

# 2020 SUSTAINABILITY REPORT



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# ABOUT THIS REPORT

**The Coca-Cola Amatil 2020 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 2020 Sustainability Report covers calendar year 1 January 2020 to 31 December 2020, the same as Coca-Cola Amatil's financial year. This is the sixth annual Sustainability Report published by Coca-Cola Amatil since 2015 when public sustainability reporting was reintroduced and enhanced to include all Businesses reporting against prioritised sustainability focus areas. For the 2019 reporting period a combined Annual Financial and Sustainability Report was published, but for the 2020 year we have reverted to producing a separate sustainability report to highlight progress and future plans.

## 2020 GOALS, IMPACT OF COVID-19 AND FUTURE AMBITIONS

In 2017 we set our 2020 Sustainability Goals, and in this report we share our performance against these goals.

2020 was an extraordinary year in terms of COVID-19's global, regional and local impacts to operations, external stakeholders and our own people. However, despite the challenges, our commitment to achieving the 2020 Sustainability Goals did not waver. Our report on performance notes those areas which were positively or negatively impacted by COVID-19 operational or budget-related changes.

We have also recently released new sustainability ambitions covering the period 2020-2040, which were finalised in 2020, and these are detailed in this publication.

## CURRENCY

This Sustainability Report is presented in Australian Dollars unless otherwise stated. An average annual currency conversion rate is used.

## BASELINES

This report focuses on performance compared to the prior year as well as against our 2020 goals. In some focus areas we are working from baselines of 2010 or 2015 to show longer-term performance trends and to enable meaningful performance comparisons.

Going forward, we aim to align baselines across our reporting as we improve the availability of comparable data for the same reporting period in each of our focus areas and markets.

## 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 provided.

Our environmental data, which covers manufacturing and supply chain and excludes non-material aspects such as corporate offices, is split into the following 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, results 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 disclosures.

In 2017 Coca-Cola Amatil became a member of Business for Societal Impact (formerly the London Benchmarking Group), which provides guidance on the measurement and disclosure of community investment and impact. Business for Societal Impact worked with Coca-Cola Amatil to verify our understanding and application of their framework during 2020.

## COMMITMENT TO REPORTING & ASSURANCE

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 has engaged third-party auditors to provide Limited Assurance on performance against nine of our 2020 Goals.

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

# SUSTAINABILITY AMBITIONS & GOVERNANCE



## COCA-COLA AMATIL IS COMMITTED TO MAKING A DISTINCT AND POSITIVE CONTRIBUTION TO THE COMMUNITIES AND MARKETS IN WHICH WE OPERATE.

This means that with each decision we seek to deliver the best outcomes and build value for society as well as our shareholders. Coca-Cola Amatil's sustainability strategy is aligned with, and embedded in, our broader business strategy and the Coca-Cola Amatil Long-Term Value Proposition, focusing on five value drivers: Thriving Customers, Engaged People, Committed Partners, Delighted Consumers and Better Environment.

### Coca-Cola Amatil Sustainability Materiality Assessment



Engaged People Delighted Consumers Better Environment Committed Partners

## SUSTAINABILITY AMBITIONS & GOVERNANCE (CONTINUED)

### FOCUSING ON WHAT IS IMPORTANT

Our sustainability ambitions have been developed with consideration of the expectations of all key stakeholders – our people, our partners, our communities, our customers and our investors – focusing on those areas that are the most material and where we can make the most difference. We regularly review our sustainability priorities, by conducting a materiality assessment with internal and external stakeholders.

In 2018 Coca-Cola Amatil released a set of strategies and public goals to achieve by the end of 2020. A full progress report on performance against our 2020 Sustainability Goals is provided in this report.

### OUR 2020-2040 SUSTAINABILITY AMBITIONS

In 2020, we further refined and expanded our sustainability strategy and now have a suite of 10 ambitions and supporting strategies to be achieved between 2020 and 2040. Our 10 core sustainability ambitions are linked to the drivers of the Amatil Long-Term Value Proposition.

1. Sustain and improve our current **net zero water** operations by being water stewards
2. **Reduce our total non-alcoholic beverages portfolio sugar grams per 100ml by 35 per cent in Indonesia, and 20 per cent in Australia and New Zealand, by 2025** (vs 2015), and have wellbeing initiatives in all markets
3. **Closing the loop on packaging** by partnering on pack-to-pack recycling and re-use solutions in all countries by 2030
4. Achieve **net zero carbon emissions** (Scope 1 & 2) by 2040, including 100 per cent renewable electricity in Australia and New Zealand by 2025, and build and support climate resilient operations and communities
5. Deliver **positive impacts for our communities** by leveraging our local presence, community investment and procurement scale
6. Achieve **a zero-harm workplace**
7. Achieve **diversity in our people** that reflects our communities
8. Build **stronger brand partnerships** with aligned sustainability ambitions and strategies
9. Embed our **responsible sourcing commitment** in our supplier partnerships
10. Partner with our customers on **shared sustainability vision** ensuring we are a trusted and valued part of their supply chain.

The first four of the sustainability ambitions have been identified as priorities based on stakeholder expectations and where we know we can make the greatest difference. We aim to achieve each ambition between 2020 and 2040, setting interim targets and improving our performance over time.

### GOVERNANCE AND MANAGEMENT OF SUSTAINABILITY

From the Board to the Group Leadership Team, Group functions to the Businesses, at Coca-Cola Amatil we are committed to continual improvement and acting responsibly to support a better future for all our stakeholders. We apply the *Precautionary Principle*<sup>1</sup> to assessing environmental risks and opportunities.

The Coca-Cola Amatil Board is committed to achieving the highest standards of corporate governance and business conduct, and sees this commitment as fundamental to the sustainable performance of our business and to enhancing shareholder value. The Risk and Sustainability Committee of the Board reviews the effectiveness of Coca-Cola Amatil's controls and strategies to manage our non-financial and operational risks and compliance matters by:

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

Management decisions in relation to sustainability are made by the Group Managing Director, Group Leadership Team and individual members of management who have direct authority. Across the Group functions and within each Business, our health and safety, supply chain, environment, people and culture, procurement, and public affairs, communications and sustainability teams are responsible for the day-to-day implementation, management, monitoring and reporting of specific initiatives. At Coca-Cola Amatil we aim to build sustainability in to how everyone goes about their work, and the decisions they make.

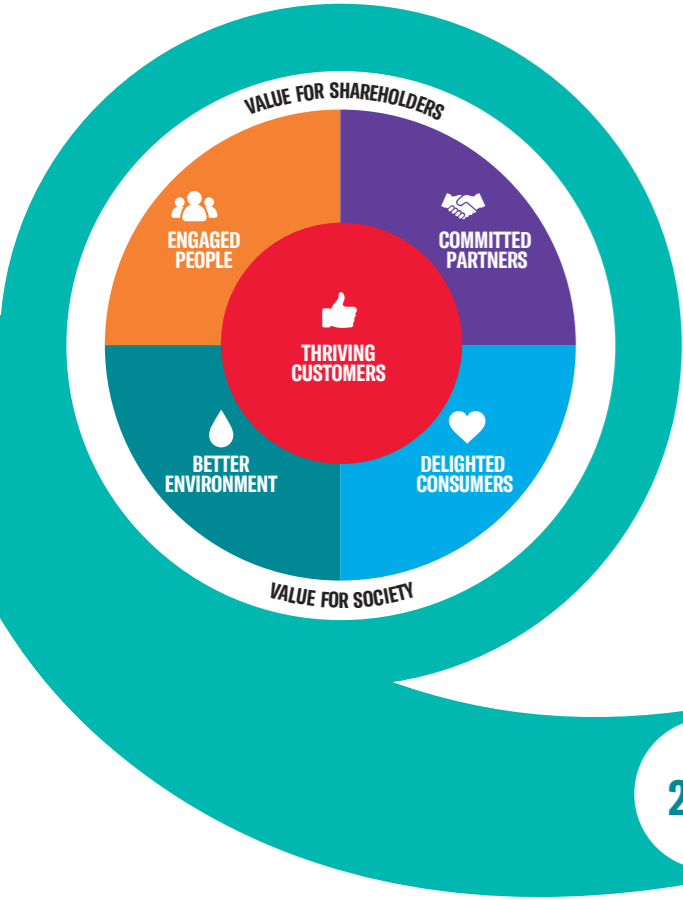
We also remain committed to an enhanced approach to sustainability reporting with more data and analysis on the sustainability performance of all our Businesses referencing the Global Reporting Initiative framework, the Task Force on Climate Related Financial Disclosures guidance, and Business for Societal Impact (formerly the London Benchmarking Group) community investment guidelines. Coca-Cola Amatil's annual sustainability reports are available on our website [www.ccamatil.com](http://www.ccamatil.com).

In 2020 & 2021, EY has been engaged to undertake limited assurance, as defined by the Australian Audit Standards on selected performance disclosures covering nine of our 2020 Sustainability Goals.

<sup>1</sup> *Precautionary Principle* (2005), United Nations Educational, Scientific and Cultural Organisation).

# 2020-2040 SUSTAINABILITY AMBITIONS

Our 2020-2040 Sustainability Ambitions are linked to the drivers of the Coca-Cola Amatil Value Proposition. The first four Ambitions have been identified as priorities based on stakeholder expectations and where we know Coca-Cola Amatil can make the greatest difference.



## 1. Net zero water

**Sustain our net zero water operations by being water stewards**

- We only source from sustainable water sources, also considering community needs
- Together with The Coca-Cola Company and The Coca-Cola Foundation we are now returning to nature and communities more than the amount of water that we use in our drinks



## 2. Consumer wellbeing

**Focused on portfolio sugar reduction and responsible consumption**

- Reduce our total non-alcoholic beverages portfolio sugar grams per 100ml by 35 per cent in Indonesia, and 20 per cent in Australia and New Zealand, by 2025 (vs 2015), and have wellbeing initiatives in all markets
- Lead across our communities on responsible consumption particularly in vulnerable communities



## 3. Closing the loop on packaging

**Partnering on pack-to-pack recycling and re-use solutions in all countries**

- Design for 100 per cent recyclability by 2030 and support well-designed infrastructure and initiatives for collection
- 50 per cent average recycled or renewable content across all packaging by 2030
- Develop the feasibility of using a weighted average of 75 per cent recycled or renewable plastic in our bottles by 2030



## 4. Net zero carbon

**Achieve net zero direct carbon emissions (Scope 1 & 2) by 2040**

- 100 per cent renewable electricity in Australia and New Zealand by 2025
- Other emissions reduction supporting The Coca-Cola Company's Science-Based Target of 25 per cent reduction by 2030 (vs 2015)
- Support climate resilient operations and communities



## 5. Community investment

Deliver positive impacts for our communities by leveraging our local presence, community investment and procurement scale



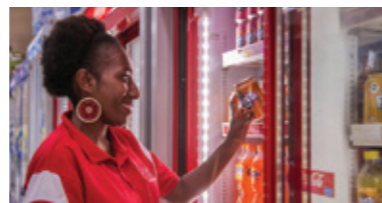
## 6. Zero-harm workplace

The safety, wellbeing and resilience of our people is our top priority



## 7. Diversity in our people

Achieve diversity in our people that reflects our communities



## 8. Stronger partnerships

Build stronger brand partnerships with aligned sustainability ambitions and strategies



## 9. Responsible sourcing

Embed our responsible sourcing commitment in our supplier partnerships



## 10. Thriving customers

Partner with our customers on shared sustainability vision



# ENGAGING WITH OUR STAKEHOLDERS

## STAKEHOLDER ENGAGEMENT AND CREATING VALUE

We create value by seeking positive impacts for our people, customers, partners, consumers, the environment and our community.

The first step in creating value for our stakeholders is to understand what's important to them and then respond accordingly.

At Coca-Cola Amatil, stakeholder engagement is a two-way activity that involves constant dialogue; it involves listening and responding, and is a major input to our business and sustainability strategy.

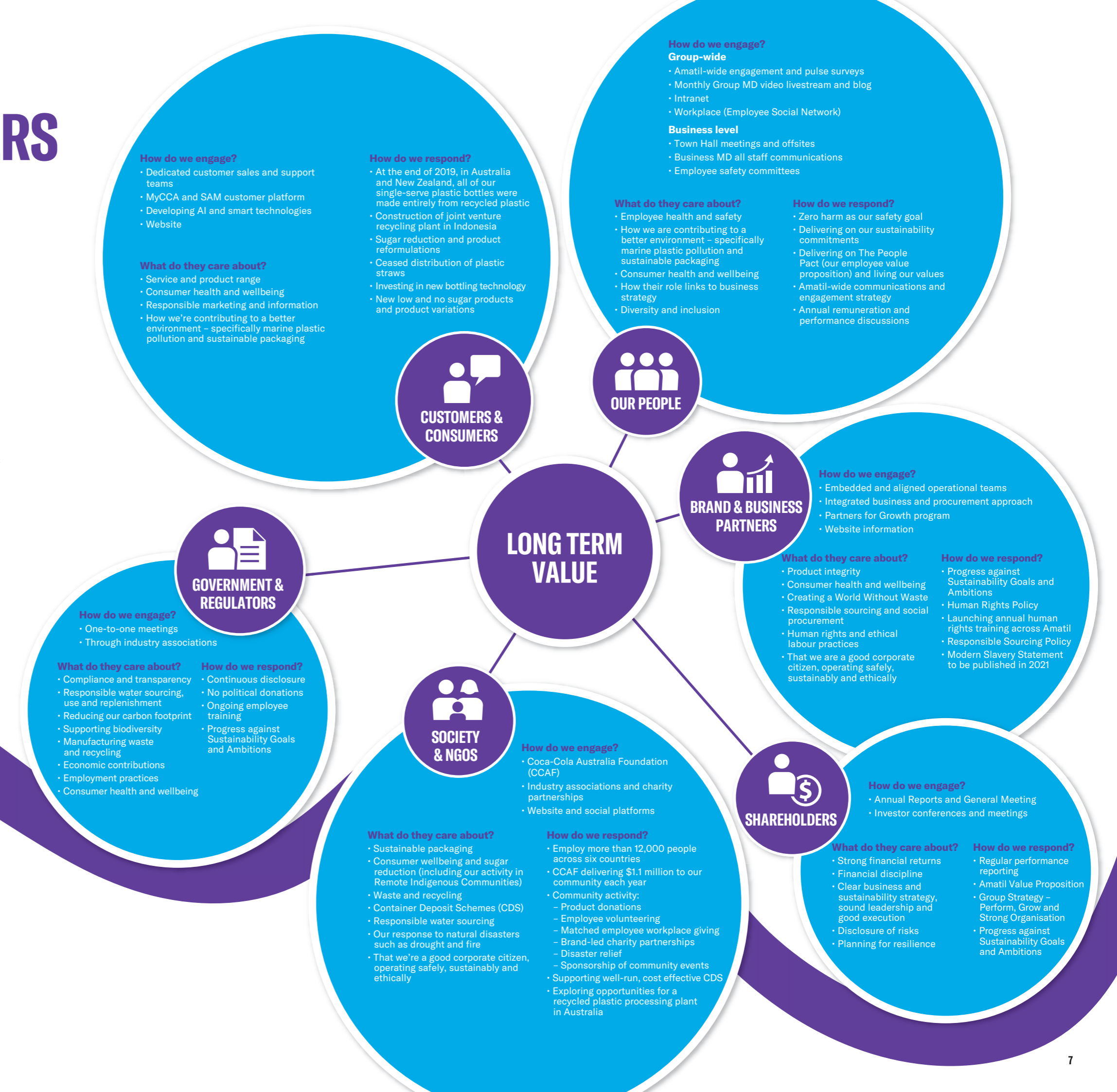
Stakeholder engagement does not happen in isolation. When we think about our stakeholders, we think about the society we live in, and how what we do as an organisation impacts those around us. The diagram on the right outlines who our stakeholders are, how we engage with them, what they care about; and importantly, how we respond.

## POLITICAL CONTRIBUTIONS

In 2020 we made no political donations in our countries of operation. In New South Wales, the Election Funding, Expenditure and Disclosures Act 1981 (NSW) prohibits political contributions and the Board has extended this to a policy of no political contributions across Australia. Rather, our focus is on community partnerships and participation in public policy development.

## OUR MEMBERSHIPS

AUSTRALIA
Business Council of Australia, Business Council for Sustainable Development Australia, Australian Food and Grocery Council, Australian Beverages Council Limited and Australian Bottled Water Institute, Australasian Association of Convenience Stores, Australian Packaging Covenant Organisation, Alcohol Beverages Australia, DrinkWise Australia, Retail Drinks Australia, Australian Hotels Association, Business for Societal Impact, Social Traders, Supply Nation, and Philanthropy Australia
FIJI
Fiji Commerce and Employers Federation, Fiji Hotel & Tourism Association, Fiji Chamber of Commerce
INDONESIA
ASRIM (Association of Beverages Industry), GAPMMI (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), National Plastic Action Partnership, and the Indonesia Plastic Waste Management Collaboration (IDN WM)
NEW ZEALAND
Food & Grocery Council, New Zealand Beverage Council, the New Zealand Packaging Forum, The New Zealand Initiative, the New Zealand Business and Parliament Trust, and New Zealand Taxpayers' Union
PAPUA NEW GUINEA
Manufacturer's Council of PNG, Port Moresby Chamber of Commerce & Industry, Business Council of PNG, and Australia Papua New Guinea Business Council
SAMOA
Samoa Chamber of Commerce; SAME (Samoa Association of Manufacturers and Exporters)



# OUR PERFORMANCE 2020

IN 2017, WE CONDUCTED A STRATEGIC REVIEW OF OUR PRIORITY SUSTAINABILITY ISSUES AND OPPORTUNITIES AND DEVELOPED A SET OF STRATEGIES AND PUBLIC GOALS TO ACHIEVE BY THE END OF 2020.

These were first published in our 2017 Operating and Financial Review and our 2017 Sustainability Report, both of which were released in early 2018.

Our performance at the end of 2020 is detailed below. We note that for a few of the goals the 2019 divestment of our SPC business means changed baselines and scope. Performance against some of the goals was also impacted by changes to our operations due to COVID-19.

In 2020 & 2021, EY has been engaged to undertake limited assurance, as defined by the Australian Audit Standards, on selected performance disclosures covering nine of our 2020 Sustainability Goals.

OUR 2020 GOALS	2020 PERFORMANCE
Implement and embed our Human Rights Policy*	— Screened over 90 per cent of supplier spend <sup>1</sup> using responsible sourcing criteria — Continued our Human Rights Policy training program with 91.5 per cent of employees completing the training as at 3 February 2021
Have a zero-harm workplace*	— 102 injuries in 2020 <sup>2</sup> — This is a 23 per cent decrease in injuries from the year before and a 76 per cent reduction from 2012
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*	— 38 per cent of Board positions, 36 per cent of Senior Executive positions, and 21.7 per cent of Management positions held by women <sup>3</sup>
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 (compared to 2015)*	— 11.2 per cent reduction achieved in Australia for non-alcoholic beverages portfolio sugar grams per 100ml and 9.3 per cent reduction achieved for New Zealand <sup>4</sup>
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)*	— Achieved our water efficiency target for non-alcoholic beverages, with 1.84 L/L consumed in 2020 — Water efficiency for alcoholic beverages improved by 16.9 per cent
Reduce the carbon footprint of the 'drink in your hand' by 25 per cent (compared to 2010)	— Reduced the carbon footprint of the 'drink in your hand' by 18 per cent <sup>5</sup>
Use 60 per cent renewable and low-carbon energy in our operations*	— Using 55.7 per cent renewable and low-carbon energy in our operations. NOTE: Performance was negatively impacted by divestments prior to 2020.
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*	— Business case for a weighted average of 50 per cent recycled plastic in PET containers in Australia was completed in 2018 and all targeted packs transitioned by the end of 2019 — Weighted average of recycled plastic in the Australian portfolio was 58.2 per cent in 2020
Screen 80 per cent of supplier spend using responsible sourcing criteria*	— Screening over 90 per cent of supplier spend using responsible sourcing criteria
Allocate the equivalent of 1 per cent of EBIT to community investment programs*	— Invested A\$3.28 million in community programs, equivalent to 0.60 per cent of EBIT. NOTE: Performance was negatively impacted by divestments prior to 2020 and COVID-19.

\* Our 2020 performance against these goals has been assured by EY. More details are provided in EY's Limited Assurance Statement on page 40.

1 Supplier spend data is for Australia, New Zealand and Indonesia only. The proportion of supplier screening is measured based on the value of spend with suppliers who have been subject to one of Amatil's screening tools, compared to total supplier spend for the calendar year. Amatil applies different screening tools according to the level of spend, sector, and location of each supplier.

2 Total injuries include lost-time injuries, restricted work injuries and medical treatment injuries for employees only.

3 We define Senior Executive as anyone reporting to the CEO or Group Leadership Team. Management positions are defined as anyone with a direct report. All figures exclude contractors and outsourced resources.

4 Sugar measurement is portfolio-wide weighted volume average total sugar content grams per 100ml. Baseline is MAT 31 December 2015.

5 Annual results from The Coca-Cola Company's global 'drink In your hand' carbon footprint tool are not available until June of the following year. Reported figures therefore represent 2019 performance. This metric was not assured by EY, as it is based on data, assumptions and methods from a global system managed by The Coca-Cola Company.

# BETTER ENVIRONMENT

- 10 NET ZERO WATER
- 12 CLOSING THE LOOP ON PACKAGING
- 14 CARING FOR THE ENVIRONMENT
- 16 NET ZERO CARBON



1.84 L/L  
Non-alcoholic water use ratio,  
better than our target of 1.95 L/L

486%  
Estimate of the amount of water  
replenished in 2020 compared  
to the amount of water contained  
in our non-alcoholic products.

58%  
average weight of recycled  
PET in our Australian  
portfolio surpassing our  
2020 Goal of 50%

# NET ZERO WATER

WATER IS A PRECIOUS RESOURCE AND WE ARE COMMITTED TO MANAGING WATER RESPONSIBLY AND SUSTAINABLY, NOT JUST FOR OUR OWN USE BUT FOR THE ONGOING USE OF THE COMMUNITIES IN WHICH WE OPERATE.



## OUR 2020 AMBITION

We aim to sustain our net zero operations, by being water stewards only sourcing from sustainable water sources, also considering community needs, and improving vulnerability assessments, management plans, measurement, reporting and transparency for communities. Together with The Coca-Cola Company and the The Coca-Cola Foundation we are returning to nature and communities more than the amount of water that we use in our drinks – hence net zero. Replenishment projects focus on our operational areas and communities.

## OUR COMMITMENT AND APPROACH

As a regional beverages powerhouse, we recognise our responsibility to conduct operations sustainably. This includes how we use water. Water is an important and precious resource in our operations and product mix.

Our commitment to minimising our environmental impacts is confirmed in both our *Water Policy* and *Human Rights Policy*. ISO 14001 Environmental Management certification at site level ensures the appropriate environmental management and stewardship of resources in daily operations.

Environmental performance, and water management, 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*. Sustainable water management is included as part of many supplier sustainability assessments, which cover most of Coca-Cola Amatil's key suppliers.

Each year we complete all mandatory reporting required by government authorities and utility providers, including reporting on wastewater quality. In addition we voluntarily disclose water information publicly via the CDP Climate Change and CDP Water Security questionnaires.

Finally, we are committed – in partnership with The Coca-Cola Company – to replenish the equivalent of 100 per cent of the water we use in finished products via community water access and water quality improvement programs. Replenishment projects focus on our operational areas and communities, including supply chain/agricultural priority areas, improving water security for all where needed most.



### WATER USE

**1.84 L/L**

Non-alcoholic water use ratio, better than our target of 1.95 L/L

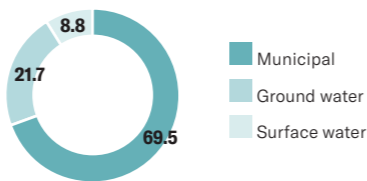


### WATER REPLENISHMENT

**486%**

estimate of the amount of **water replenished** compared to the amount of water in our non-alcoholic products

### Water source by volume (Total 5,754 ML)



### WATER STEWARDSHIP IN INDONESIA

Coca-Cola Amatil oversees several community access programs in Indonesia, and in 2020 commenced a program of treating wastewater at our Cibitung Plant using reverse osmosis technology. This water will be used for utility purposes within the plant reducing overall water use by around 15 per cent.

## NET ZERO WATER (CONTINUED)

### Water stewardship

We conduct vulnerability assessments of the water sources for all our non-alcoholic bottling plants and have implemented management plans to ensure that these sources are sustainable – not only for our own operations but for the communities that rely on them. These plans are reviewed annually and updated every five years in light of the changes that may have occurred in our business, the climate, agricultural and community usage.

In 2020 we achieved a non-alcoholic water usage ratio of 1.84 L/L which was better than the 2020 goal of 1.95 L/L. We actually achieved this goal in 2018, and each year since have been improving.

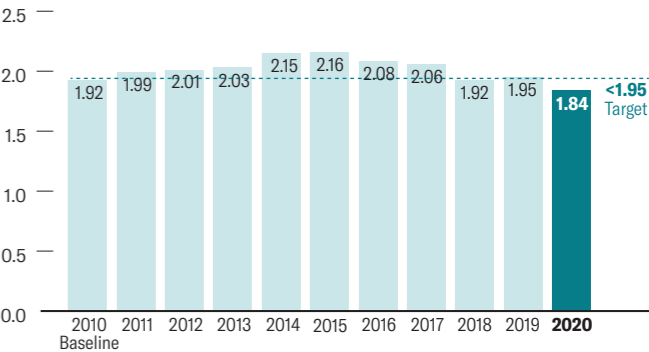
We had a 2020 goal for alcoholic beverages to reduce the water usage ratio by 25 per cent compared to 2013. We achieved a reduction of 16.9 per cent in 2020, falling short of the goal.

The total water we used in our manufacturing operations in 2020 was 5,754 megalitres – a 12 per cent decrease compared to the prior year, with around 70 per cent of this coming from municipal water supplies.

Together with The Coca-Cola Company we also implement water replenishment programs in most countries. In 2020, we estimate that we replenished over 14,283 megalitres, which is the equivalent of 486 per cent of the water used in our finished products.

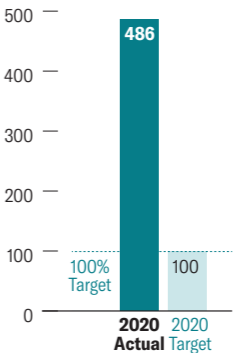
### Water intensity non-alcoholic beverages

Litres of water used per litre of finished product



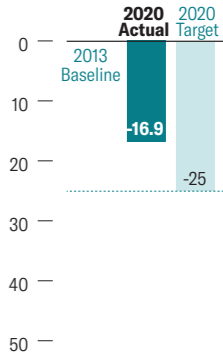
### Percentage of water replenishment vs water in finished product

%



### Percentage change in alcoholic beverage water usage ratio

% reduction from 2013 baseline



## WHAT IS A SOURCE VULNERABILITY ASSESSMENT?

Under Amatil's water policy, each potential water source is subject to a local Source Water Vulnerability Assessment (SVA) which is carried out by an independent hydrogeologist. The SVA assesses:

- the sustainability of the water source, including quality and quantity of water available for consumption; and
- any concerns or potential impact of the water extraction on other users such as communities, farmers, other industrial activities and irrigation.

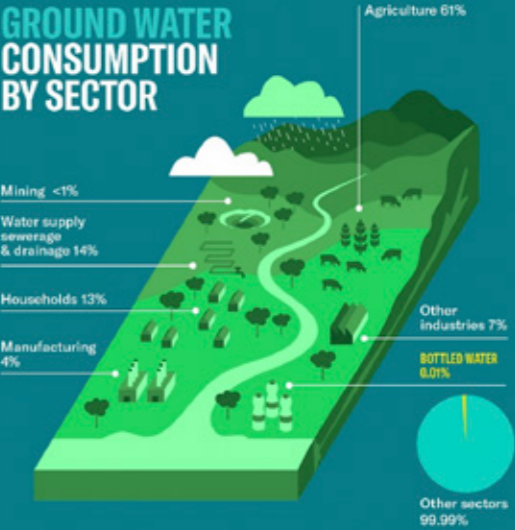
Only sources which meet Coca-Cola Amatil's local standards and The Coca-Cola Company's global standards are acceptable for use. These rigorous assessments are conducted across all of Amatil's non-alcoholic beverage operations in all countries of operation and are reviewed every five years. Work is currently underway to extend these assessments to our brewing and distillery facilities.

Each water source has a Source Water Protection Plan (SWPP) put in place to monitor ongoing water usage, which is reviewed annually. The purpose of this plan is to help preserve the sustainability of the local water source, and to identify relevant local stakeholders, such as municipal governments, to work collaboratively with, including to remediate any vulnerabilities uncovered in the SVA.

In addition, our SWPPs have in place water use metering to ensure we monitor our rates of extraction and any changes to water flows. The SVA and SWPP are continually monitored and updated during the time the source is in use. Where water sources are located in areas affected by drought, for example, we would cease or reduce extraction if our regular independent review processes recommended it.



### GROUND WATER CONSUMPTION BY SECTOR



# CLOSING THE LOOP ON PACKAGING

WE ARE CLOSING THE LOOP ON OUR PACKAGING: SUPPORTING IMPROVED COLLECTION, INCREASING RECYCLED CONTENT AND REDUCING UNNECESSARY PACKAGING.



## OUR 2030 AMBITION

We are looking for pack-to-pack recycling solutions in all countries where we operate by 2030, designing for 100 per cent recyclability and supporting well-designed infrastructure and initiatives for collection. We are also targeting 50 per cent average recycled or renewable content across all packaging by 2030, and developing the feasibility of using an average of 75 per cent recycled or renewable plastic in our bottles by 2030.

## OUR COMMITMENT AND APPROACH

Coca-Cola Amatil has an ambitious strategy to close the loop on our packaging. Our strategy aligns with The Coca-Cola Company's vision of a World Without Waste, which aims to help collect and recycle a bottle or can for every one that we sell by 2030.

We support Australia's 2025 National Packaging Targets, New Zealand's Ministry for the Environment's *Plastic Packaging Declaration*, and the work of the Global Plastics Action Partnership in Indonesia.

### Leading the way on recycled content

In 2017, we set a goal to develop the business case for a weighted average of 50 per cent recycled plastic in polyethylene terephthalate (PET) containers made by Coca-Cola Amatil for the Australian portfolio, including carbonated soft-drinks.

The transition of all single-serve bottles to 100 per cent rPET (the term used for recycled PET) in Australia was completed in December 2019. By the end of 2020, seven out of 10 plastic bottles in Australia were made from 100 per cent recycled material, with the average recycled content, by weight, increasing to 58.2 per cent from 25 per cent in 2018, exceeding our 2020 target.

In New Zealand we transitioned all single-serve bottles and all water bottles to 100 per cent rPET over the same timeframe and are also progressing on this in Fiji and Samoa. From 2021 we are also introducing frozen drink cups and lids made entirely from recycled plastic, replacing problematic polystyrene for these drinks.

To further close the loop on our plastic packaging, in 2019 we partnered with Dynapack Indonesia to pilot a recycled PET collection scheme and develop a recycling plant. The 20,000 square metre recycling facility, located in West Java and due to be operational in 2022, represents an investment of over A\$50.5 million, and will have capacity to produce 25,000 tonnes of rPET per year. We are exploring similar opportunities in Australia.



### PACKAGING IN AUSTRALIA

7/10

of our plastic bottles in Australia are now being made from 100% recycled plastic



### ACHIEVED OUR 2020 GOAL OF MAKING

50%

recycled PET in our Australian portfolio



### PACKAGING IN NEW ZEALAND & AUSTRALIA

100% rPET

used in single-serve bottles in 2020



21 YEARS

Operating Mission Pacific bottle and can collection scheme in Fiji



### LONG-TERM COMMITMENT TO RECYCLING IN FIJI

In 2019, Coca-Cola Amatil Fiji launched a new, clear, easier to recycle, bottle for Sprite – a first in the South Pacific, while also celebrating 20 years of bottle and can recycling at Mission Pacific, a bottle buy-back scheme launched in 1999.

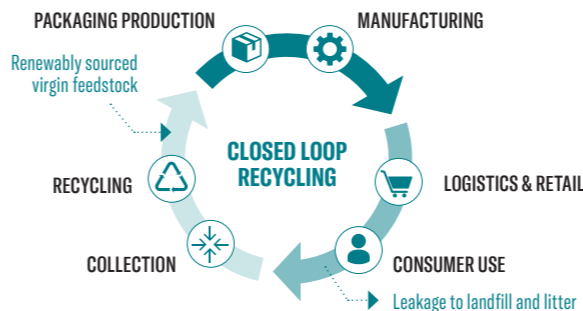
## CLOSING THE LOOP ON PACKAGING (CONTINUED)

### Actively supporting container collection programs

We continue to work with governments and stakeholders across all our countries of operation on packaging waste collection schemes. In Australia, we play a pivotal role in container deposit and refund schemes. We are a joint venture partner in Exchange for Change, the New South Wales Scheme Coordinator, and a founding partner in Container Exchange, a not-for-profit organisation that manages the Queensland scheme. We are also a founding partner in Western Australia Return Recycle Renew, the not-for-profit organisation created to set-up and run Containers for Change in Western Australia which launched in 2020. In addition, we have been operating the South Australian container deposit scheme for over 40 years through our wholly owned subsidiary, Statewide Recycling.

In Fiji, we've operated one of the main plastic bottle and can recycling schemes in the country, Mission Pacific, for 21 years. In 2019, we launched the region's first Sprite in a clear plastic bottle to improve its recyclability, while in Samoa, we've partnered with members of the Samoan Recycling and Waste Management Association which has received a grant from The Coca-Cola Foundation to establish a series of public-place recycling bins for plastic PET bottles and aluminium cans.

In New Zealand, Coca-Cola Amatil welcomed the Government's announcement that it was developing a beverage Container Return Scheme.



### Removing, reducing and re-using packaging

We are also focused on removing unnecessary plastic from our packaging. In 2019, we stopped distributing plastic drinking straws and stirrers in Australia and Fiji, replacing them with sustainably sourced paper straws.

Light weighting of our plastic bottles and other packaging in all countries continues. In Indonesia, we continue to remove plastic from our packaging via a light-weighting program for bottles and caps, multi-pack shrink film, pallet wrap and plastic packaging. Since 2014, we have decreased the use of plastic across our PET packaging by over 30 per cent.

In 2020 we continued to use returnable glass bottles for non-alcoholic beverages in Samoa and in some Indonesian locations, as well as at our breweries in Fiji and Samoa. In 2021 we will cease using returnable glass bottles for non-alcoholic beverages in Samoa and, together with The Coca-Cola Company are implementing improved collection and recycling infrastructure in that community.

### Total recycled content percentage trend

	2017	2018	2019	2020
All materials	29%	33 %	36%	<b>38%</b>
PET resin	7%	9%	19%	<b>25%</b>

### Total Coca-Cola Amatil Group packaging used and recycled content 2020

Total tonnes of packaging materials (primary and secondary) used and % of recycled content

Material by weight	Tonnes	Recycled content	% Recycled content
Paper/Board	47,230	19,907	42%
Glass	24,965	9,438	38%
Aluminium	42,061	29,270	70%
PET Resin	66,408	16,399	25%
HDPE	7769	0	0%
Other Plastics	10,388	246	2%
Other Metals	398	81	20%
Composites	323	0	0%
<b>Total</b>	<b>199,541</b>	<b>75,341</b>	<b>38%</b>

## FIRST 100 PER CENT RECYCLED PLASTIC BOTTLE FOR CARBONATED BEVERAGES

Australia and New Zealand were the first countries in the world to convert all Coca-Cola bottles 600ml and under to 100% recycled plastic. This innovation took nine years of extensive research, innovation and design, and enables recycled plastic to become the norm.

While 100 per cent recycled plastic had previously been used to bottle still beverages, it had never been successfully achieved at scale in carbonated drinks.

The Amatil Futureworks team and Packaging Services Division were able to overcome the challenge of using 100 per cent recycled PET to package carbonated beverages, creating smart bottle designs that factor in the unique qualities of recycled plastic. This increase in the use of recycled plastic reduces the amount of new plastic resin used by Amatil by an estimated 10,000 tonnes/year in Australia and 2,900 tonnes/year in New Zealand in 2020.

"We've heard the community message loud and clear – that unnecessary packaging is unacceptable, and we need to do our part to reduce it," says Peter West, Managing Director of Coca-Cola Amatil Australia. "That's why we've taken this step to make recycled plastic the norm. It's the single largest increase in recycled plastic use in our history, and our strongest step forward in reducing packaging waste and the environmental impact of our operations."

The roll-out of increased recycled plastic across our range has been supported by the Coca-Cola Company's major advertising campaign in Australia and New Zealand to encourage further recycling.



7/10

Bottles being made from 100% recycled plastic in Australia

# CARING FOR OUR ENVIRONMENT

WE AIM TO LEAVE A POSITIVE LEGACY AND CARING FOR NATURE AND REHABILITATING THE ENVIRONMENT IS A FOCUS FOR OUR COMMUNITY INVESTMENT AND EMPLOYEE VOLUNTEERING.



## OUR AMBITION

We aim to have biodiversity and rehabilitation programs in all countries where we operate, ensuring we leave a positive legacy. Our programs include growing forests, donating saplings, protecting and replenishing water sources, supporting litter reduction and collection programs, and habitat regeneration.

## OUR COMMITMENT AND APPROACH

**Many of our biodiversity and rehabilitation programs have a long heritage, with some running for decades, such as Fiji's Mission Pacific and the Bali Beach Clean Up.**

All are inspired by the sense of environmental stewardship that comes from working collaboratively to preserve a healthy planet, including with our communities, NGO partners, universities, schools, environment experts and our people. In 2020 some of our community investment and volunteering programs were impacted by COVID-19 and restrictions on movement and face-to-face interactions in communities. Yet despite this, our commitment to caring for nature continued and we were able to build on programs and adjust these throughout 2020.

### Growing forests and mangroves

Seven years ago, Coca-Cola Amatil Indonesia initiated a tree planting and environmental education program called Coca-Cola Forests, which aims to create a healthier, safer, and more sustainable place to live while strengthening the economy of the local communities where we operate. This program is now focused in three areas in Indonesia – Lampung, Sumedang and Semarang – and contributes to positive environment and community outcomes. Over 14,000 trees grow in these forests and more than 300,000 saplings have been grown in the forest nurseries and donated to communities since 2014. In 2020 we continued our tree-planting and community engagement initiatives associated with the Coca-Cola Forests with a focus on safe-working practices for employees and communities.

In Fiji, our teams from Paradise Beverages and Coca-Cola Amatil Fiji worked together with the University of the South Pacific in 2019 to support a volunteer day to rehabilitate local mangroves. The hard-working volunteers were able to plant more than 50,000 plants.

2020 saw the further growth of these mangroves, also tended by volunteers, to ensure continued protection of the shoreline from storms, erosion prevention, and filtering of pollution and trapping of sediments originating from land, to provide improved fish breeding areas.

### Protecting water sources, catchments and replenishment projects

We manage our water sources responsibly and with care, ensuring that the needs of both local communities and the natural environment are met sustainably. In Indonesia, we have several reforestation initiatives targeting water catchment areas. These forests are an optimal land cover for catchments. They reduce the effects of floods, prevent soil erosion, regulate the water table and assure a high quality water supply.

Together with The Coca-Cola Company, and The Coca-Cola Foundation, we have also implemented water replenishment programs in Australia and Indonesia, and in 2020, we replenished an estimated 14,283 ML, which is the equivalent of 486 per cent of the water used in our finished products across the Group.



OVER  
**A\$924k**

invested in environment and biodiversity programs in 2020 by Coca-Cola Amatil and the Coca-Cola Australia Foundation



**21** YEARS

Operating Mission Pacific bottle and can collection scheme in Fiji

## CARING FOR OUR ENVIRONMENT (CONTINUED)

### Supporting recycling and litter reduction

For over 13 years in Indonesia we have, with partners, organised ongoing daily beach clean-ups across five beaches under the Bali Beach Clean Up program. This program has seen over 42,000 tonnes of waste collected across Kuta, Seminyak, Jimbaran, Legian, and Kedonganan, and provides regular employment and skills training to a team of waste collectors. We have also supported the establishment of waste management education centres and programs in Bali and other locations across Indonesia.

In Fiji, we have operated for 21 years, one of the main plastic bottle and can recycling schemes in the country, Mission Pacific, and in 2019, we launched the region's first Sprite in a clear plastic bottle to improve its recyclability. In Samoa, we've partnered with members of the Samoan Recycling and Waste Management Association which has received a grant from The Coca-Cola Foundation to install public recycling bins for plastic PET bottles and aluminium cans.

### Habitat regeneration and wildlife protection

In Fiji, in addition to supporting the Mamanuca Environment Society, our people participate in regular volunteering days, often with their families, for beach clean-ups and mangrove planting.

In Lampung, Indonesia, *Sahabat Gajah* (Elephants' Friends) was established with our support to preserve regional forests and, in particular, to protect the icon of Lampung, the Sumatran elephant, whose population in the wild has fallen dramatically in recent years.



### PARADISE BEVERAGES SUPPORTING SEA TURTLE CONSERVATION

In Fiji, Paradise Beverages has supported the Mamanuca Environment Society in protecting sea turtles since 2006, including through ongoing financial support, participating in education programs and helping to promote awareness – such as endorsing the charity on the packaging of Vonu beer (Vonu meaning 'turtle' in Fijian).



SINCE

**2006**

SUPPORTING

Mamanuca Environment Society protecting sea turtles in Fiji

## ADAPTING BEACH CLEAN UPS IN BALI TO COVID-19

**Although we have been operating the Bali Beach Clean Up (BBCU), a daily beach cleaning program, for over 13 years, in 2020 we had to significantly change our operating procedures to ensure our Clean Up crews were being protected as much as possible from COVID-19.**

We adjusted working hours and rotated crews in shifts to provide safe social distancing. For all equipment being used and the trucks transporting the waste we practiced routine cleaning and disinfection of frequently touched surfaces, such as steering wheels, door handles, levers, and control panels.

We also provided personal protective equipment. Over 1,000 face masks and 425 litres of hand sanitiser were issued to our Clean Up Crews.

In 2020 we have partnered with local organisation 'BEDO' (Business & Export Development Organisation) to promote upcycling to our Bali Beach Clean Up (BBCU) crew. As an example we worked with local craftsmen to create eco-printed beach shawls. All of our BBCU crews have received the upcycling training, and some have generated direct income from selling their creations.



**1,000** MASKS

were issued to our Clean Up Crews in Bali



WASTE COLLECTION

**42k tonnes**

Bali Beach Clean Up has collected over 42,000 tonnes of waste over 13 years

# NET ZERO CARBON

WE ARE COMMITTED TO ENSURING WE ARE PLAYING OUR ROLE IN LIMITING GLOBAL TEMPERATURE INCREASES TO NO MORE THAN 1.5 DEGREES CELSIUS.



### OUR 2040 AMBITION

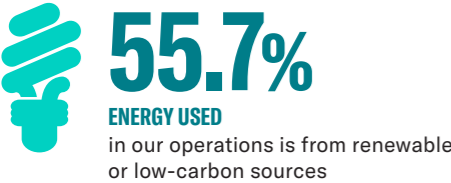
We aim to achieve net zero direct carbon emissions (Scope 1 & 2) by 2040 and are targeting 100 per cent renewable electricity in Australia and New Zealand by 2025. We are pursuing other emissions reduction (Scope 3) supporting The Coca-Cola Company's Science-Based Target of 25 per cent reduction by 2030 (vs 2015), and working to support climate resilient operations and communities. In 2021 we will be joining RE100, the global corporate renewable electricity initiative, and setting targets for our operations in Indonesia, Papua New Guinea, Fiji and Samoa to use 100 per cent renewable electricity by 2030.

### OUR COMMITMENT AND APPROACH

Our net zero carbon emissions ambition is an important step for our company and we are developing decarbonisation roadmaps to provide a view on how this ambition will be achieved. As part of these roadmaps we are setting internal energy intensity and renewable energy targets.

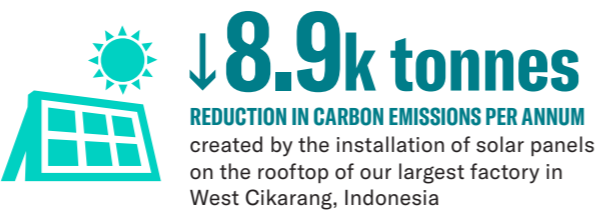
All our carbon reduction, energy efficiency and climate resilience programs are guided by regulatory requirements and relevant company policies, including our Group-wide *Environment Policy*, *Water Policy*, and *Human Rights Policy* – all of which confirm our commitment to minimising our environmental impacts and associated carbon footprint.

Each year we complete all mandatory external reporting related to our climate change impacts such as that required under Australia's National Greenhouse and Energy Reporting Scheme, and voluntarily complete CDP Climate Change and CDP Water Security questionnaires. Coca-Cola Amatil recognises the importance of disclosing climate related risks and opportunities in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and will continue to improve its assessment, management and disclosure approach in line with these recommendations.



### 2020 – 2040 SUSTAINABILITY AMBITIONS NET ZERO CARBON Commitment by 2040

2020 Total energy use by fuel/energy source (manufacturing) Including renewable and lower carbon energy split		
	2020 GJ	2020 % of total
Low-carbon & renewable	Natural Gas	827,196 47.9%
	Sustainable Wood	24,286 1.4%
	LPG	49,439 2.9%
	Renewable Grid Electricity	51,830 3.0%
	On-site Solar	9,171 0.5%
	<b>TOTAL</b>	<b>961,922 55.7%</b>
Other energy	Non-Renewable Grid Electricity	629,515 37.3%
	Diesel & Petrol	119,763 6.9%
	<b>TOTAL</b>	<b>764,441 44.3%</b>
<b>TOTAL</b>	<b>1,726,364</b>	<b>100%</b>



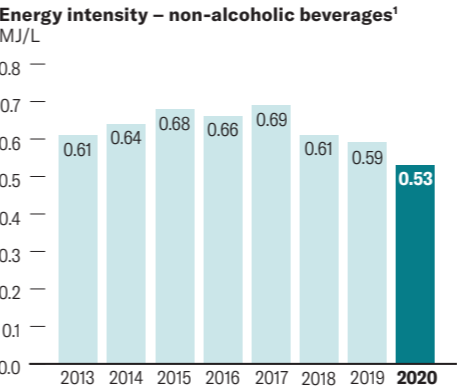
## NET ZERO CARBON (CONTINUED)

### Renewable energy projects

We had a 2020 public goal to source at least 60 per cent of our manufacturing energy needs from low- and no-carbon sources, including natural gas, LPG, wood, direct renewables from on-site sources and indirect renewables supplied through grid connected power purchase agreements. As at the end of 2020, 55.7 per cent of the energy used in our operations is now renewable or from low-carbon sources. Currently, renewable energy usage in our manufacturing operations across all countries combined is less than 10 per cent.

We continue to invest in renewable energy projects around our region. Following the launch of our 1.1 megawatt rooftop solar panel installation in Fiji in 2017, one of the largest in the country, we have initiated three on-site solar projects in Australia – at Eastern Creek, Richlands and Kewdale – with a combined generation capacity of 3.5 megawatts, in addition to Indonesia's largest rooftop solar project at West Cikarang, with a generation capacity of 7.1 megawatts.

Regarding emission reduction from these projects, the West Cikarang project will offset 8.9 thousand tonnes of carbon emissions per annum. In Australia, we are using the Large-scale Generation Certificates (LGCs) created from the solar projects to help meet the mandatory minimum renewable power percentage required under the national Renewable Energy Target (RET), and currently trading any excess certificates. In other countries, these projects are providing direct renewable energy to our sites and reducing our emissions accordingly.



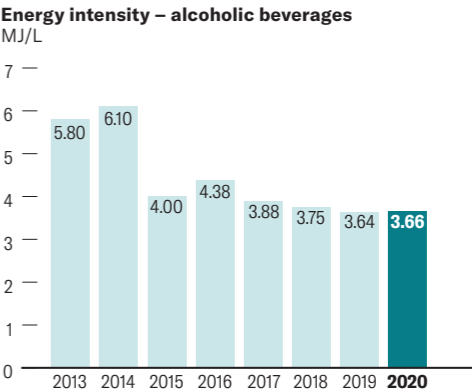
1 Energy usage ratios for previous years have been restated for Indonesia using estimates.

In Australia, we have entered into a long-term power purchase agreement with the Murra Warra Wind Farm in Victoria, which became operational in 2019. Although our electricity is not directly sourced from this project, the agreement facilitates our contribution to the overall development of renewables in Australia. In addition, the Murra Warra Wind Farm provides us with access to LGCs – a proportion of which we are currently trading on renewable certificate markets.

We are exploring further opportunities for on-site projects in Australia, Indonesia and Papua New Guinea in 2021 and evaluating renewable power purchase options to support meeting our net zero ambition across all countries in which we operate and achieve 100 per cent renewable electricity in Australia and New Zealand by 2025, and by 2030 in Indonesia, Papua New Guinea, Fiji and Samoa.

### Energy efficiency

We continue to invest in energy efficiency programs in all our countries of operation. These include rolling out additional sub-metering and energy efficient lighting, and considering energy efficient equipment in our bottling and packaging manufacturing plants. Over time, we are upgrading the fridges used within our customers' premises to more energy efficient models, as well as replacing the refrigerants used in those fridges to mitigate against further global warming.



## INDONESIA'S LARGEST ROOFTOP SOLAR SYSTEM NOW LAUNCHED

In 2020 Coca-Cola Amatil Indonesia opened Phase 1 of a solar photo-voltaic installation on the roof of our largest factory in Indonesia in West Cikarang, West Java.

We believe that when all stages are completed this solar installation will be the largest in a manufacturing facility in ASEAN, number 2 in the Asia Pacific region, and number 4 in the world.

Covering an area of 72,000m<sup>2</sup>, this solar project will generate 7.13MWp of solar power during peak capacity during the day (9,600 MWh/year). This allows a reduction of 13% of the total electricity demand from the grid and will also help cut the carbon emissions by 8.9 thousand tonnes per annum.

We plan to expand our solar panel roof project to several manufacturing facilities throughout Indonesia, in Medan, Semarang and Surabaya, with an expected energy production capacity of 6,052 MWh in the first year.



Managing climate change risk and resilience

In 2019, we completed a third-party independent assessment of climate change-related risks and opportunities for Amatil. The assessment covered all our geographies and our full value chain, and extended to both 2030 and 2050. The assessment confirmed Coca-Cola Amatil could be impacted by changes in weather patterns such as increased temperatures, altered rainfall patterns, and more frequent or intense extreme weather events. These may cause major business disruption, increased energy costs, and key input scarcity in relation to water, sugar and other agricultural ingredients. Most of these risks already have management plans in place. Over time we are improving our understanding of climate risk and monitor our disclosure of this risk against the recommendations of the TCFD.

We are also working to improve our understanding of our emissions profile, and that of our major suppliers, and refining plans to address the physical and transition risks identified. We have set targets for the use of renewable and low-carbon energy, which includes natural gas, as well as targets for reducing the emissions intensity associated with the 'drink in your hand'.

In 2019, The Coca-Cola Company also made a worldwide commitment, aligned with the Science Based Targets initiative, to reduce its absolute carbon footprint by 25 per cent by 2030 (compared to 2015). Coca-Cola Amatil's emissions fall within the scope of this global goal.

Reducing the 'drink in your hand' carbon footprint

Although our net zero carbon by 2040 ambition is new, we have had carbon reduction targets in place for several years. We had a 2020 goal to reduce the carbon intensity of the 'drink in your hand' by 25 per cent (compared to 2010), requiring that we focus not only on reducing emissions associated with our own operations, but on the emissions produced across our value chain – in the packaging and ingredients we use, manufacturing and logistics, and refrigeration used by our customers.

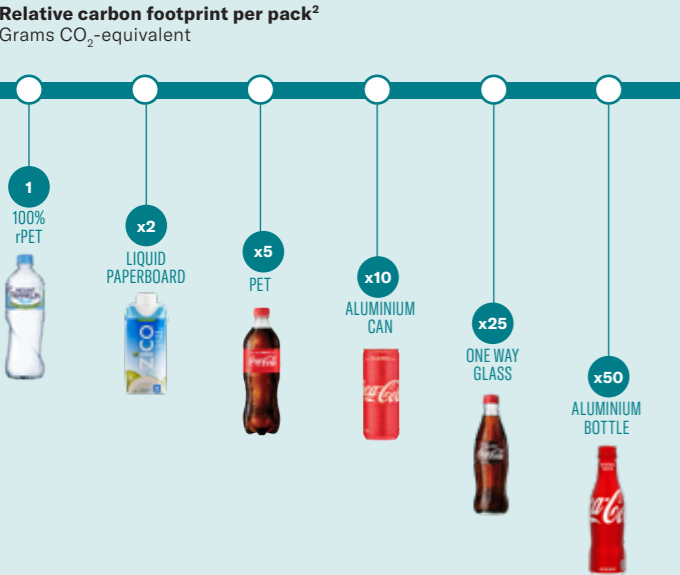
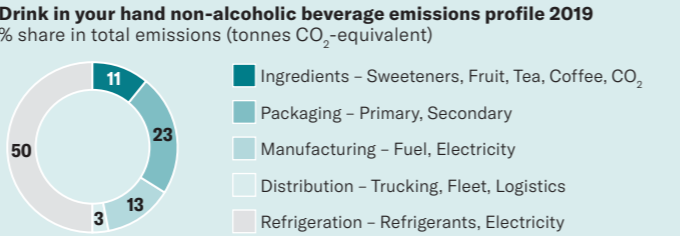
We fell short of achieving this goal in 2019 with 18% reduction across all countries of operation.<sup>1</sup> This reduction has been driven by a combination of improved energy efficiency and the increased use of lower emission energy in our manufacturing, increasing the recycled content of our packaging, and moving to more energy efficient 'coolers' that also use refrigerants with a lower global warming impact.

The 'drink in your hand' metric is being used by The Coca-Cola Company as the scope for the Science Based Target of 25 per cent reduction in absolute emissions by 2030 compared to 2015.

<sup>1</sup> Annual results from The Coca-Cola Company's global 'drink In your hand' carbon footprint tool are not available until June of the following year. Reported figures therefore represent 2019 performance.

Scope 1 and Scope 2 emissions 2020  
Tonnes CO<sub>2</sub>-equivalent

	Australia	New Zealand, Fiji and Samoa	Indonesia and PNG	Total
Scope 1	17,736	6,704	29,774	54,215
Scope 2	61,112	1,987	68,138	131,237
Total	78,848	8,691	97,913	185,452



<sup>2</sup> Indicative only. Difference in carbon footprint impact is based on The Coca-Cola Company global average data.

# DELIGHTED CONSUMERS

- 20 CONSUMER WELLBEING
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- 24 INDIGENOUS ENGAGEMENT
- 26 VERIFICATION



17.2%

Reduction in sugar grams per 100ml in Indonesia in 2020 (vs 2015)

11.2%

Reduction achieved in sugar grams per 100ml in Australia, surpassing our 10% goal

# CONSUMER WELLBEING

THE WELLBEING OF OUR CONSUMERS – PHYSICAL, MENTAL AND SOCIAL – IS AT THE HEART OF OUR VISION TO DELIGHT MILLIONS OF CONSUMERS EVERY DAY.



### OUR 2025 AMBITION

We aim to **reduce our total non-alcoholic beverages portfolio sugar grams per 100ml by 35 per cent in Indonesia, and by 20 per cent in Australia and New Zealand**, by 2025 (vs 2015) and have wellbeing initiatives underway in all markets<sup>1</sup>. We will continue to lead across our markets on responsible consumption, for alcohol and non-alcohol, particularly in vulnerable communities.

### OUR COMMITMENT AND APPROACH

We are open and responsive to changing consumer tastes and preferences and aligned with global health guidelines, including World Health Organisation guidelines on the recommended daily intake of added sugar.

Our wellbeing initiatives, which include quality standards, are guided by regulatory requirements and relevant company policies. These include 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* and DrinkWise Australia's voluntary labelling guidelines, the *Responsible Children's Marketing Initiative* in Australia, and New Zealand's *Healthy Kids Pledge* and the *Children and Young People's Advertising Code*. Quality performance is monitored via regular internal and external audits, as well as audits conducted by The Coca-Cola Company, to ensure we meet stringent quality, safety and environmental requirements.

We continue to market responsibly and do not direct media marketing activity from any source to children under the age of 12 in Indonesia, Papua New Guinea, Fiji and Samoa. In New Zealand the Children and Young People's Advertising Code requires that advertising for our products must not target children (below the age of 14) or be placed in any media where children are likely to be a significant proportion of the expected average audience. In Australia no advertising is directed to children and young people under the age of 15.



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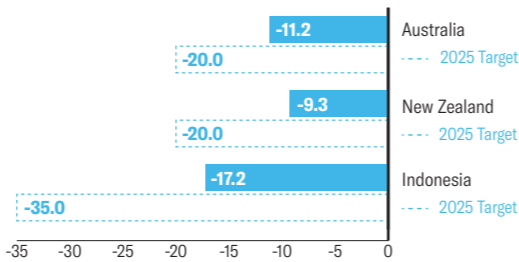
REFORMULATED PRODUCTS in **Australia, Indonesia and New Zealand** since 2015 with lower sugar formulations

↓35%

SUGAR REDUCTION GOAL FOR **INDONESIA FOR 2025** versus 2015

#### Portfolio sugar reduction

% reduction in total portfolio-wide weighted volume average sugar content measured in grams per 100ml since 2015



### CONSUMER WELLBEING (CONTINUED)

#### Consumer Wellbeing

By the end of 2020, we had made good progress towards our sugar reduction goals for our non-alcoholic beverage portfolio. In Indonesia we have reformulated 12 products since 2015, and reduced our sugar grams per 100ml by 17.2 per cent compared to 2015 baseline. In Australia, we have reformulated 25 products since 2015, and reduced our sugar grams per 100ml by 11.2 per cent compared to 2015. In New Zealand we have reformulated 11 products since 2015, reducing sugar grams per 100ml by 9.3 per cent.

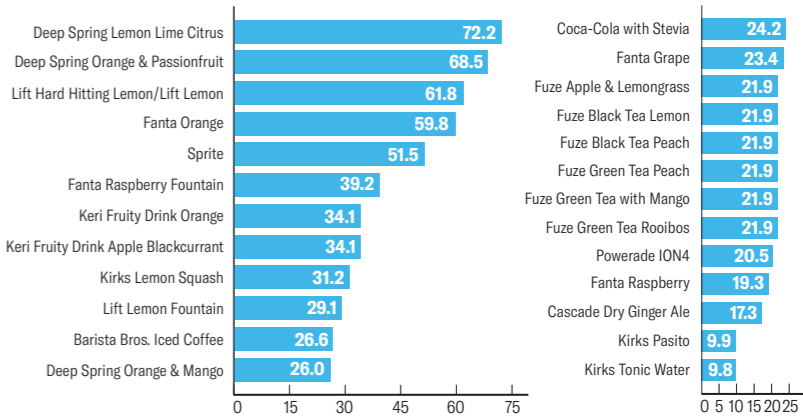
The reduction in sugar grams per 100ml across Indonesia, Australia and New Zealand was also driven by changing consumer preferences reflected in changes to the mix of products sold. In both Australia and New Zealand, 90 per cent of Coca-Cola product marketing in 2020 featured reduced or no-sugar Coca-Cola.

In Australia, New Zealand and Indonesia we are continuing to make small pack sizes available in all distribution channels. Small packs are now offered in 91 per cent of grocery stores and 86 per cent of petrol and convenience stores in Australia. In New Zealand, 100 per cent of grocery stores and petrol and convenience stores offer small packs. In Indonesia our 'affordable small sparkling package' offers consumers a 250ml size bottle for several flavours.

We are also making good progress in our other countries of operation. Initiatives include measuring portfolio-wide sugar content, implementing reformulation road maps, and planning further new low- or no-kilojoule product launches.

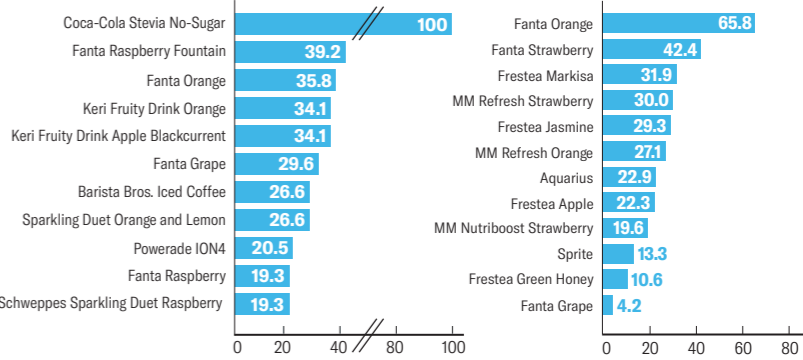
#### Australian reformulations since 2015

% decrease in sugar content (g/100ml)



#### New Zealand reformulations since 2015

% decrease in sugar content (g/100ml)



#### Indonesia reformulations since 2015

% decrease in sugar content (g/100ml)

### NEW RECIPE, LESS SUGAR, GREAT TASTE

In late 2019 Coca-Cola Amatil and The Coca-Cola Company introduced a reformulation of one of our most important brands, Sprite. Australians love the great Sprite taste; however, we also know that eating and drinking less sugar is important for many people.

To continue to delight our consumers, The Coca-Cola Company created a new recipe that not only tastes great but supports the wellbeing of consumers.

It's no small task to create a beverage consumers love – the process involved understanding consumer needs, developing reduced sugar recipes, implementing taste trials, refreshing the brand, and finally launching the new recipe.

The new Sprite recipe, launched in late 2019, has 40 per cent less sugar (4.9 grams per 100ml) than the Sprite on the market prior to this (8.6 grams per 100 ml). Importantly, the new recipe continues to feature the unique lemon-lime taste that makes Sprite so popular.

This Sprite reformulation is one of many across the Amatil portfolio and forms part of our ongoing work with The Coca-Cola Company to launch reformulated products in order to reduce volume average weighted sugar content g/100ml by 20 per cent by 2025.

Reducing the sugar in Sprite is just one of the many things we are doing to help people make choices that are right for them. We are also reducing sugar in a range of other drinks, introducing more smaller pack sizes, and launching new, no sugar beverages.



### OUR REFORMULATION RECIPE FOR SUCCESS



Consumers at the heart



Innovative recipe creation



Reduced sugar, still great taste

<sup>1</sup> Sugar measurement is portfolio-wide weighted volume average total sugar content grams per 100ml. Baseline is MAT 31 December 2015.

# COMMUNITY IMPACT

THROUGH OUR COMMUNITY INVESTMENT PROGRAMS AND ACTIVITIES, WE SEEK TO MAKE A LASTING CONTRIBUTION TO THE COMMUNITIES IN WHICH WE OPERATE, AND IN 2020, AN EXTRAORDINARY YEAR WITH COVID-19, THIS FOCUS CONTINUED.



## OUR AMBITION

We aim to **deliver positive impacts for our communities by leveraging our local presence, community investment and procurement scale**. We will continue to measure our community investment, and improve measurement of the outputs and impacts of that investment.

## OUR COMMITMENT AND APPROACH

All community programs are guided by our desire to make a distinct and positive contribution to our communities, and relevant company policies including the Coca-Cola Amatil Group Human Rights Policy, Environment Policy, and Responsible Sourcing Guidelines.

In 2020 we had a goal to allocate the equivalent of 1 per cent of Earnings Before Interest and Taxes (EBIT) to community investment programs across the Amatil Group. In 2019 we came very close to achieving this with the amount invested in community programs being the equivalent of 0.81 per cent of EBIT. However in 2020, the impacts of COVID-19 saw many community events canceled and a decline in overall community investment – reaching \$3.28 million by the end of the year which is only 0.60 per cent of EBIT. This community investment covered 96 activities and we also secured \$662,000 in additional funds through charitable partners and from our own people.

In 2017, Coca-Cola Amatil joined Business for Societal Impact (formerly known as London Benchmarking Group) to verify and benchmark our community investment across the Group.

### Investing in our communities

We are fortunate to operate in six countries across diverse and engaged communities, and privileged to work across a range of community activities. These include philanthropic grants through The Coca-Cola Australia Foundation and dedicated funds contributed from sponsorship and marketing activities to support grassroots sports and community development initiatives, including in Indigenous communities. In addition, we remain at the ready to provide water, food and other aid to people impacted by natural disasters and pandemics, and to support community resilience beyond the immediate aftermath.



### COMMUNITY PROGRAMS

**A\$3.28m**

in community investment,  
0.60% of 2020 EBIT



### MANUFACTURING HAND SANITISER

**25,000L**

Being produced in Fiji for local communities



### PRODUCT DONATIONS

Across all markets to frontline workers and food charities



### ADDITIONAL

**A\$662k**

raised from charitable partners



### CARE PACKS

**1,250**

Packs delivered to our people and their families in Papua New Guinea

## COMMUNITY IMPACT (CONTINUED)

### Helping communities and customers in 2020

2020 was a year like no other. Not only did it mark the start of the COVID-19 pandemic which saw changes to all aspects of life, also in Coca-Cola Amatil's markets we experienced ravaging bushfires in Australia and devastating floods in Indonesia and Papua New Guinea.

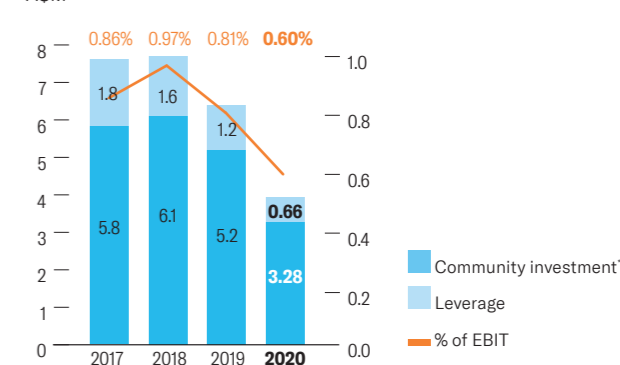
### Being there when natural disasters strike

- During the December 2019 and January 2020 period Australia was affected by some of the worst bushfires on record. Together with The Coca-Cola Company, we provided immediate support of water and other beverages to those fighting and affected by the fires, funds to aid the recovery effort for affected communities, and financial assistance for our customers impacted by the fire zones. This included a \$1m donation from The Coca-Cola Foundation to support The Salvation Army Australia's relief efforts.
- Share a Coke with the Firies cans were created exclusively for fire fighters and other volunteers as an expression of thanks and were distributed to volunteer organisations in fire-affected communities at no cost. We were supported by our can supplier Orora in this initiative.



- The Greater Jakarta Region and several other locations in Indonesia were hit by severe floods at the start of 2020. The impact caused by the floods affected not only our people and our communities, but also their homes and our facilities, including the flooding of our Cibitung Plant.
- In April, Papua New Guinea was hit with a devastating flood that left many in the community without vital everyday-living essentials. Our people donated funds and critical resources to the Gulf Flood Appeal, supporting local communities get back on their feet.

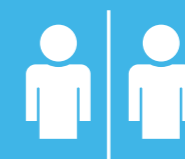
### Community Investment A\$M



\* Includes cash contributions, product donations, management costs and volunteering support.

## PUTTING THE HEALTH, SAFETY AND WELLBEING OF OUR PEOPLE, CUSTOMERS AND COMMUNITY FIRST DURING COVID-19

- In Fiji, Indonesia, and Australia we demonstrated our adaptability and community focus and kept our people and factories busy by manufacturing thousands of litres of hand sanitiser to protect vulnerable communities and front-line workers.
- In Indonesia, together with The Coca-Cola Company, we supported communities impacted by COVID-19, including a IDR10 Billion donation to the Indonesian Red Cross from The Coca-Cola Company, and donations of 1 million beverages for front-line workers managing, serving, and caring for those affected by COVID-19.
- In Indonesia and New Zealand our front-line teams continued to service customer needs by developing and delivering safety screens for point-of-sale social distancing at no cost to the customer.
- In Papua New Guinea, we delivered 1,250 care packs to our people and their families in remote communities.
- In Australia, our Employee Assistance Program was extended to all customers to support them as they navigated through the pandemic.



### SAFETY SCREENS

Provided to our customers in Indonesia & New Zealand



### MENTAL HEALTH SUPPORT

Free customer access to Coca-Cola Amatil's Employee Assistance Program (EAP)

# INDIGENOUS ENGAGEMENT

WE ARE COMMITTED TO SUPPORTING THE DEVELOPMENT, EMPOWERMENT AND WELLBEING OF ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITIES AND INDIVIDUALS.



## OUR COMMITMENT AND APPROACH

**We are committed to the wellbeing of our consumers in remote Indigenous communities and helping our customers grow their businesses sustainably in these locations.**

At the same time, we are focused on reducing average sugar consumption for Aboriginal and Torres Strait Islander people and communities over time.

We continue to make investments in philanthropic and community development programs aimed at supporting Indigenous Australians via the Coca-Cola Australia Foundation, and allocate ten per cent of our national sponsorship programs to grassroots community programs for young Indigenous Australians. We're also a member of Supply Nation – the largest national directory of verified Aboriginal and Torres Strait Islander businesses.

### Wellbeing in remote communities

We continue to implement our wellbeing initiatives in remote Indigenous communities in respectful collaboration with our retail partners and their communities. Since 2015, this work has delivered a 23 per cent decrease in average weighted sugar per 100ml sold through our 134 partner stores.

This reduction in sugar was achieved through the reformulation of flavoured soft drinks to decrease the sugar content per 100ml, the successful launch of 'No Sugar' versions of our most popular soft drinks Coca-Cola, Fanta and Sprite, the overall consumer shift to water, and promotions and point-of-sale displays to incentivise the take-up of water, as well as low or no-sugar options.

### Partnering for sustainable packaging and waste reduction

We also work with our customers in remote Indigenous communities to establish recycling programs. For example, the Arnhem Land Progress Aboriginal Corporation (ALPA) has a recycling program in several of their remote stores where bottles and cans are collected and freighted back to Darwin to be recycled at Envirobank. We continue to explore opportunities to partner with remote communities to maximise the return of containers through state-based container deposit and return schemes.



OUR WORK IN REMOTE COMMUNITIES HAS SEEN A

**23%**

REDUCTION  
in average portfolio  
sugar consumption per  
100ml since 2015



OVER

**A\$222k**

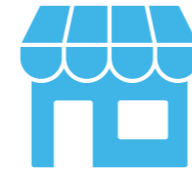
SPENT  
with Indigenous suppliers  
in Australia



### INSPIRING INDIGENOUS YOUTH

We support grassroots programs for Indigenous youth empowerment, using sport to inspire students' education and employment journeys. We also support other youth programs through the Coca-Cola Australia Foundation.

## INDIGENOUS ENGAGEMENT (CONTINUED)



PARTNERING WITH

**134**

STORES  
in remote Indigenous communities  
on wellbeing initiatives

### Sponsorships and philanthropy in support of grassroots Indigenous programs

For several years now, our sponsorships of the National Rugby League and the Australian Football League have included a commitment to set aside ten per cent of sponsorship funds to support community programs targeting young Indigenous Australians. In addition, the Coca-Cola Australia Foundation, through its Employee-Connected Grants, also supports several Indigenous philanthropic and cultural organisations nominated by Amatil or Coca-Cola South Pacific employees. Together these initiatives have seen over \$250,000<sup>1</sup> donated to Indigenous programs in 2020.



### Social procurement as a force for change

We believe in driving positive social, environmental and economic improvements in our supply chain, and work closely with our suppliers to achieve better sustainability outcomes, including by securing development and employment outcomes for Indigenous Australians. As a member of Supply Nation, we continue to look for ways to increase the use of goods and services in our operations provided by Indigenous suppliers. In 2020 we procured goods and services worth \$222,000 from Indigenous suppliers.

## EARTHWATCH AND COCA-COLA AUSTRALIA FOUNDATION JOIN FORCES

**The Coca-Cola Australia Foundation (CCAF) and Earthwatch Australia have announced a \$600,000 partnership to deliver a marine pollution and wetland management program in the Lower Gulf of Carpentaria, together with Carpentaria Land Council Aboriginal Corporation (CLCAC) and recycling experts Plastic Collective. Twenty CLCAC Indigenous Land and Environment Rangers and 30 community volunteers will be trained to help deliver the 'Wetlands not Wastelands' program over the next three years.**

Driven by science and delivered by the local community, this program will trial a sustainable, community-based solution to managing and recycling marine pollution in remote regions. Once this model is proven, it could potentially be replicated in many other regional and remote locations in Australia and around the world.

Two Plastic Collective Shruders, or plastic recycling machines, will be introduced into the communities of Burketown and Normanton. The Rangers will be trained in how to use the Shruders as well as how to turn plastic waste into valuable commercial products, creating a social enterprise that further supports the local community.



IMAGE: Carpentaria Land Council Aboriginal Corporation



AMATIL AND THE COCA-COLA AUSTRALIA FOUNDATION DONATED MORE THAN

**A\$250k**

TO COMMUNITY PROGRAMS<sup>1</sup>  
supporting Indigenous  
Australians in 2020

<sup>1</sup> This does not include the Coca-Cola Australia Foundation donation to Earthwatch.



#### Verification Statement from Business for Societal Impact (formerly LBG) – 2021

Business for Societal Impact (formerly LBG) 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 Business for Societal Impact, we can confirm that we have worked with Coca Cola Amatil to verify its understanding and application of the model with regards to the wide range of community investment 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 2021 Business for Societal Impact reporting year as defined by the methodology.

Cash	\$ 2,256,502
Time	\$ 17,350
In-kind	\$ 683,596
Management costs	\$ 324,300
<b>TOTAL</b>	<b>\$ 3,281,748</b>

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

<b>Leverage**</b>	<b>\$ 662,861</b>
<b>Revenue foregone^</b>	<b>\$ 0</b>

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

^the revenue foregone for community benefit on fees, products and services provided free or discounted

Please refer to Business for Societal Impact for detailed definitions as required



Verified by Simon J Robinson  
On behalf of Business for Societal Impact  
April 2021(Updated)

# ENGAGED PEOPLE

- 28 SAFETY & WELLBEING
- 30 DIVERSITY, INCLUSION & ENGAGEMENT
- 32 HUMAN RIGHTS



## 4.4 injuries<sup>1</sup>

Total recordable frequency rate in 2020 per one million man-hours worked

## 91.5%

employees trained on Human Rights Policy

<sup>1</sup> Excludes Group function injuries and hours.

# SAFETY & WELLBEING

IN 2020 OUR PEOPLE FACED THE EXTRAORDINARY CHALLENGES OF THE COVID-19 GLOBAL PANDEMIC, AND PROTECTING THEIR SAFETY AT WORK REMAINED OUR OVERRIDING PRIORITY.



### OUR AMBITION

We remain focused on **achieving a zero-harm workplace**. The safety, wellbeing and resilience of our people is our top priority. We have zero tolerance for workplaces or behaviours in the workplace which do not place safety first, including zero tolerance for breaches of Code of Conduct, discrimination, harassment, and bullying in the workplace.

### OUR COMMITMENT AND APPROACH

We strive to achieve and maintain a zero-harm workplace where safety is everyone's responsibility.

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. The Group's Health, Safety and Wellbeing Policy requires all employees, suppliers, contractors and visitors to operate to the highest standards. Our policy is part of the Coca-Cola Amatil Health and Safety Management Framework, which is overseen by the Board's Risk and Sustainability Committee and certified at Group level under the global ISO 45001:2018 Standard. This framework identifies material safety and wellbeing hazards and priorities. In addition, formal joint management-worker health and safety committees operate at site level in all locations.

All employees are represented by these committees. In most jurisdictions, our formal agreements with trade unions also cover health and safety issues. Health and safety performance is monitored via regular internal and external audits, as well as audits conducted by The Coca-Cola Company, to ensure we meet stringent quality, safety and environment requirements.

#### 2020 fatalities & injuries

Tragically, our Indonesian business reported three traffic-related fatalities in 2020. Two of these fatalities were employees or contractors who died as a result of traffic accidents which occurred when they were working. A third fatality was a member of the public, who, whilst crossing the road, was hit by an Amatil employee on their motorbike.

1 Total injuries include lost-time injuries, restricted work injuries and medical treatment injuries for employees only.  
2 Restated for previous years excluding SPC. Our injury and diversity data covers direct employees, which excludes contractors and outsourced workers. 90.3 per cent of our direct employees have permanent roles while the balance are fixed term.

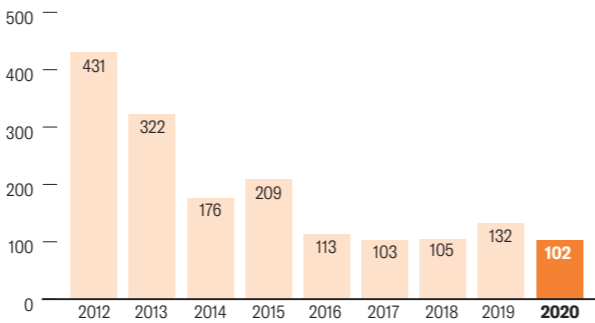


ACHIEVED A

76%

reduction in injuries in 2020 compared to 2012

Coca-Cola Amatil Group Injuries<sup>2</sup>



#### CREATING A MENTALLY HEALTHY WORKPLACE

Coca-Cola Amatil has been awarded Gold Accreditation from Mental Health First Aid Australia, for being a Mental Health First Aid Skilled Workplace. We are one of the few FMCG and listed companies in Australia with MHFA Accreditation. Coca-Cola Amatil currently has over 250 accredited Mental Health First Aiders across our sites in Australia, and these MHFA Officers complement the more formal support services available, like their Employee Assistance Program.

## SAFETY & WELLBEING (CONTINUED)

### 2020 fatalities & injuries (continued)

Our condolences go to the family and friends of the deceased. The loss of life is unacceptable and our response to these incidents has been immediate and comprehensive, with full investigations and corrective actions applied locally and across the organisation. We continue to invest heavily in driver training programs across all countries, particularly in Indonesia, where our programs have been expanded to include training for the broader community, in addition to employees and contractors.

Given the risks associated with driver safety in Indonesia, we have developed country-specific face-to-face and e-learning driver safety programs, which are run alongside regular vehicle inspections. In addition to delivering driver safety programs internally, we have expanded them to our Coca-Cola Official Distributors and broader community participants. This is part of our multi-faceted approach to safety in Indonesia, where we have invested more than IDR50 billion (A\$5.1 million) over the last five years to make our workplaces safer.

Across Coca-Cola Amatil, 2020 saw a 23 per cent decrease in the total number of injuries to 102 from 132 in 2019. Since 2012 we have reduced total injuries by 76 per cent. Over time our ability to track and report injuries is also improving. In 2019, reviews were conducted to identify areas of injury clusters and improvement plans are in place to address this. In particular, our New Zealand business saw a significant increase in injuries in 2019, due mainly to improved reporting as well as manual handling incidents with in-store merchandisers. In 2020 we addressed the manual handling risks which saw a reduction in New Zealand TRIFR to 10.7.

3 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.

Coca-Cola Amatil Group Fatalities<sup>3</sup>

	2012	2013	2014	2015	2016	2017	2018	2019	2020
Australia	0	0	0	0	0	0	0	0	0
New Zealand	0	0	0	0	0	0	0	0	0
Indonesia	2	3	3	4	5	1	1	4	3
Fiji	0	0	0	1	0	0	0	0	0
Papua New Guinea	0	0	0	2	0	0	0	0	0
Paradise Beverages (Fiji & Samoa)	0	1	0	0	0	0	0	0	0
Total	2	4	3	7	5	1	1	4	3

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

	2012	2013	2014	2015	2016	2017	2018	2019	2020
Australian Beer Co.	N/A	N/A	0	25.0	0	0	0	0	0
Australian Beverages	29.7	18.6	14.3	16.2	8.4	7.8	7.9	9.8	8.1
New Zealand	9.2	7.5	5.9	8.0	6.0	7.0	6.1	17.3	10.7
Indonesia	1.9	2.5	1.4	2.4	1.8	1.3	1.6	1.5	1.9
Fiji	11.6	3.8	7.3	5.2	0	4.8	3.3	3.3	3.5
Papua New Guinea	22.5	41.0	2.9	7.2	3.8	4.2	1.3	2.6	0.8
Paradise Beverages (Fiji & Samoa)	13.1	9.5	8.8	5.5	2.8	7.3	10.4	9.67	6.1
Total	14.4	10.8	6.6	8.1	4.8	5.0	4.3	5.4	4.4

## SUPPORTING OUR PEOPLE THROUGH COVID-19

We responded to the global pandemic with resilience, care and an unwavering focus on safety. Throughout the devastation, change and uncertainty, our business continued to operate as an essential service provider, bottling the beverages that our consumers love and delivering them to customers across our markets, and all the time focusing on the safety of our employees and those we work with.

To protect our people we:

- Expanded hygiene and safety measures across all offices and facilities, implemented 'work from home' arrangements, and where appropriate, repatriated expatriate employees.
- Regularly communicated with them on updates on working from home and various initiatives including the launch of hygiene, social distancing awareness and wellbeing campaigns.
- We worked with our local partners in Papua New Guinea and Samoa to provide our people and their families with care packs of staple foods to support them during the pandemic.
- Encouraged them to use our Employee Assistance Program, Be Assured – a free, confidential counselling, coaching service also offering other services such as financial coaching.

Very sadly, Coca-Cola Amatil Indonesia reported four COVID-19 related fatalities amongst employees during 2020. There were no other COVID-related fatalities amongst Coca-Cola Amatil employees in other countries.

While strong COVID-19 protocols and processes are in place, the COVID-19 situation in Indonesia continues to be challenging. A partnership has been established with Fullerton Health Insurance with 109 clinics across Indonesia to provide COVID



testing support while also managing the relationship with local hospitals on behalf of our team members.

All businesses remain focused on operational and COVID-19 risk management. Robust COVID-19 programs have been implemented and continue at all sites with each business utilising the Amatil Incident Management and Crisis Resolution process to co-ordinate efforts. Ongoing updates have been provided to the Group Leadership Team and Board with these continuing as we move through each stage of the pandemic. We continue to focus our people on taking personal accountability for:

- Good personal hygiene habits
- Physical distancing
- Staying away from work if they are or if they feel unwell

In addition, each business has focused plans in place for 2021 to support the health and wellbeing of their people.

# DIVERSITY, INCLUSION & ENGAGEMENT

IT IS IMPORTANT TO US THAT WE PROVIDE A SAFE, OPEN, DIVERSE AND INCLUSIVE WORKPLACE WHERE OUR PEOPLE ARE ENERGISED BY WHAT WE CAN AND DO ACHIEVE TOGETHER – CREATING MILLIONS OF MOMENTS OF HAPPINESS AND POSSIBILITIES EVERY DAY.



## OUR AMBITION

We aim to achieve **diversity in our people that reflects our communities**. We are committed to developing our people so they have opportunities for fulfilling lives and adding value at work, at home and in the community.

## OUR COMMITMENT AND APPROACH

**At Coca-Cola Amatil, our success as an organisation depends on our people. As a result, we are committed to diversity, inclusion, the development of our team and fostering their ongoing engagement.**

Our *Diversity & Inclusion Strategy* identifies priority areas for improvement and ensures our people feel engaged, valued, and well-supported in their pursuit of both business outcomes and their professional goals.

We also report in detail on diversity and inclusion in our annual Corporate Governance Statement.

### Diversity and inclusion

We recognise that a diverse and inclusive culture supports diversity of gender, ethnicity, age, disability, religious beliefs, sexual orientation, family and relationship status, socio-economic background, education, life and work experience, and ways of thinking.

We continue to make good progress on our gender diversity targets. Women now hold 38 per cent of Board and 21.7 per cent of management positions. However, the proportion of women in senior executive positions decreased from 43 per cent in 2019 to 36 per cent at the end of 2020.

### Engagement and development of our people

Engaged employees continues to be a priority at Amatil and with COVID-19 impacting our people both professionally and personally this was even more critical through 2020. Pleasingly our engagement scores continue to increase and stabilise with each business conducting at least one employee survey focusing on the things that matter most to our people. Our Australian and Group teams conducted pulse surveys and saw engagement in both increasing to 76%, representing an improvement of five percentage points and four percentage points respectively from 2019.

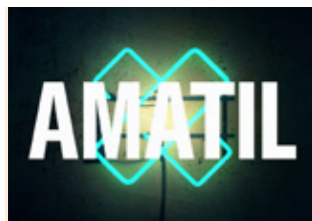


**38%**  
OF BOARD  
and 36% of Senior  
Executive positions  
held by women



**BEST EMPLOYER  
ACCREDITATION**  
**5**  
consecutive years  
in New Zealand

<sup>1</sup> We define our senior executive as anyone reporting to the CEO or Group Leadership Team. Management positions are defined as anyone with a direct report. All figures exclude contractors and outsourcing.



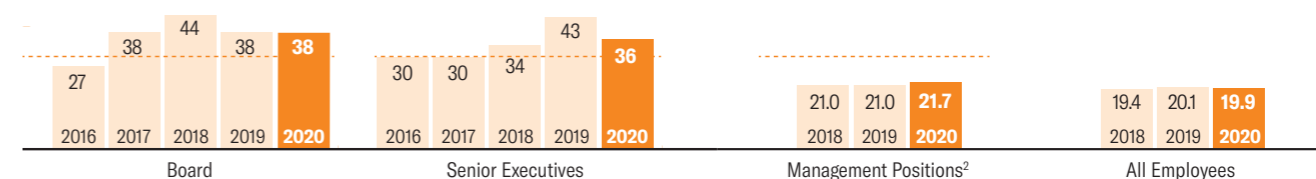
### THE AMATIL X ACADEMY IN INDONESIA

Amatil X is Coca-Cola Amatil's corporate venturing platform. Established in 2018, Amatil X helps us identify, work with, and invest in start-ups and build entrepreneurial capability across Coca-Cola Amatil. The Amatil X Academy, established in 2019, plays a unique role in building entrepreneurial capability at Coca-Cola Amatil Indonesia, and in 2020 continued its focus, training 220 employees on the Lean Startup methodology.

## DIVERSITY, INCLUSION & ENGAGEMENT (CONTINUED)

### Coca-Cola Amatil Group percentage gender split by level % of females

----- 2020 Target (minimum)



### Engagement and development of our people (continued)

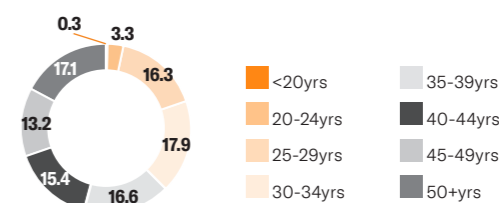
Our other businesses transitioned to our new engagement platform Culture Amp, with Pacific delivering a very strong score of 84%, Indonesia maintaining their previous score of 81% and PNG seeing a ten point increase to 76%. In NZ and Fiji, the teams were both recognised as Employers of Choice by Kincentric (formerly AON), with this being the fifth year in a row that our NZ business achieved this impressive outcome.

Employee development is supported across our business by programs that build leadership skills at all levels, as well as individual development and functional advancement. Our David Gonski Women Leaders program continues to build high performing, engaged female leaders and our talent succession processes ensure we have a strong pipeline of capable people to deliver our strategy for today and tomorrow. Other programs include the Amatil X Academy, Female Acceleration and Empowerment (FACE) for Supervisors and Achieving Your Best Self (AYBS) for Managers, Female Champions and Female Warriors in Indonesia, and the Leadership Speaker Series, Sisterhood Fiji and Change Agents in our Paradise Beverages business in Fiji.

### Engagement with our communities

Coca-Cola Amatil continues to support employee volunteering and fundraising, professional pro-bono services and matched workplace giving. All Australian-based employees receive one day's paid leave a year for volunteering, and in 2020, 28 people accessed this leave. Paid leave is also provided, at the discretion of managers, for volunteering with emergency services.

### 2020 Coca-Cola Amatil Group employee age %



<sup>2</sup> We have introduced a new and consistent definition for 2018 using Workplace Gender Equality Agency (Australia) descriptors. This has provided our 2018 baseline of 21 per cent. A managerial position is one that has a direct report.

## A BUSINESS OUR PEOPLE ARE PROUD OF

**Ten organisations across New Zealand and Australia achieved the Kincentric Best Employers accreditation with Coca-Cola Amatil New Zealand the only on the list for five years in a row.**

According to Kincentric's latest study the 10 accredited Best Employers score 21 points higher in employee engagement than market average with Amatil NZ achieving an incredible staff engagement score of 83%.

Coca-Cola Amatil NZ Managing Director, Chris Litchfield, is proud of his company's achievements and was honoured to receive this accreditation once again.

"We set our business a challenge back in 2015, to create a five-year plan to become one of the best bottlers in the world. To do that, we needed the best team in the world" says Litchfield.

"Having our people so involved and empowered has helped us with our engagement scores, and as leaders, we are always focused on listening to our people right across our organisation. Their engagement is a critical component of our success. They know our customers, our brands and our business better than anyone."

The Best Employer accreditation is not the only recognition Coca-Cola Amatil NZ has received in recent years. The company continued its Gender Tick accreditation received initially in 2018, maintained Rainbow Tick status for the past five years and won the prestigious Gold medal in HRD's Employer of Choice Awards 2020.



KINCENTRIC  
Best Employer

RAINBOW  
TICK

gendertick

# HUMAN RIGHTS

AT COCA-COLA AMATIL WE MAKE A DISTINCT AND POSITIVE CONTRIBUTION TO THE WORLD WE LIVE IN AND RESPECT FOR HUMAN RIGHTS IS FUNDAMENTAL TO THIS.



### OUR AMBITION

We aim to **provide a workplace for our people that is safe, diverse, respectful** and expect that our supply chain partners operate in the same way.

### OUR COMMITMENT AND APPROACH

Coca-Cola Amatil is committed to identifying, preventing, and mitigating any adverse human rights impacts that may result from our business activities. This commitment is made clear in our *Human Rights Policy* and our *Code of Conduct*.

The Amatil *Human Rights Policy* is guided by international human rights principles. We expect our partners and suppliers to uphold the principles set out in the *Human Rights Policy* and encourage them to adopt similar policies within their businesses. Our policy commits Coca-Cola Amatil to support human rights in the communities in which we operate, including via our philanthropic work. This helps ensure we are engaging with local communities and considering their views as we conduct our business.

In 2019 we rolled out a comprehensive training program on our *Human Rights Policy* in all our countries of operation. This program was delivered online to employees with internet access and offline to all others, with a completion rate of 91.5%<sup>1</sup>.

### Human rights in our supply chain

Coca-Cola Amatil's *Responsible Sourcing Guidelines* – together with The Coca-Cola Company's *Supplier Guiding Principles* – provide our supply partners with the standards and procedures we expect them to adhere to, and ensures human rights remains a principal focus in our shared value chains. Where we identify any evidence of modern slavery we work with our supply partners to remediate the issue.

1 Proportion of employees that had completed the training as of 1 February 2021.

2 Supplier spend data is for Australia, New Zealand and Indonesia only. The proportion of supplier screening is measured based on the value of spend with suppliers who have been subject to one of Amatil's screening tools, compared to total supplier spend for the calendar year. Amatil applies different screening tools according to the level of spend, sector, and location of each supplier.



**91.5%**  
of employees trained on our Human Rights Policy



OVER  
**90%**  
OF SUPPLIER SPEND SCREENED<sup>2</sup> using responsible sourcing criteria including human rights considerations



**WORKPLACE AGREEMENTS**  
Across our six countries of operation Coca-Cola Amatil respects our employees' right to form, join or not to join a labour union without fear of reprisal, intimidation, or harassment. Around 75 per cent of our employees are currently covered by collective bargaining agreements.

# COMMITTED PARTNERS

### 34 RESPONSIBLE SOURCING



OVER  
**90%**  
of supplier spend screened using responsible sourcing criteria<sup>1</sup>

**91.5%**  
employees trained on Human Rights Policy

1 Supplier spend in Australia, New Zealand and Indonesia.

# RESPONSIBLE SOURCING

WE BELIEVE IN DRIVING POSITIVE SOCIAL, ENVIRONMENTAL AND ECONOMIC IMPROVEMENTS IN OUR SUPPLY CHAIN, AND WORK CLOSELY WITH OUR SUPPLIERS TO ACHIEVE BETTER SUSTAINABILITY OUTCOMES.



## OUR AMBITION

We aim to **embed our responsible sourcing commitment in our supplier partnerships**, including ensuring that more than 95% of assessable supplier spend is compliant with Amatil's responsible sourcing policies.

## OUR COMMITMENT AND APPROACH

**We have valued partnerships throughout our value chain, including with suppliers, and have a public commitment to ensure more than 95 per cent of spend with suppliers is covered by responsible sourcing assessments.**

We request our supplier partners to follow Coca-Cola Amatil's *Responsible Sourcing Guidelines* as well as The Coca-Cola Company's *Supplier Guiding Principles*. Environmental and social sustainability criteria is an important part of the supplier sustainability assessments that cover most of Coca-Cola Amatil's key suppliers.

We are able to leverage our significant procurement expenditure to drive improved outcomes in human rights, environment, social inclusion and sustainable development.

### Partnering with suppliers

In 2020, over 90% of suppliers, by share of spend<sup>1</sup>, were assessed using responsible sourcing assessments that measure performance against the Coca-Cola Company's *Supplier Guiding Principles* or Amatil's *Responsible Sourcing Guidelines*. We apply a tiered approach, which includes partnering with independent third parties to assess suppliers in different risk procurement categories.

The Amatil *Responsible Sourcing Guidelines* cover four key areas of supplier performance – business ethics, human and workplace rights, the environment, and providing benefits to communities. Amatil is committed to fully enforcing these principles and expects our suppliers to develop and implement appropriate internal business processes to ensure compliance.



OVER

**A\$1.4million**

spent with **social enterprises** in Australia



MORE THAN

**90%**

of supplier spend screened using responsible sourcing criteria



### RESPONSIBLE SUGAR SUPPLY

Responsible sugar supply is a priority across our operations in Australia, New Zealand and Indonesia. We are proud to support the accreditation frameworks provided globally by Bonsucro, and in Australia by Smartcane BMP (Best Management Practice). As at the end of 2020, we were pleased to have achieved 100 per cent accredited sugar supply for our non-alcoholic drinks in Australia and New Zealand, and 96 per cent in Indonesia.

## RESPONSIBLE SOURCING (CONTINUED)



OVER

**A\$222k**

spent with **Indigenous suppliers** in Australia

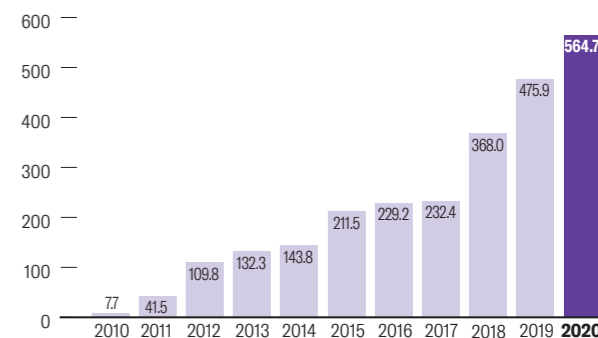
### Social procurement

Amatil is proud that in 2020 we were able to spend over \$1.4 million with social enterprises that support employment opportunities for disadvantaged groups in Australia. We are a member of Supply Nation, the largest national directory of verified Aboriginal and Torres Strait Islander businesses, and in 2020 we procured goods and services worth over \$222,000 from Indigenous suppliers.

Over the last decade, we have invested over \$2.5 million in Fairtrade community co-operatives through the purchase of Fairtrade coffee for our Grinders Coffee brand.

Cumulative Fairtrade Investment: \$2.5 million

\$000s



### Minimising environmental impacts in our supply chain

We actively work with suppliers to minimise their environmental footprint. In Australia, at the end of 2020, 100 per cent of the sugar we use was certified under either Bonsucro or Smartcane Best Management Practice, while in Indonesia, 96 per cent of the sugar we use was Bonsucro certified. We have moved 100 per cent of our paper and board to Forestry Stewardship Certified sources in Australia and New Zealand. Another priority has been to increase the use of recycled materials in our packaging, and we are working with suppliers to develop a supply chain that meets our environmental and quality standards.

Palm oil is not added directly to any of our beverages and Amatil does not directly buy the commodity. We require any supplier which provides ingredients that use palm oil derivatives to be members of the Roundtable on Sustainable Palm Oil, to support its vision, and to ensure by 2020 the raw materials they use do not contribute to deforestation.

## OUR FOCUS ON RESPONSIBLE SOURCING

**We believe in driving positive social, environmental and economic improvements in our supply chain, and working closely with our suppliers to achieve positive social outcomes, including with respect to human rights.**

We ask all our suppliers to commit to Coca-Cola Amatil's *Responsible Sourcing Guidelines* together with The Coca-Cola Company's *Supplier Guiding Principles*, which provide our supplier partners with the standards and procedures we expect them to adhere to.

We also apply a tiered screening process, using a combination of physical third-party audits for large spend suppliers overseen by The Coca-Cola Company; a second-tier of self-assessments using an evidence-based, respected third-party portal; and a third-tier of requesting suppliers sign commitments to our responsible sourcing guidelines.

Decisions on which suppliers must complete each process are based on assessment of the relative risk as well as the value of expenditure with suppliers. If any evidence of human rights issues is found during these screening processes, assuming no laws have been breached, our first step is to develop an action plan with suppliers to address and rectify any issues.

We also aim to use our significant procurement expenditure to drive positive social outcomes via specific social procurement programs in most countries of operation, with a focus on supporting and upholding the human rights of vulnerable or disadvantaged groups.



<sup>1</sup> Supplier spend data is for Australia, New Zealand and Indonesia only. The proportion of supplier screening is measured based on the value of spend with suppliers who have been subject to one of Amatil's screening tools, compared to total supplier spend for the calendar year. Amatil applies different screening tools according to the level of spend, sector, and location of each supplier.

# GLOBAL REPORTING INITIATIVE CONTENTS INDEX

The table below outlines the *Global Reporting Initiative (GRI) Standards* that have been referenced in developing this 2020 Sustainability Report. All disclosures are from the latest available GRI Sustainability Reporting Standards as at March 2021.

Report & Section	Page	Disclosure
2020 Annual Report – Our Business	1	102-1 Name of the organisation 102-2 Activities, brands, products, and services 102-3 Location of headquarters 102-4 Location of operations 102-5 Ownership and legal form 102-6 Markets served 102-7 Scale of the organisation 102-8 Information on employees and other workers 102-9 Supply chain 102-10 Significant changes to the organisation and its supply chain 102-12 External initiatives 102-14 Statement from senior decision- maker 102-16 Values, principles, standards, and norms of behaviour
2020 Annual Report – The Value We Create	14	102-45 Entities included in the consolidated financial statements 102-15 Key impacts, risks, and opportunities 102-29 Identifying and managing economic, environmental, and social impacts 102-31 Review of economic, environmental and social topics 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
2020 Annual Report – Governance & Risks	44	102-15 Key impacts, risks, and opportunities 102-20 Executive-level responsibility for economic, environmental, and social topics 102-22 Composition of the highest governance body and its committees 102-23 Chair of the highest governance body 102-30 Effectiveness of risk management processes
2020 Sustainability Report – About This Report	1	102-46 Defining report content and topic Boundaries 102-49 Changes in reporting 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
2020 Sustainability Report – Sustainability Ambitions & Governance	2	102-11 Precautionary Principle or approach 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 102-29 Identifying and managing economic, environmental, and social impacts 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 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
2020 Sustainability Report – Engaging with our Stakeholders	6	102-13 Membership of associations 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 102-40 List of stakeholder groups 102-42 Identifying and selecting stakeholders 102-43 Approach to stakeholder engagement 102-44 Key topics and concerns raised 415-1 Political contributions

## GLOBAL REPORTING INITIATIVE CONTENTS INDEX (CONTINUED)

Report & Section	Page	Disclosure
2020 Sustainability Report – Our Performance 2020	8	102-12 External initiatives 102-15 Key impacts, risks, and opportunities 102-29 Identifying and managing economic, environmental, and social impacts 102-31 Review of economic, environmental and social topics 102-47 List of material topics 102-56 External assurance
2020 Sustainability Report – Better Environment	9	102-12 External initiatives 102-29 Identifying and managing economic, environmental, and social impacts 102-40 List of stakeholder groups 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 301-1 Materials used by weight or volume 301-2 Recycled input materials used 302-1 Energy consumption within the organisation 302-3 Energy intensity 302-4 Reduction of energy consumption 303-1 Water withdrawal by source 303-3 Water withdrawal 303-4 Water discharge 303-5 Water consumption 304-3 Habitats protected or restored 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 308-1 New suppliers that were screened using environmental criteria
2020 Sustainability Report – Delighted Consumers	19	102-12 External initiatives 102-29 Identifying and managing economic, environmental, and social impacts 102-40 List of stakeholder groups 102-56 External assurance 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 416-1 Assessment of the health and safety impacts of product and service categories 417-1 Requirements for product and service information and labelling 413-1 Operations with local community engagement, impact assessments, and development programs 203-1 Infrastructure investments and services supported 413-1 Operations with local community engagement, impact assessments, and development programs 414-1 New suppliers that were screened using social criteria
2020 Sustainability Report – Engaged People	27	102-8 Information on employees and other workers 102-12 External initiatives 102-29 Identifying and managing economic, environmental, and social impacts 102-40 List of stakeholder groups 102-41 Collective bargaining agreements 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 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 404-2 Programs for upgrading employee skills and transition assistance programs 405-1 Diversity of governance bodies and employees
2020 Sustainability Report – Committed Partners	33	102-12 External initiatives 308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria
2020 Sustainability Report – Global Reporting Initiative Contents Index (this table)	36	102-54 Claims of reporting in accordance with the GRI Standards
2020 Sustainability Report – Independent Limited Assurance Report	40	102-56 External assurance

# Sustainability Performance Data

## BETTER ENVIRONMENT

### Water

Water usage ratio (L/L) – non-alcoholic beverages					2020 Target
2016	2017	2018	2019	2020	
2.08	2.06	1.92	1.95	1.84	1.95

Water usage reduction versus 2013 – alcoholic beverages					2020 Target
2016	2017	2018	2019	2020	
12.4%	5.6%	13.8%	11.8%	16.9%	25%

Water replenishment versus water in finished product percentage					2020 Target
2016	2017	2018	2019	2020	
160%	161%	160%	296%	486%	100%

### Energy

Low carbon and renewable energy share of total energy					2020 Target
2016	2017	2018	2019	2020	
48.5%	50.7%	53.0%	53.3%	55.7%	60%

2020 Total energy use by fuel/energy source (manufacturing)			
Including renewable and lower carbon energy and country split			
		2020 GJ	2020 % of total
Low-carbon & renewable	Natural Gas	827,196	47.9%
	Sustainable Wood	24,286	1.4%
	LPG	49,439	2.9%
	Renewable Grid Electricity	51,830	3.0%
	On-site Solar	9,171	0.5%
	Total	961,922	55.7%
Other energy	Non-Renewable Grid Electricity	644,678	37.3%
	Diesel & Petrol	119,763	6.9%
	Total	764,441	44.3%
Total		1,726,364	100%

### Greenhouse gas emissions

‘Drink in your hand’ emissions intensity reduction (Grams CO <sub>2</sub> -e/L)					2020 Target
2016	2017	2018	2019		
16.2%	15.2%	16.2%	18.2%		25%

\* 2020 DIYH performance expected to be received in June 2021.

2020 Emissions from manufacturing operations (Tonnes CO <sub>2</sub> -e)		
	Scope 1	Scope 2
Australia	17,736	61,112
New Zealand	2,858	7
Fiji	2,815	1,683
Samoa	248	71
Indonesia	25,112	66,739
Papua New Guinea	4,662	1,399
Total	54,215	131,237

### Packaging

Total recycled content percentage				
	2017	2018	2019	2020
All materials	29%	33%	36%	38%
PET resin	7%	9%	19%	25%

2020 Total Group packaging used and recycled content			
Total tonnes of packaging materials (primary and secondary) used and % of recycled content			
Material by weight	Tonnes	Recycled content	% Recycled
Paper/Board	47,230	19,907	42%
Glass	24,965	9,438	38%
Aluminium	42,061	29,270	70%
PET Resin	66,408	16,399	25%
HDPE	7769	0	0%
Other Plastics	10,388	246	2%
Other Metals	398	81	20%
Composites	323	0	0%
Total	199,541	75,341	38%

## Sustainability Performance Data (Continued)

## DELIGHTED CONSUMERS

Portfolio sugar reduction*				2020 Target
	2018	2019	2020	
Australia	5.7%	8.8%	11.2%	10%
New Zealand	3.2%	5.3%	9.3%	10%
Indonesia	N/A	13.5%	17.2%	>20%

\* Percentage reduction in total portfolio-wide weighted volume average sugar content measured in grams per 100ml since Moving Annual Trend (MAT) 31 December 2015.

Community investment as percentage of EBIT				2020 Target
2017	2018	2019	2020	
0.86%	0.91%	0.81%	0.60%	1%

Community investment by country of operation (A\$)^				
Total contribution	2017	2018	2019	2020
Australia	3,542,102	3,387,834	2,322,553	1,694,486
Fiji	906,048	1,176,016	961,320	557,088
Indonesia	505,395	884,610	661,407	366,429
New Zealand	851,840	714,340	768,032	267,502
Papua New Guinea	N/A	N/A	380,963	50,463
Samoa	17,150	9,120	86,237	21,479
Total	5,822,535	6,171,920	5,180,512	3,281,748

^ Community investment in Australia in 2017 and 2018 includes donations from SPC business which was completely divested in June 2019. SPC is excluded from 2019 and 2020 figures.

## COMMITTED PARTNERS

Supplier spend screened*				2020 Target
2018	2019	2020		
>75%	>80%	>90%		80%

\* Supplier spend in Australia, New Zealand and Indonesia.

## ENGAGED PEOPLE

Health and safety					2020 Target
Fatalities					
2016	2017	2018	2019	2020	
5	1	1	4	3	0

Injuries*					2020 Target
2016	2017	2018	2019	2020	
113	103	105	132	102	0

Total recordable injuries frequency rate (TRIFR)* per 1 million man-hours worked					2020 Target
2016	2017	2018	2019	2020	
4.8	5.0	4.3	5.4	4.4	0

\* Total injuries include lost-time injuries, restricted work injuries and medical treatment injuries for employees only.

Human rights training completion				2020 Target
	2018	2019	2020	
	Launched	84.8%	91.5%	100%

### Coca-Cola Amatil Group percentage gender split by level (Percentage of females)

Board					2020 Target
2016	2017	2018	2019	2020	
27%	38%	44%	38%	38%	30%

Senior executives*					2020 Target
2016	2017	2018	2019	2020	
30%	30%	34%	43%	36%	30%

Management positions*					2020 Target
2016	2017	2018	2019	2020	
N/A	N/A	21%	21 %	21.7 %	30%

\* We define our senior executives as anyone reporting to the CEO or Group Leadership Team. Management positions are defined as anyone with a direct report. All figures exclude contractors and outsourced resources.

Overall workforce					2020 Target
2016	2017	2018	2019	2020	
N/A	N/A	19.4	20.1	19.9	–



Independent Limited Assurance Report to the  
Directors of Coca-Cola Amatil Limited

**Assurance conclusion**  
Ernst & Young ('EY', 'we') was engaged by Coca-Cola Amatil Limited ('Amatil') to undertake limited assurance as defined by the Australian Audit Standards, hereafter referred to as a 'review', over selected performance disclosures within the Coca-Cola Amatil Sustainability Report ('the Report') for the year ended 31 December 2020. Based on our review, nothing has come to our attention that caused us to believe that the selected disclosures presented below, have not been prepared and presented fairly, in all material respects, in accordance with the criteria detailed below.

**What our review covered:**  
We reviewed Amatil's selected performance disclosures, listed below, and as disclosed on Page 8 of the 2020 Sustainability Report, for the year ended 31 December 2020.

2020 Goal	Selected Performance Disclosures
Implement and embed our Human Rights Policy	Percentage of employees that have completed human rights training (%)
Have a zero-harm workplace	Total Injuries
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	Proportion of Women on the Board, Senior Executive and Management positions (%)
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 (compared to 2015)	Percentage of sugar for non-alcoholic beverages and reduction in total sugar grams per 100ml (ANZ)
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)	Water intensity for non-alcoholic beverages and reduction in water intensity for alcoholic beverages (L/L)
Use 60 per cent renewable and low-carbon energy in our operations	Proportion of renewable and low-carbon energy used in 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	Percentage of recycled plastic in PET containers (Aust) (%)
Screen 80 per cent of supplier spend using responsible sourcing criteria	Percentage of supplier spend screened using responsible sourcing criteria (%)
Allocate the equivalent of 1 per cent of EBIT to community investment programs	Spend (\$AUD) on community investment programs

**Criteria**  
The following criteria have been applied:

- Global Reporting Initiative (GRI) Standards
- Amatil's own publicly disclosed criteria

**Key responsibilities**  
**EY's responsibility and independence**  
Our responsibility was to express a limited assurance conclusion on Amatil's selected performance disclosures included in the Report. We were also responsible for maintaining our independence and confirm that we have met the requirements of the APES 110 Code of Ethics for Professional Accountants including independence and have the required competencies and experience to conduct this assurance engagement.

**Amatil's Responsibility**  
Amatil's management was responsible for selecting the Criteria, and fairly presenting the selected performance disclosures in accordance with that Criteria. This responsibility included establishing and maintaining internal controls, adequate records and making estimates that are reasonable in the circumstances.

**Our approach to conducting the review**  
We conducted this review in accordance with the Australian Standard on Assurance Engagements Other than Audits or Reviews of Historical Financial Information ('ASAE 3000') and the terms of reference for this engagement as agreed with Amatil on 11 November 2019.

**Summary of review procedures performed**  
A review consists of making enquiries, primarily of persons responsible for preparing the selected performance disclosures and related information, and applying analytical and other review procedures, including:

- conducting interviews with key personnel to understand Amatil's process for collecting, collating and reporting the selected performance disclosures;
- checking that the Criteria has been reasonably applied in preparing the selected performance disclosures;
- undertaking analytical procedures to check the reasonableness of the reported data;
- performing recalculations of performance metrics to confirm quantities stated were replicable;
- testing the accuracy of a sample of data points using source documentation;
- checking aggregation of selected performance disclosures and transcription to the Report; and
- checking the appropriateness of the presentation relating to the selected performance disclosures.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

**Limited Assurance**  
Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

**Use of our Assurance Statement**  
We disclaim any assumption of responsibility for any reliance on this assurance statement, or on the selected performance disclosures to which it relates, to any persons other than the management and the Directors of Amatil, or for any purpose other than that for which it was prepared. Our review included web-based information that was available via web links as of the date of this assurance statement. We provide no assurance over changes to the content of this web-based information after the date of this assurance statement.



Ernst & Young  
26 April 2021



Meg Fricke  
Partner  
Melbourne, Australia

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

