started the event 25 years ago and still brings it together every single year.

*"Since that first concert, the show has grown to become New Zealand's largest free annual Christmas community event. It's in both Auckland and Christchurch and it's our gift to New Zealand – bringing family and friends together at a special time of the year. It's been an absolute privilege to be part of it."*

## In New Zealand

- Celebrated a quarter century of Coca-Cola Christmas in the Park in Auckland and Christchurch. The event continues to be New Zealand's biggest Christmas musical event, and since inception has helped raise millions of dollars for New Zealand charities. The free annual event is produced and presented by Coca-Cola Amatil and Coca-Cola Oceania. It is a unique, multicultural showcase that features some of the nation's most talented singers, dancers and musicians every year and has helped launch the careers of many successful performers
- The Youthline and Coca-Cola Good2Great program continued to go from strength to strength in 2018. This youth development program is designed by Youthline and funded by Coca-Cola Amatil New Zealand and Coca-Cola Oceania. It equips young Kiwis to build their self-confidence and leadership skills and help them become the best they can be. Youthline teams across the country facilitate Good2Great weekend workshops, creating space for young people to openly share their challenges and ideas among peers, while growing their problem-solving skills and confidence. The workshops are taken to both provincial towns such as Oamaru and main cities and have had over 3000 participants. In 2018 Good2Great was selected to be part of the Prime Minister's Youth Development Program
- The Coca-Cola Designated Driver program was designed to celebrate those Kiwis who look after their mates during the busy festive season. Launched in 2016, the program has been developing strongly. In 2018, the Designated Driver program saw close to 400 bars and restaurants across the country participate and shout up to three free non-alcoholic drinks to people doing the driving. The New Zealand Automotive Association, Auckland Transport, Waikato Regional Council and Hospitality New Zealand provided their endorsement of the program in 2018
- Eat My Lunch is a New Zealand business that helps feed children in low decile schools through a buy one-give one arrangement. In 2018 lunches include a Pump mini once a week to help kids stay focused and hydrated. We also sponsored Te Papapa School in Onehunga, through the 'Give Two' initiative. Those children who take part in the 'Give Two' program receive lunches for the entire year via our sponsorship. Our partnership with Eat My Lunch was completed at the end of 2018

- Supporting the YWCA empowering women programs. For the third year in a row we received the YWCA Compact in recognition of our aligned principles
- Providing financial support, product donations, professional expertise and Cara-Coolers to community events and organisations including the Round the Bays and City to Surf running festivals in Auckland and Wellington, Ronald McDonald House, and the New Zealand Marketing Association

## In Fiji

- Supporting The Coca-Cola Games in partnership with The Coca-Cola Company. Hailed as the largest sporting event for students in the Pacific. 2463 athletes from 151 secondary schools competed in the Suva finals in 2018
- Paradise Beverages provide significant grass roots support to local rugby. Each year we provide FJ\$110,000 (equivalent to over AUD\$70,000) in direct financial and in-kind support to eight local communities across the country, benefiting over 100,000 villagers. In 2018, some of the key events we supported helped fund the development, renovation and improvement of local community facilities such as village halls, footpaths, churches and schools

## In Indonesia and Papua New Guinea

- Supported the education of 81 economically marginalised students in communities around our operations who demonstrate good academic standing and the right aptitude to pursue higher education. Sponsored students are expected to participate in raising the standards of living in their communities by encouraging participation in community development programs
- Since 2011, our Indonesia Business has partnered with the Asian Soccer Academy (ASA) Foundation to create 'Coke Kicks', a professional soccer training program for grassroots talents and local soccer coaches across Indonesia. The program aims to foster a strong soccer community and create development opportunities for players. In 2018, we conducted Coke Kicks in 10 areas, training 320 coaches and 2,240 participants, reaching out to 161 communities in total
- Together with the East Bali Poverty Project we developed the 'Water for Life' program. Through this, we have provided four water tanks that have the capacity to deliver 8,000 L of clean water daily, supporting the building of clean toilets for the community. In 2018, we donated 4,800 bottles of Aedes to more than 1,500 households in Karangasem

## Case Study:

## HELPING ATHLETES REACH THEIR POTENTIAL IN FIJI



The Coca-Cola Games is the biggest sporting event in Fiji every year, and the largest athletics meet in the entire South Pacific Islands region. It is the pinnacle for secondary school athletes across Fiji who compete in months of zone qualifications to get there.

Coca-Cola Amatil Fiji, together with Coca-Cola Oceania, has been a proud sponsor of the Coca-Cola Games for 44 years. Every year the event gets bigger, brighter, louder and more keenly contested.

In 2018 2,463 athletes from 151 schools competed in the event in front of a packed National Stadium, live TV audience, and the world's media.

Our involvement goes much further than financial sponsorship. As a team, our people help to organise, marshal, and ensure correct stewardship alongside the International Association of Athletics Federation and Fiji Secondary Schools Athletics Association to ensure a safe and fair competition for all.

Lawrence Tikaram, National Sales Manager, has been involved over many years; "We are very proud to be foundation partners with the Fiji Secondary Schools Athletics Association in delivering the continued success story that is the Coca-Cola Games; providing inspiration for our Fijian youth everywhere to live an active and healthier lifestyle."



**Case Study:**  
**THE SONG ROOM**



The Song Room brightens the futures of Australia's most disadvantaged young people through tailored music and arts programs delivered in partnership with schools across the country. In partnership with the Coca-Cola Australia Foundation (CCAF), The Song Room delivered its unique ArtsConnect – Youth Settlement Program. The aim of the program is to improve learning across many subject areas including the arts, literacy and personal development, alongside supporting social connections that build a sense of belonging and cross-cultural understanding, both in schools and in the broader community.

The program, tailored to each school and community, has seen students embrace a variety of creative activities, from film-making and hip-hop dancing, to rap, beatboxing and puppeteering, with the opportunity for live performances.

CEO of The Song Room, Simon Gipson, said the partnership and the program it has enabled have had a significant impact on more than 2,100 young refugees.

*"Our partnership with the CCAF illustrates how dynamic relationships between corporate and for-purpose organisations can be about so much more than funding. We have a shared passion and vision that ultimately has helped us to expand our capabilities and capacity to make a difference in the lives of young people from refugee backgrounds."*

Working with young refugees and migrants who have recently arrived in Australia, by the end of 2018 the CCAF funding for the music and arts program had contributed to positively impacting more than 2,100 young people in four schools across the country. With the ongoing support of the CCAF, the Song Room is on track to exceed its program targets around learning, social, personal development and capacity building outcomes.

**Case Study:**  
**DESIGNATED DRIVER CAMPAIGN:  
KIWIS LOOKING AFTER THEIR MATES**



The Coca-Cola Designated Driver program was designed to celebrate those Kiwis who look after their mates during the busy Christmas and New Year festive season.

Being the designated driver on a night out can feel like a burden, but it can also be hugely positive. For the third year in a row, Coca-Cola rewarded the friends who focus on getting their mates home.

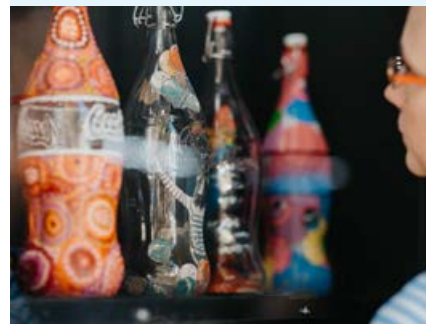
Launched in 2016, the program has been going from strength to strength. In 2018, the Designated Driver program saw almost 400 bars and restaurants across the country participate and shout up to three free non-alcoholic drinks to people doing the driving.

*"We launched this program to show gratitude to people who take on the responsibility of being the Designated Driver so their friends get home safely. We think designated drivers should be rewarded for looking after their mates,"* said Richard Schlasberg, country manager at Coca-Cola Oceania.

Hospitality New Zealand and Waikato Regional Council took part in the program for another year, and 2018 saw the New Zealand Automobile Association coming on board in support.

The program is designed to be as simple as possible for both the designated driver and the venues participating. It is a digital program – a text message to the telephone number containing the word "driver" is all that is required to get three digital coupons for a Coca-Cola drink of their choice, including any non-alcoholic beverage in Coca-Cola Amatil New Zealand's portfolio. The designated drivers simply show this coupon to a bar staff member who taps 'redeem'. The vouchers then replenish the next day and can be used again until the end of January.

**Case Study:**  
**YOUTH WORKS OPPORTUNITY,  
SOUTH AUSTRALIA**



Coca-Cola Amatil is a proud long-term supporter of Youth Opportunities Personal Leadership Program in South Australia, to help young people reach their full potential. This wellbeing and life skills training program provides young people with the tools and skills to increase their confidence, self-worth, and motivation, helping them to build resilience and overcome adversity throughout their lives.

The TransformARTive Arts program has been an important part of this partnership for the past two years. In 2018, 50 artists and South Australian personalities teamed up to transform limited edition retro glass Coca-Cola bottles into unique pieces of art, ultimately destined for exhibition at South Australia's largest festival, Adelaide Fringe. The 2019 exhibition will be in an iconic custom-made space in the Garden of Unearthly Delights for the entire month of the Festival.

State Customer Marketing Manager SA & NT, Danielle Tsogas said: *"The TransformARTive Arts program aims to raise awareness and funds for South Australian not for profit Youth Opportunities who provide wellbeing, resilience and personal leadership programs to high school students."*

*"Through these programs they learn the skills to make the right choices and as a result are more motivated in school, confident in themselves and able to tackle life's challenges."*

The line-up for the exhibition includes both established and emerging artists from around the world with several Adelaide Fringe poster artists creating bottles.



#### Case Study:

### MICHAEL LONG LEADERSHIP & LEARNING CENTRE (MLLLC) NORTHERN TERRITORY, REMOTE PROJECTS PROGRAM



AFL Great Michael Long had a vision to create a place for 'young Territorians to become leaders, to know their value to society and ultimately to realise their immense potential' and from that was born the Michael Long Leadership & Learning Centre, known as MLLLC.

Coca-Cola Amatil is a proud supporter of the MLLLC's education programs for Indigenous students from remote communities in Australia, leveraging the passion and pride people in remote communities have for Australian Rules Football to achieve educational outcomes.

The program features 15 weeks of in-school education. To complete the program, students are incentivised with a one-week residential program at the MLLLC. During this period students participate in education sessions on health and wellbeing, road safety, general numeracy and literacy and dental hygiene. They also visit local attractions and engage in classes at Darwin Boarding schools.

The focus is on students developing a pathway to secondary education, with Year 12 attainment being one of three 'Close the Gap' national education targets in Australia. The program continues upon their return to community with the final component delivered at local schools by AFL Northern Territory's team of Remote Development Managers.

Coca-Cola Amatil's Northern Territory Business Manager Jono O'Brien said: "Coca-Cola Amatil is part of the social fabric of the Northern Territory and we're committed to make a positive impact for young people from remote communities. The smiles on their faces when they experience the MLLLC residential program show just how much they enjoy the week and the ongoing education outcomes show the positive impact of the educational health and wellbeing messages."

Outcomes of the program include increased school attendance and more positive future pathways for students. Community outcomes include reduced violence (through positive behaviour), diversion from anti-social behaviour, good sportsmanship and improved general health.

#### Case Study:

### A LASTING LEGACY: PARADISE BEVERAGES GRASSROOTS INVESTMENT



As the Pacific region's leading beverages company, Paradise Beverages has a mission to be recognised as the premier place to work, creating world-class beverages and making a positive contribution to the business and markets where it operates.

Grassroots sport plays a fundamental role in village life in every Fijian community, delivering important social, health and economic benefits. Paradise Beverages has been supporting rugby at all levels, from professional to community, for over 40 years. Grassroots support is a key pillar of its community strategy. Each year Paradise Beverages sponsors community sports events and tournaments across Fiji, providing funding and prize money that goes directly back to the local communities to fund new or renovated village facilities and services, and help local families grow food and buy crucial supplies.

At a grassroots level, in 2018 Paradise Beverages provided FJ\$110,000 (equivalent to over AUD\$70,000) in direct financial and in-kind support to eight local communities, benefiting over 100,000 villagers right across the country.

*"I would like to thank Paradise Beverages Fiji for being with us as our Major Sponsor for the past nine years, supporting our youth and our village in the form of grassroot level rugby, a sport that we Fijians all love. It brought our community together and has made a very positive impact in our community and in our lives. From the money raised in these tournaments we managed to build a bigger community hall, footpaths to and around the village, and also made renovations to our old community hall," — Pat Qilatabu, Manager, Gaunavou Rugby Club (host of the Savu Savu tournament).*

# EMPLOYEE VOLUNTEERING AND GIVING

## 2018 PERFORMANCE

- Donated more than \$100,000 to more than 20 charities through the SPC and Coca-Cola Amatil Matched Workplace Giving Programs
- Over 90 employees in Australia used their annual one day of paid volunteering leave to support community activities and charities, including school volunteering, local clean-ups, bush and beach rehabilitation, and provision of emergency services
- Ran an international matched giving appeal with our employees to support the Red Cross Indonesian Earthquake Appeal
- Awarded for our 'Outstanding Use of Networks' by the Cerebral Palsy Alliance for our support of their September campaign
- Continued the Coke Gifting program for New Zealand employees, allocating stock to the value of NZD\$200 for employees to use for community activities
- Organised marketing skills workshops for each of The Coca-Cola Australia Foundation's Flagship partners to share our business and partners' expertise to address marketing challenges as identified by each charity partner

## OUR PROGRESS

The value of our philanthropic and sponsorship activities – cash contributions, product donations and volunteering support – has been calculated at \$6.2 million in 2018, with over 140 different activities being supported across the Coca-Cola Amatil Group. We have generous and community-minded employees and we will continue to build a culture across the Coca-Cola Amatil Group that supports employee giving and volunteering. Not only does volunteering and charitable giving provide benefits for the giver<sup>1</sup>, it also supports employee engagement and team-building, particularly when activities are shared with colleagues. We are also improving systems for tracking and reporting on the amount and impact of our volunteering.

Our approach covers four aspects:

- **Encouraging and Supporting Volunteers:** Continue to encourage employee volunteering and embrace the concept of *gotong royong*<sup>2</sup> for all our employee volunteering and community activities. We offer one day of paid volunteering leave in Australia to all full-time employees, together with workplace flexibility, to meet community volunteering commitments
- **Sharing Professional Expertise:** We understand that for many of our charity partners, the provision of professional, pro bono, expertise and support is extremely valuable, and we will seek opportunities to expand the provision of this type of support
- **Matched Workplace Giving:** Continue to offer Matched Workplace Giving to Australian employees, with the total matched amount available being over \$100,000<sup>3</sup>, and evaluate opportunities to build employee access to this in other countries. In New Zealand, we offer Coke Gifting where every employee has up to NZD\$200 worth of non-alcoholic beverages they can donate to an organisation of their choice
- **Supporting Fundraising:** Continue to support employee-led initiatives for fundraising to help build our culture of employee giving and volunteering

# \$6.2m

in cash, management costs, product and volunteering support for community activities

# 140+

community activities supported across the Coca-Cola Amatil Group

# 90+

employees in Australia used their annual day of paid volunteering leave

1 When researchers at the London School of Economics examined the relationship between volunteering and measures of happiness, they found the more people volunteered, the happier they were. See *Simple Changes, Big Rewards: A Practical, Easy Guide for Healthy, Happy Living*.  
 2 *Gotong royong* is an Indonesian phrase that translates as 'cooperation in a community' or 'communal helping of one another'. It celebrates the spirit of volunteerism as well as the idea of reciprocity – helping your neighbour to also help yourself – whilst achieving broader community objectives.  
 3 This is the budgeted amount in 2017, and again in 2018, meaning that the total potential contribution from the program, including employee contributions, is over \$200,000.

Key employee volunteering and giving programs across our countries of operation in 2018 included:

#### In Australia

- Our people supported local charity partners by volunteering, fundraising and providing product donations for events and activities. Over 90 days of volunteer leave were recorded to support activities including the Sydney Children's Hospital Christmas Appeal, the Salvation Army, St Vincent de Paul CEO Sleepouts right around Australia, and the NRL School 2 Work program's National Leadership conference
- Supporting more than twenty charities through our Matched Workplace Giving program, with combined contributions (from employees and matched funds from Coca-Cola Amatil) of more than \$100,000 through the SPC and Coca-Cola Amatil Matched Workplace Giving Programs. Coca-Cola Amatil matches dollar-for-dollar up to \$10,000 per employee and to a total of \$100,000 per annum

- We ran an international matched giving appeal with our employees to support the Red Cross Indonesian Earthquake Appeal
- Organised marketing skills workshops for each of The Coca-Cola Australia Foundation's Flagship partners to share our business and partners' expertise to address marketing challenges as identified by each charity partner

#### In New Zealand

- Employees volunteering for a range of worthwhile causes including collecting donations for The Salvation Army's Christmas appeal, packing lunches for Eat my Lunch, collecting donations and providing event staff for the Coca-Cola Christmas in the Park music festivals in Auckland and Christchurch to help support Youthline; cooking and providing auction prizes for Ronald McDonald House; handing out water at the Round the Bays and City to Surf community running events in Auckland and Wellington; and fundraising for

several diversity and inclusion projects, including Loud Shirt Day, Double Denim Day and anti-bullying initiatives

- Through our Coke Gifting program, employees are allocated stock to the value of NZD\$200 to use for community activities through the Coke Gifting program

#### In Indonesia

- Supporting many of our community and environmental programs with our people volunteering outside work hours, usually on weekends, and often bringing their families and friends along to help. To encourage and reward this behaviour, we created the CSR Passport, allowing employees to collect stickers when they participate in a Company supported volunteer activity that can then be redeemed for prizes

#### Case Study:

### CHRISTMAS CHEER WITH THE SALVATION ARMY



Coca-Cola Amatil's Australian Beverages team in Western Australia spent their annual volunteer day at The Salvation Army's Swan View Corps in December, helping them set up the annual "Christmas Cheer Service" – a facility where people in need can collect food hampers and in readiness for Christmas celebrations get the opportunity to select toys for their children.

Promoted through its ER Doorways Community Service Program, the Christmas Cheer Service helps provide thousands of food and toy hampers to

low-income and disadvantaged people in the community. The operation is delivered in a spirit of generous, non-judgemental and compassionate giving, helping people at risk of disengaging feel connected and supported at Christmas time.

Coca-Cola Amatil volunteers helped guide people through the 'shop', assisting them to select presents most suitable for the ages and needs of their children, as well as handing out food hampers.

*"We're committed to making a positive contribution to our local Perth*

*community. As a team we're keen to support local charities and eight of us (pictured) were pleased to volunteer for the day at The Salvation Army, both helping out with the logistics of managing the many donations they receive and supporting the people who came to use the 'Christmas Toy Shop'.*

*"We were also pleased to donate gifts and food hamper items to the appeal."*  
— Jenny Cullen, Coca-Cola Amatil former State Customer Marketing Manager and local volunteer.



# BUSINESS FOR DEVELOPMENT

## 2018 PERFORMANCE

- Continued our “Zone 1”<sup>1</sup> programs in eight different operations within Indonesia providing education and development programs to local farmers, women, students and young people.
- Launched Amatil X to support local start-up ecosystems and find alternative solutions to solve the challenges of today and to meet consumer needs of tomorrow
- Established the Women Empowerment Kiosk Project in Papua New Guinea
- As Australia's largest roaster of Fairtrade coffee beans, since 2010 Grinders Coffee has sold over 2.3 million kilograms of coffee and generated over \$1,475,000 to help support 795,400 Fairtrade farmers and their communities in 537 cooperatives from 30 countries across the world.
- Developed a fleet of ‘Cara Coolers’ – portable mobile food and beverage trailers for community groups to use at their fundraising events
- Provide 12 job opportunities for local community members as farmers through Coca-Cola Forest Lampung, Sumedang-West Java, and Semarang Regency-Central Java, and 30 job opportunities for local farmers through ‘Hutan Asuh Coca-Cola’ (Coca-Cola Foster Forest) program
- Helped empower women in Papua New Guinea through establishing Coke Kiosks in partnership with The Coca-Cola Company

## OUR PROGRESS

The value of our philanthropic and sponsorship activities – cash contributions, product donations and volunteering support – has been calculated at \$6.2 million in 2018, with over 140 different activities being supported across the Coca-Cola Amatil Group. We know that some of the main ways we make a difference in communities is by ensuring we leverage our significant business investment and capability in employment, training, ingredient supply, assets, and services so that we can also provide community and social development benefits wherever possible. We continue to work with suppliers, customers, partners, and governments to ensure our broader economic impact is understood and maximised.

### Local Community Development

In 2018 we funded several programs ranging from the communities closest to our operations to the wider community where we operate. These programs included:

- In Indonesia, supporting the education of 81 economically marginalized students in Zone 1 areas that demonstrate good academic standing and the right aptitude to pursue higher education
- In Indonesia, continue to support Zone 1 community development initiatives to improve the community's capability development including ‘Entrepreneurship Training’ in Bandung and Lampung; among others.
- In New Zealand, we have developed a fleet of portable mobile food and beverage trailers or ‘Cara Coolers’ specifically for community groups to use at their fundraising events, including offering priority pricing to help maximise the dollars they can raise for their initiatives.
- Established an education facility in the Seminyak Waste Management Facility that allows communities within Indonesia to learn about waste management.
- Collaborating with the Ministry of Manpower and Ministry of Industry in Indonesia to conduct vocational training in our operations to provide a ‘Job Ready’ training for students in vocational school or training centres.
- Creating 30 job opportunities for local farmers through the ‘Hutan Asuh Coca-Cola’ (Coca-Cola Foster Forest) program and 12 job opportunities through the Coca-Cola Forest program in Lampung, Sumedang-West Java, and Semarang Regency-Central.
- Providing entrepreneurship training to the disabled community through the ‘Desa Mandiri Lestari’ Program in Central Java, Indonesia
- Support Eco-Village program in Bekasi and Sumedang (as part of Citarum Community) to increase awareness and responsible community attitudes towards environment.
- In Papua New Guinea we established the Women Empowerment Kiosks, which provide economic empowerment to women in regional areas
- In Indonesia we supported the River, Ocean, Land and Ecology (ROLE) Foundation program ‘Bali Wise’, which aims to educate and create jobs for women from marginal families across Bali and Nusa Tenggara
- Supporting the Australia New Zealand Association (ANZA) Jakarta for their social welfare program in Indonesia. In 2018, ANZA distributed IDR 2.1 billion to support social welfare projects around Jakarta

1 Zone 1 refers to the communities surrounding our operations.

## Amatil X

The expectations and behaviours of our customers and consumers are changing rapidly. Start-ups are setting the pace of innovation for our industry, leveraging technology to create new business models that respond to these changing needs.

In 2018, we launched Amatil X to support local start-up ecosystems and find alternative solutions to solve the challenges of today and to meet consumer needs of tomorrow.

### Social Procurement

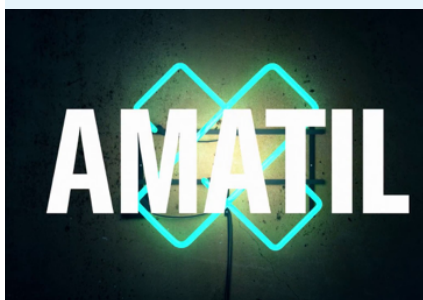
As part of our broader responsible sourcing approach, we continue to be committed to leading on social procurement to benefit disadvantaged or marginalised individuals and communities. We are committed to continuing to incorporate social impact criteria as part of the screening process for suppliers, aiming to have 80 per cent of supplier spend covered by responsible sourcing assessments by 2020. We're tracking well towards our goal with over 75 per cent of our suppliers assessed.

Coca-Cola Amatil's social procurement activities in 2018 included:

- Assessing over 75 per cent of supplier spend using criteria aligned with Coca-Cola Amatil's *Responsible Sourcing Guidelines* and The Coca-Cola Company's *Supplier Guiding Principles*
- As Australia's largest roaster of Fairtrade coffee beans, since 2010 Grinders Coffee has sold over 2.3 million kilograms of coffee and generated over \$1,475,000 to help support 795,400 Fairtrade farmers and their communities in 537 cooperatives from 30 countries across the world.
- We encouraged our facilities management partner, Spotless, to sub-contract services to indigenous suppliers or social enterprises. In 2018, Spotless engaged several indigenous suppliers and ran a tender for the commercial cleaning of our Equipment Services facility. ARA Indigenous Services, a certified member of Supply Nation, returned a bid which demonstrated superior capability and excellent customer service and as a result, successfully won the business.
- A tender was placed to scan our hard copy documents and securely destroy physical copies. Jigsaw Business Solutions, a social enterprise that creates employment training and skills development opportunities for people with disabilities in Australia, was awarded the work based on their superior response

### Case Study:

## AMATIL X – SUPPORTING OUR LOCAL START-UP ECOSYSTEMS



In partnership with venture studio and innovation group BlueChilli, we ran an accelerator program, "Xcelerate", across Australia and New Zealand to give entrepreneurs and early-stage companies the opportunity to build their ideas into scalable businesses. The ideas were focused around the three broad themes of sustainability, logistics and customer experience.

Chris Sullivan, Group Director Partners and Growth at Coca-Cola Amatil, said, "We launched the Xcelerate program as part of our Amatil X platform because we wanted to find the best and brightest business ideas in the start-up communities across Australia and New Zealand and empower local entrepreneurs to build scalable and investible businesses."

The Xcelerate program received thousands of visits and over 300 entries from across our region. Of these, 40 were selected into the boot camp (with 41 per cent being female founders) and 12 ultimately making it through to the accelerator program.

Two of the leading ideas came under the sustainability theme. The first was a hardware/software start-up that monitors environmental conditions in cities at scale. The second was a two-sided marketplace in South East Asia that connects contract workers who collect waste plastic with plastic suppliers who can re-purpose the plastic.

### Case Study:

## A KIOSK OF OPPORTUNITY IN PAPUA NEW GUINEA



In 2018 we continued our partnership with The Coca-Cola Company to establish and maintain Coke Kiosks, which provide economic empowerment to women in regional areas. This program aims to reduce income inequality and strengthen gender equality for at least 5,000 women by the end of 2019.

Kiosks are full of opportunity for vendors in Papua New Guinea. They provide secure and spacious structures for small-scale vending, as well as opportunities to develop knowledge and skills in business and trade.

In addition to customer service and stock management training provided by the Coke System, Operators also received Financial Literacy Training with Bank South Pacific.

In 2018, six placements were made in close vicinity to towns ensuring access to stock and goods replenishment.

Vendors are able to extend benefits to their family and community, providing poorer households with the opportunity to create means of accessing food, clean and safe drinking water, education, health services and other basic household needs.

### Positive Indirect Economic Impacts

Coca-Cola Amatil is proud of the positive impact we make on the broader economies of the regions and countries in which we operate. We employ over 12,000 people and engage more than 30,000 contractors. We support agricultural industries such as sugar, fruit, and dairy, and build manufacturing and distribution capability and infrastructure. We develop our people and invest significantly in their ongoing education and training. Our community investment aims to leave a positive and sustainable legacy and further foster thriving, viable communities – financially, socially, and environmentally.

A 2016 third-party assessment of the indirect economic impact of just our Australian Beverages Business calculated that for every job at Coca-Cola Amatil a further four jobs are created elsewhere in the Australian economy, and that our spending on goods and services helped generate value of over \$3.5 billion in the agriculture, manufacturing, utilities, transport and freight and other service sectors.

Our indirect economic impact is most evident from our Businesses operating in developing nations such as Indonesia, Papua New Guinea, Fiji, and Samoa and in regional and rural areas of Australia and New Zealand. In these locations not only are we a major employer and purchaser of local goods and services, but we also play a key role in infrastructure development and the building of capability in local people.

Our Tax Transparency Report, available on our website, is released on a voluntary basis in accordance with the recommendations and guidelines contained in the Board of Taxation's Voluntary Tax Transparency Code.

### Case Study:

## AUSTRALIAN ABORIGINAL AND TORRES STRAIT ISLANDER EMPOWERMENT



Since 2015, 134 Indigenous community stores have collectively reduced the amount of sugar consumed from our beverages by 14.4 per cent, thanks to great teamwork with leading customers in the Northern Territory and Far North Queensland. Measured across the total volume of sales, the take-up of water and no-sugar beverages through a range of price and promotion projects has seen more people in these communities choose our beverages that have less sugar in them.

In 2018 leaders from Coca-Cola Amatil and Coca-Cola South Pacific, joined local Coca-Cola Amatil team representatives and local commercial partners in the area – Outback Stores and Arnhem Land Progress Association (ALPA) – on a visit to Arnhem Land in the Northern Territory to get a better understanding of Coca-Cola Amatil's wellbeing strategies in action. The group, including Coca-Cola Amatil Group Managing Director Peter West and Coca-Cola South Pacific Vice-President Vamsi Mohan Thati visited four communities: Ngukurr, Millingimbi, Oenpelli and Maningrida, and held meetings in Darwin.

During the visit, the team viewed the 2018 roll-out of tailored, culturally appropriate marketing materials to promote Coca-Cola No Sugar,

which has the same flavour profile as Coca-Cola Classic but without sugar. These materials were developed in collaboration with local customers who supported Coca-Cola No Sugar as a product to help shape choice in their communities.

Commenting on his experience visiting Arnhem Land, Australian Beverages Managing Director Peter West said: *"We're committed to working with our customers to promote no-sugar options for people, including for those living in remote Indigenous communities."*

*"Our role is neither that of government or public health advocates, but we acknowledge the specific issues in remote Indigenous communities and are respectfully working with our local customers to understand and trial different approaches so people have options."*

*"There's nothing like going to communities yourself to understand first-hand what is being done and how we can strengthen existing partnerships and work on new ideas together."*

*"We will continue to work with our partners to deliver on our commitment in 2019."*



# DISASTER RELIEF AND RESILIENCE

## OUR PROGRESS

We operate in regions of great natural beauty and resources, but each year there are risks of natural disasters such as floods, fires, cyclones, major storms and earthquakes. We set aside funding in annual budgets in readiness for any disasters that may impact our communities and employees, and aim to support locally empowered, well-coordinated first-responder aid, utilising our significant product logistics network, as well as providing ongoing support for community resilience beyond the immediate aftermath.

We are pleased to note that compared to the previous year, 2018 saw fewer and, taken altogether, less destructive natural disasters in our areas of operations. Nevertheless, we were called upon and responded with significant additional support to communities impacted by floods, fires, cyclones, major storms and earthquakes. This included:

- **In Australia:** Donated Pump and Mount Franklin bottled water to the Queensland State Emergency Service to assist with managing the response to Cyclone Debbie, and to fire-fighters and emergency services around the country
- **In Indonesia:** Provided safe and fresh hydration via 24,000 bottles of Ades water and Minute Maid Apple Crush for victims of the Mount Agung Eruption, Bali and floods across Java; and supported Indonesia Tsunami and Earthquake Relief efforts with 84,000 bottles of Ades water for communities impacted in Lombok, Palu and West Java

### Case Study:

### OUR RESPONSE TO CYCLONE GITA IN TONGA



On 10 February 2018 Category 5 Cyclone 'Gita' hit the Kingdom of Tonga. It was the most intense cyclone to impact Tonga since reliable records began, with winds reaching 205 km/hour.

The weather severely disrupted the Kingdom's infrastructure, leaving both major islands without power. As most of Tonga's drinking water is derived via desalination a severe water shortage followed.

In response, our local Customer Service Officer Edwin Narayan quickly contacted the Suva office via emergency satellite phone signalling the short supply. With the same urgency an Agreement was made between Coca-Cola Amatil Fiji and Coca-Cola Oceania to send a 20-foot container of Pure Drop bottled water on the earliest ship available.

Further, 700 cases of Pure Drop Water were donated to the National Emergency Management Office in Tonga, and 200 cases were donated to The Red Cross Society of Tonga. Both organisations acting swiftly to direct this water to vulnerable members of the community including hospitals and schools in the most severely affected areas.

Edwin reflected; *"The timing and magnitude of the donation was very meaningful to the recovery effort on the Island. I was very proud of our quick response to this crisis and happy to assist in getting the water donation to those who were in most need."*

Coca-Cola Amatil is a member of LBG (formerly known as London Benchmarking Group) to better track, understand, benchmark and report on our community investment and impacts. We will continue to improve our data collection and reporting systems in 2019 so that our collective impact can be better understood and communicated.

We also plan to:

- Develop Community Investment Guidelines and an assessment tool
- Continue to support our major programs across the organisation, including our philanthropic foundations
- Continue to support and encourage employee workplace giving and paid volunteering in Australia and look to extend to other Businesses, including Paradise Beverages in Samoa and Fiji



### VERIFICATION STATEMENT FROM LBG AUSTRALIA & NEW ZEALAND – 2019

The LBG model helps businesses improve the measurement, management and reporting of their corporate community investment programs. It covers the full range of contributions (cash, time and in-kind donations) made to community causes.

As managers of LBG Australia & New Zealand, we can confirm that we have worked with Coca-Cola Amatil to verify its understanding and application of the LBG model with regard to the wide range of community programs supported.

Our aim has been to ensure that the evaluation principles have been correctly and consistently applied and we are satisfied that this has been achieved. It is important to note that our work has not extended to an independent audit of the data.

We can confirm that Coca-Cola Amatil has invested the following amounts in the community in this 2019 reporting year as defined by LBG methodology.

	\$
Cash	3,700,661
Time	135,125
In-Kind	1,886,226
Management costs	451,908
<b>TOTAL</b>	<b>6,173,920</b>

In addition to LBG verified figures, Coca-Cola Amatil also reported the following outputs in their submission:

Leverage**	1,612,009
Revenue foregone^	0

\*\* leverage refers to additional third party contributions facilitated by the company

^ the revenue foregone for community benefit on media and advertising space provided free or discounted

Please refer to LBG for detailed definitions as required



Verified by Simon J. Robinson and Jennifer Saunders  
On behalf of LBG Australia & New Zealand  
April 2019









# STAKEHOLDER ENGAGEMENT

## 2018 HIGHLIGHTS

- Engaged with government and regulatory stakeholders in Australia, Indonesia, Papua New Guinea, New Zealand, Fiji and Samoa including the Australian Department of Foreign Affairs, and Trade embassies and consulates in countries with Coca-Cola Amatil operations
- Published our annual Tax Transparency Report in April 2018, available on our website
- Participated in the ASEAN-Australia Summit Business Roundtable in Sydney in March 2018
- We have joined with industry peers in Australia to set an industry-wide target of a 20 per cent reduction in sugar per 100ml across our non-alcoholic beverage portfolio by 2025
- In Australia, Coca-Cola Amatil became a signatory to the APCO 2025 National Packaging Targets for 100 per cent of all Australia's packaging to be reusable, recyclable or compostable by 2025, 70 per cent of Australia's plastic packaging to be recycled or composted by 2025, 30 per cent average recycled content to be included across all packaging by 2025, and problematic and unnecessary single-use plastic packaging to be phased out through design, innovation or introduction of alternatives
- Engaged with non-government organisations including consumer health groups and environmental organisations as well as community organisations seeking partnership opportunities through our community investment programs
- Partnered with DrinkWise and the Australian Government on the Fetal Alcohol Spectrum Disorder (FASD) education program, demonstrating market leadership by providing generous additional funding (in addition to the voluntary annual funding for DrinkWise alcohol education programs and campaigns) for the FASD Awareness Program
- Participated in multi-stakeholder forums on extended producer responsibilities including consumer health groups and public officials in Australia, the Packaging Forum in New Zealand, the Clean Pacific Roundtable and ADB Smart City Challenge in Fiji, the Committee for Shepparton Water Working Group in Victoria and Government-led working groups on container deposit and refund schemes in Queensland, the Australian Capital Territory and Western Australia
- Provided submissions on public policy discussions including the Senate Inquiry into Obesity in Australia and updating the National Waste Policy in Australia
- Participated in the New South Wales Independent Pricing and Regulatory Tribunal review of beverage prices after the introduction of the NSW Container Deposit Scheme
- Paradise Beverages collaborated with KPMG, ADB, ILO and Ministry of Trade & Tourism in the hosting of the 'ADB Smart City Challenge'
- Worked with the Ministry of Labour in the hosting of Year 12 students for pilot of Workplace Experience under our Fiji's Future Workforce initiative
- Along with our brand partner Coca-Cola Oceania, we participate at the annual FiZZ Forum to listen, and engage with others addressing the issue of obesity in New Zealand
- Along with our brand partner Coca-Cola Oceania we are a signatory on the Ministry for the Environment's New Zealand Plastic Packaging Declaration
- We are one of the main sponsors of the *Love New Zealand* and *Be a Tidy Kiwi*'s anti-litter campaign called Band Together. Love New Zealand and Be a Tidy Kiwi are operated by the Packaging Forum and the Auckland Litter Prevention Steering Group
- Along with our brand partner Coca-Cola Oceania, Coca-Cola Amatil New Zealand participated in the Food Industry Task Force – a collaborative work between the food and beverage industry and the Ministry of Health on addressing factors contributing to obesity
- Coca-Cola Amatil New Zealand has supported the Sustainable Business Network by helping fund one of their major studies reviewing New Zealand's Plastic Packaging System in line with the work of the Ellen MacArthur Foundation
- Coca-Cola Amatil Indonesia engaged in multi-stakeholder forums and participated in a number of Indonesian Government activities, including International Women's Day with the Minister for Women Empowerment and Child Protection; partnership with the Ministry of Public Works for Waste Management Facility in Seminyak, Bali; collaboration with the Minister of Manpower and Ministry of Industry for Vocational Programs across Indonesia; and hosting the Ministry of Industry visit to Coca-Cola Amatil Bali plant during the Bali Beach Eco-Forum in July 2018
- In 2018 the Indonesian Ministry of Industry recognised Coca-Cola Amatil Indonesia as a leading example for Industry 4.0 Food & Beverage Sector to generate economic growth based on digital development
- We have engaged with investors, proxy and governance advisors through the course of the year

## INDUSTRY ASSOCIATIONS

Coca-Cola Amatil is a member of industry and business associations in every country in which we operate. An overview of our membership in Australia, New Zealand and Indonesia is provided below. Please note that this is not an exhaustive list of all of industry association activity.

### Australia

- Coca-Cola Amatil is a member of the Business Council of Australia, Australian Food and Grocery Council, Australian Beverages Council Limited, Australasian Association of Convenience Stores, APCO, Alcohol Beverages Australia, DrinkWise Australia, Retail Drinks Australia and the Australian Hotels Association

### New Zealand

- Coca-Cola Amatil New Zealand is a member of the Food & Grocery Council, New Zealand Beverage Council, the New Zealand Packaging Forum, The New Zealand Initiative and the New Zealand Business and Parliament Trust

### Indonesia

- Coca-Cola Amatil Indonesia is a member of ASRIM (Association of Beverages Industry), GAPMI (Association of Food and Beverages Producers), APINDO (Association of Employers), KADIN (Indonesian Chamber of Commerce and Industry), Indonesia Business Council for Sustainable Development, the Indonesia-Australia Business Council, Packaging and Recycling Association for Indonesia Sustainable Environment (PRAISE), and the Indonesia Plastic Waste Management Collaboration (IDN WM)

### Case Study:

## APCO INDUSTRY COALITION NATIONAL PACKAGING TARGETS

In 2018 Coca-Cola Amatil stepped-up engagement with industry colleagues, suppliers and customers to improve packaging sustainability and waste management.

In 2018 Coca-Cola Amatil joined the Industry Coalition convened by the Australian Packaging Covenant Organisation (APCO) to pledge support for the 2025 National Packaging Targets. As part of this process Aneta Zurawski, the Senior Packaging Technologist from SPC's Marketing and Innovation team, participated in APCO's Soft Plastics Working Group and was educated on APCO's Packaging Recycling Evaluation Portal (PREP). Through the PREP, all members of APCO can understand the goals that we need to aspire to so that the National Packaging Targets will be achieved.

For SPC the next step is to evaluate its own packaging footprint using PREP and identify what packaging in the portfolio is recyclable via kerbside recycling and what is not. Aneta's involvement

in the APCO working group provided her with valuable insights, such as that one solution for SPC would be through collaboration with suppliers for soft plastic packaging to include pouches. Aneta discussed insights on customer expectations and the industry pledge with SPC's packaging suppliers, and a number of our suppliers have now joined APCO.

In addition to the APCO National Packaging Targets and working groups, Coca-Cola Amatil has hosted stakeholder visits to our Packaging Services Division in Eastern Creek (NSW), and Statewide Recycling in South Australia, and SPC's Technical and Supply Chain teams participated in a 'Follow Your Waste Tour' to understand where Greater City of Shepparton waste ends up and to stimulate innovative thinking about end-to-end solutions.

Greater stakeholder collaboration across the value chain is essential to achieving sustainable packaging solutions in the future.

## OUR APPROACH

Coca-Cola Amatil is diverse by geography and product category, and so too is the sphere of stakeholders and their interests. Stakeholder engagement and communications enables us to discuss priority areas of interest and informs our approach to sustainability commitments, with the intention to focus our performance on areas that are meaningful and relevant to our stakeholders.

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

Coca-Cola Amatil is committed to reporting sustainability performance in focus areas that are relevant to our diverse stakeholders. Stakeholder engagement and input into materiality assessment is integrated into our management practices to reflect developments in our business activities, sustainability standards and stakeholder expectations.

Coca-Cola Amatil made no political donations or other contributions in 2018. In all our countries of operation our focus is on community partnerships and participation in public policy development.

In New South Wales we are prohibited from making any political contributions under the Election Funding, Expenditure and Disclosures Act 1981 (NSW) and the Board has extended this to a policy of no political contributions.

### Case Study:

## SUPPORTING SOLUTIONS FOR THE PACIFIC: THE CLEAN PACIFIC ROUNDTABLE, SUVA, FIJI



Coca-Cola Amatil actively engages with multi-stakeholder forums that are relevant to its sustainability priorities. In August 2018, several representatives from Coca-Cola Amatil, Paradise Beverages, Coca-Cola South Pacific and Coca-Cola Oceania attended the Clean Pacific Roundtable in Suva, Fiji. The Roundtable was a formal three-day gathering of government representatives from the region, international government agencies including the Secretariat of the Pacific Regional Environment Program (SPREP) and the Pacific Region Infrastructure Facility (PRIF), non-government organisations operating in the region, civil society, academics from local and international universities, donor and technical support organisations such as the Japan International Cooperation Agency, Asian Development Bank, and the European Bank for Reconstruction and Development, together with corporate representation from the waste industry and consumer goods. The Roundtable confirmed the commitment to the Cleaner Pacific 2025: Pacific Regional Waste and Pollution Management Strategy 2016-2025 and SPREP's role as the lead agency to drive these outcomes.

After a busy three days of presentations, discussions and agreement of priorities, there were technical working groups established to begin the work on delivering against the Roundtable objectives including the Cleaner Pacific 2025 strategy. The Roundtable highlighted the challenges faced by the Pacific region in dealing with waste management more broadly and marine plastic pollution more specifically. It was an excellent opportunity to bring together all parts of society to seek long-term, sustainable solutions. Coca-Cola Amatil Fiji's Mission Pacific beverage container collection program was showcased as an example of local corporate commitment to sustainable waste management practices, and very well received by all attendees.

Coca-Cola Amatil looks forward to continuing to work with all stakeholders in the region in 2019, via the technical working groups and in other forums, to seek viable, sustainable solutions and opportunities for improved waste management across the Pacific, and to play our role in delivering these.



# GLOBAL REPORTING INITIATIVE CONTENTS INDEX

The table below outlines the *Global Reporting Initiative (GRI) Standards* that have been referenced in developing this 2018 Sustainability Report. We largely report in accordance with these standards, however, we are currently not able to report on the split between temporary or permanent employees, and are therefore not meeting the requirements of Disclosure 102-8, which is necessary to be completely aligned with GRI (Core Option). We are working actively to continually improve our reporting quality and are identifying ways and measures for addressing the gaps we have in our current reporting.

Section	Pages	Disclosure <sup>1</sup>	Section	Pages	Disclosure <sup>1</sup>
About This Report	2	102-46 Defining report content and topic Boundaries 102-50 Reporting period 102-51 Date of most recent report 102-52 Reporting cycle 102-54 Claims of reporting in accordance with the GRI Standards 103-1 Explanation of the material topic and its Boundary	Sustainability at Coca-Cola Amatil	12	102-15 Key impacts, risks, and opportunities 102-18 Governance structure 102-20 Executive-level responsibility for economic, environmental, and social topics 102-21 Consulting stakeholders on economic, environmental, and social topics 102-22 Composition of the highest governance body and its committees 102-23 Chair of the highest governance body 102-29 Identifying and managing economic, environmental, and social impacts 102-30 Effectiveness of risk management processes 102-31 Review of economic, environmental and social topics 102-44 Key topics and concerns raised 102-46 Defining report content and topic Boundaries 102-47 List of material topics 102-49 Changes in reporting 102-54 Claims of reporting in accordance with the GRI Standards 103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach
Assessing What is Important	3	102-15 Key impacts, risks, and opportunities 102-21 Consulting stakeholders on economic, environmental, and social topics 102-29 Identifying and managing economic, environmental, and social impacts 102-44 Key topics and concerns raised 102-47 List of material topics	Sustainability Progress and Commitment	14	102-14 Statement from senior decision-maker 102-12 External initiatives 102-20 Executive-level responsibility for economic, environmental, and social topics
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Section	Pages	Disclosure <sup>1</sup>	Section	Pages	Disclosure <sup>1</sup>
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<b>Health, Safety and Wellbeing</b>	20	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-8 Workers covered by occupational health and safety management system 403-9 Work-related injuries	<b>Climate Change &amp; Energy</b>	50	302-1 Energy consumption within the organisation 302-3 Energy intensity 302-4 Reduction of energy consumption 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions
<b>Diversity, Engagement and Human Rights</b>	26	102-8 Information on employees and other workers <sup>2</sup> 102-41 Collective bargaining agreements 404-2 Programs for upgrading employee skills and transition assistance programs 405-1 Diversity of governance bodies and employees	<b>Biodiversity</b>	54	304-3 Habitats protected or restored
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1 All disclosures are from the latest available GRI Sustainability Reporting Standards.  
2 Information is not provided on the split between temporary or permanent employees.

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## FURTHER INFORMATION

Further information on our sustainability  
approach and programs can be found  
at [www.ccamatil.com/sustainability](http://www.ccamatil.com/sustainability)

Copies of previous and current years'  
Sustainability Reports, Workplace Gender  
Equality Agency Annual Compliance  
Reports, and CDP Climate Change and  
CDP Water Responses can be found at  
[www.ccamatil.com/sustainability/reporting](http://www.ccamatil.com/sustainability/reporting).



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