

Dear Partner,

I would like to take the opportunity to introduce myself. I am **Ziad Hussein** and as of May 1st, 2025, I have taken up the role **Chief Procurement Officer** for **Coca-Cola HBC (CCHBC)**. In this capacity, I am very much looking forward to continuing the work initiated by the outgoing CPO, Mirela Toljan, and to build further together on mutually beneficial projects that will support the growth of our businesses. With that, I write to set out some of the standards and policies which will underpin our ongoing successful cooperation.

As you will know, we expect our Suppliers to comply, at a minimum, with applicable environment and local labor laws and core international conventions. Before commencing business with us all suppliers must commit to meet our **Supplier Guiding Principles (SGP)**, where we communicate our values and emphasize the importance of responsible workplace practices that respect human rights, and we also request that you apply our **Code of Business Conduct** and **Anti-Bribery Policies** where applicable.

Sustainability remains a critical activity within CCHBC and measuring performance is at the heart of the sustainability challenge. With the breadth and scale of societal, ecological and environmental challenges facing the world, it is impossible for one single stakeholder to have all the answers. Partnership is the only way for businesses and society to find solutions.

For us, creating value means supporting the socio-economic development of the communities in which we operate as well as building a more positive environmental impact, together with our business partners. In October 2021, we **committed to achieving net zero emissions across our entire value chain by 2040**, via an existing and approved science-based-target pathway (SBTi). In 2025 we have moved a step further and we have received approval on our SBTN targets, covering also for **Biodiversity** and **Deforestation** commitments within our supply chain.

Ninety percent of CCHBC's carbon footprint comes from scope 3 emissions, which are indirect emissions that occur in the company's value chain but are generated from sources that we do not have full control over. We are therefore committed to working closely with you and all our suppliers to establish and/or better understand your science-based emissions reduction pathways and we are encouraging every supplier to initiate **disclosure in the CDP** and **embrace SBTi/ SBTN** target setting.

For Agricultural Ingredients, maintaining a secure, sustainable supply of ingredients is a priority for CCHBC and for this reason we encourage you to work continuously towards more sustainable farm practices and to uphold our **Principles of Sustainable Agriculture (PSA)**.

I also invite you to subscribe to **EcoVadis**, a third-party CSR assessment platform that monitors CSR risks based on international standards such as UN Global Compact, ISO 26000, GRI, ILO etc. CCH we are also registered in EcoVadis and have concluded our assessment, as expected from our own customers, and we are proud to have scored GOLD.

We also prompt our suppliers to certify their operations to the **International Standard Certifications** (ISO 19001, 14001 and 45000). Ingredient and packaging suppliers must achieve certification to FSSC 22000 for food safety or equivalent for FSSC 22000, recognised under GFSI framework.

Finally, **water management** is imperative, and we ask for your partnership to closely monitor your water use and take action to protect this valuable global resource as necessary.

Through our close collaboration with you, our Procurement Team aims to achieve our ambitious sustainable corporate targets. We count on your continuous partnership and positive spirit to actively engage with us on our Sustainability Journey.

Thank you for your support!



**Ziad Hussein**

Chief Procurement officer Coca-Cola HBC