

Athens, 22 April 2022

Dear Partner,

Measuring performance is at the heart of the sustainability challenge. Population growth and increasing standard of living create additional demand for raw materials, food and agricultural products. This demand places additional stress on the environment and the natural resources. We are entering an era that will be marked by scarcer resources, greater demand and increasing price volatility.

We at Hellenic recognize that sustainable sourcing poses new challenges, and we intend to work collaborative with our suppliers on the journey ahead. Within the breadth and scale of societal, ecological and environmental challenges facing the world, it is impossible that one single stakeholder can have all the answers. Partnering is the only way for businesses and society to find solutions.

For us, creating value means supporting the socio-economic development of the societies in which we operate as well as building a more positive environmental impact, together with our stakeholders. In October 2021, we committed to achieving net zero emissions across our entire value chain by 2040. 90% of our Coca-Cola HBC's carbon footprint comes from scope 3 emissions, which are emissions that occur in the value chain that are linked to the company's operations but generated from sources that we do not have full control over. We aspire that our critical suppliers engage with us and start building their own emissions reduction paths while we prompt every Hellenic supplier to initiate disclosure in the CDP and work towards committing to their own SBTi.

Currently, suppliers to Coca-Cola Hellenic are required to meet our Supplier Guiding Principles (SGP), which communicate our values and expectations and emphasize the importance of responsible workplace practices that respect human rights. Within the SGPs, our suppliers are expected to comply at a minimum, with applicable environment and local labour laws and core international conventions. In addition, suppliers to Coca-Cola Hellenic are required to comply with our Code of Business Conduct and Anti-Bribery Policy, to the extent that these policies relate to our suppliers. Moreover, maintaining a secure, sustainable supply of the agricultural ingredients that are essential to our brands is a priority for CCH and for that reason we encourage our suppliers to work continuously towards more sustainable farm practices and to uphold our Principles of Sustainable Agriculture (PSA).

Our critical suppliers are invited to subscribe to EcoVadis, a third-party CSR assessment platform, hosting a collaborative network to manage the sustainability performance of suppliers. The platform monitors CSR risks utilizing 21 criteria divided in 4 themes based on international standards as UN Global Compact, ISO 26000, GRI, ILO etc.

To meet the expectations of our customers and consumers and enable our continued mutual growth, it is imperative to monitor our suppliers' performance on water management and CO2 reduction. We also expect our suppliers to join in our commitment to certify all operations to the International Standard Certifications (ISO 19001, 14001 and 45000). Ingredient and packaging suppliers must also achieve certification to FSSC 22000 for food safety or equivalent for FSSC 22000, recognised under GFSI framework.

Best regards,



**Yannis Leousis**

*Chief Procurement Officer*