



Supplier Guiding Principles

Our Commitment

The reputation of Coca-Cola Beverages Africa together with its subsidiaries and those entities whose operation it manages (the Company) is built on a set of values that represent the highest standards of quality, integrity, excellence, compliance with the law, and respect for human rights and the unique customs and cultures in communities where we operate. Our Company respects international human rights principles and have formalized these principles in our policies.

Our Values

The Supplier Guiding Principles are a vital pillar of our Company's human rights and workplace accountability programs. These programs are driven by the belief that good corporate citizenship is essential to our long-term business success and must be reflected in our relationships and actions in our workplaces and the workplaces of those who are authorized to directly supply our business. Recognizing that there are differences in laws, customs, and economic conditions that affect business practices around the world, we believe that shared values must serve as the foundation for relationships between the Company and its suppliers, starting with the commitment to respect all human rights. The principles outlined below reflect the values we uphold in our own policies, and we expect our direct suppliers to follow the spirit and intent of these guiding principles to ensure respect for all human rights.

We expect our suppliers to share our commitment to respect all human rights. **At a minimum**, Suppliers to the Company and suppliers authorized by The Coca-Cola Company are required to meet the following standards with respect to their operations as a whole:

Laws and Regulations

Supplier will comply with all applicable local and national laws, rules, regulations and requirements in the manufacturing and distribution of our products and supplies and in the provision of services.

Child Labour

Supplier will comply with all applicable laws on child labour.

Forced Labour

Supplier will not use forced, bonded, prison, military or compulsory labour or any form of human trafficking.

Abuse of Labour

Supplier will comply with all applicable local laws on treatment of employees and will not physically abuse employees.



Freedom of Association and Collective Bargaining

Supplier will comply with all applicable laws on freedom of association and collective bargaining.

Discrimination

Supplier will comply with all applicable laws on discrimination.

Wages and Benefits

Supplier will comply with all applicable laws on wages and benefits.

Work Hours & Overtime

Supplier will comply with all applicable laws on work hours and overtime.

Health & Safety

Supplier will comply with all applicable laws on health and safety.

Environment

Supplier will comply with all applicable environmental laws.

Business Integrity

Supplier will comply with all applicable laws dealing with anti-bribery and corruption. The Supplier will not use bribes or fraudulent practices.

Demonstration of Compliance

Supplier must be able to demonstrate compliance with the Supplier Guiding Principles at the request and satisfaction of the Company. These minimum requirements are a part of all agreements between the Company and its direct and authorized suppliers. We expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the Supplier Guiding Principles. The Company routinely utilizes independent third-parties to assess suppliers' compliance with the Supplier Guiding Principles. The assessments generally include confidential interviews with employees and on-site non-employee workers. If a supplier fails to uphold any aspect of the Supplier Guiding Principles, the supplier is expected to implement corrective actions. The Company reserves the right to terminate an agreement with any supplier that cannot demonstrate that it is upholding the Supplier Guiding Principles.