

May 30, 2022

## Occupational Health & Safety Policy

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

Our Mission is to provide a safe place of work for all our employees, contractors, visitors and individuals under our supervision, targeting zero accidents across all our operations and sites. For this reason, the following policy is applicable to CC HBC employees, contractors, visitors, and individuals across all of our operations and sites.

Coca-Cola HBC delivers its OH&S policy programme through a structured implementation of the occupational health and safety management system ISO 45001.

This is enhanced by specific Coca-Cola Company and Coca-Cola HBC occupational health and safety standards. This policy aims to provide and maintain a healthy and safe working environment by eliminating hazards, reducing health and safety risks, and raising awareness among employees, contractors, visitors and others who may be affected by business-related activities.

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

1. Provide an environment where work-related health and safety risks are controlled to prevent injuries and occupational ill health.
2. Comply with all legal and other applicable OH&S requirements from e.g. The Coca-Cola Company in all Coca-Cola HBC territories and conform with relevant international standards by implementing continuous improvement programs.
3. Implement an effective OH&S management program integral to ongoing business activities, which will:
  - Identify, assess and control OH&S risks and opportunities from known causes of occupational injuries and ill health associated with workplace processes and working environments.
  - Ensure that all employees, contractors and visitors, at every level of the organization, understand and are committed to implementing Coca-Cola HBC's OH&S policies and practices.
  - Provide a mechanism for the consultation and participation of employees and/or their representatives related to OH&S activities.
  - Develop employee OH&S competency through effective training and leadership at all levels in the organization.
  - Subject OH&S systems, procedures and performance to internal and external audits and validation.
  - Investigate the causes of work-related injuries and ill health and take actions to prevent recurrence.
  - Align the requirements of OH&S with all other business disciplines and ensure that they are subject to performance measurement and continuous improvement programmes.
  - Ensure that occupational H&S strategies, priorities and action plans are integral part of annual business planning process
  - Set annual measurable OH&S targets and objectives for all operations, and at group level, to ensure OH&S culture, continuous improvement and compliance with requirements.

- Communicate and share successful practices and lessons learned from incidents, to continually raise awareness and act preventively.

We report transparently our OH&S performance in our Integrated Annual Report as part of our commitment to achieving excellence in OH&S.

This policy applies to the Coca-Cola HBC's:

- Production operations and business facilities;
- Products and services;
- Distribution and logistics;
- Suppliers, service providers and contractors;
- Other key business partners (including co-packers, joint ventures etc).

As CEO, I'm committed to our OH&S Policy, which is owned and endorsed by the Risk and Audit Committee of the Board of Directors and the Health & Safety Committee of the Executive Leadership Commitment. I'm determined to provide the leadership and resources required to ensure this policy is fully implemented. That said, every Coca-Cola HBC employee at every level and in every function in the organization is responsible for the successful implementation of this policy and the related programmes.

Zoran Bogdanovic  
Chief Executive Officer



Approved by:  
Audit and Risk Committee  
of the Board of the Directors