

Feature: Ukraine

Taking care of our people and communities in Ukraine

With a presence in Ukraine for more than 30 years, the safety of our people has been our number one priority in 2022. We have provided practical and financial support, together with contributions totalling over US\$20 million in 2022 to support our colleagues and humanitarian relief efforts.

Addressing immediate needs

In the early days of the conflict, our focus was on supporting those in immediate need however we could. This included cash grants to our people through the Coca-Cola Disaster Relief and Coca-Cola HBC Employee Donation funds, on top of salary advance payments where necessary.



Feature: Ukraine *continued*



We supported those fleeing the country across Europe through volunteering initiatives, financial donations and the provision of our beverages. To date, almost 2 million litres of beverages have been donated. Nearly all our markets were involved in some way, but neighbouring areas in Poland and the Baltics, Slovakia, Romania and Hungary were at the forefront of relief efforts.

We established 12 Coca-Cola Care Centres at some of our offices, particularly in central and western Ukraine. These became a safe place for temporary stays, equipped with food, water and other supplies. More than 700 people – our employees and their families – were able to have some rest and replenishment during their evacuation to safer regions.

We also collaborated with our partners, providing further help. Together with our customer SPAR International, we delivered 62 trucks of water to those who needed it most. This was achieved through SPAR International's [Aid for Ukraine scheme](#), which coordinates humanitarian aid via a network of non-governmental organisations.

Adapting to a new reality

Production restarted in the Coca-Cola HBC plant near Kyiv in May 2022, following repairs to extensive damage and with consideration for all safety and quality requirements. All employment has been maintained since the start of the war. Even when production was halted, our people continued to serve customers with deliveries from regional warehouses and also from neighbouring countries.

As our people relocated, we offered a unique redeployment programme, 'Re-skill 2 Win', with opportunities to obtain new skills in sales, quality and manufacturing. After obtaining new skills, 22 of our commercial colleagues started cross-functional assignments as plant operators and forklift drivers.

Our colleagues in neighbouring countries provided help also to the family members of employees who evacuated from Ukraine, providing accommodation, covering essentials when needed and finding relevant job assignments for them.

We provided further help through our Employee Assistance Programme, including dedicated webinars on fostering resilience, supporting relatives and children, providing first aid and much more. We offered targeted mental health assistance and nurtured the emotional connection with our people and their families through different master classes, contests for children and informal meet-ups.

We know that the need for humanitarian aid is ongoing. As part of the overall US\$20 million contribution, the Coca-Cola System has contributed US\$5 million in funding towards a partnership with the Italian Red Cross to provide food kits and beverages to 70,000 families in Ukraine. One kit provides a month's supply of highly nutritious, long-life products.



Continuing to support colleagues and communities in need in 2023

While we hope for a speedy and peaceful resolution, we continue to provide support while the conflict continues. For 2023, we have committed a further €10 million to address the needs of our colleagues and Ukrainian communities, helping them to rebuild their lives and livelihoods.

Together with The Coca-Cola Company, we are supporting efforts to rebuild the local community near our Ukrainian bottling plant, including rebuilding a kindergarten.

We strongly believe in a brighter tomorrow. In the meantime, as one connected team, we will continue to care for and support each other.