



HUMAN RIGHTS POLICY

CCI'M HUMAN

Coca-Cola İçecek (CCI) employs over 10,000 people and has operations in Azerbaijan, Iraq, Jordan, Kazakhstan, Kyrgyzstan, Pakistan, Syria, Tajikistan, Turkey, Turkmenistan, and Uzbekistan.

RESPECT FOR HUMAN RIGHTS

Respect for human rights is a fundamental value of CCI. We strive to respect and promote human rights in our relationships with our employees, suppliers, business partners, and the communities in which we operate. This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights, the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, and the UN Guiding Principles on Business and Human Rights.

This policy applies to Coca-Cola İçecek, the entities that we own, the entities in which we hold a majority interest, and the facilities we manage. CCI also expects and encourages its suppliers and business partners to uphold these principles and urges them to adopt similar policies within their businesses.

We use due diligence to identify and prevent human rights risks to people in our business and value chain. Where we have identified adverse human rights impacts caused by our business activities, we are committed to providing for or cooperating in their fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.

CCI Executive Committee oversees the Human Rights Policy.

COMMUNITY AND STAKEHOLDER ENGAGEMENT

We recognize that we are part of the communities in which we operate. We engage with communities and people in those communities, including vulnerable and disadvantaged groups, on human rights matters that are important to them through dialogue where they are heard and their opinions are taken into account. We believe that local issues are most appropriately addressed at the local level. Where appropriate, we engage with a wide range of civil society and stakeholders on human rights issues related to our business.

DIVERSITY AND INCLUSION

We value and advance the diversity and inclusion of the people we work with. We are committed to equal opportunity, and the basis for recruitment, hiring, placement, development, training, compensation, and advancement at CCI is qualifications, performance, skills, and experience. Diversity in the workforce is essential for achieving our goals. Thus, we strive to attract, nurture and retain talent from diverse backgrounds and tolerant outlooks.

ARBITRARY DISCRIMINATION

We work to maintain workplaces free from discrimination, harassment, and indignity on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion, or other status protected by applicable law.

We have zero-tolerance for discrimination, harassment, disrespectful or inappropriate behavior, unfair treatment, or retaliation. Harassment of any kind is not tolerated in the workplace and any work-related circumstance outside the workplace.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We respect our employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment. Where a legally recognized union represents employees, we are committed to establishing a constructive dialogue with their freely chosen representatives. CCI is committed to bargaining in good faith with such representatives.

SAFE AND HEALTHY WORKPLACE

The safety and health of our employees are of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, and internal requirements. In consultation with our employees, we work to provide and maintain a safe, healthy and productive workplace by addressing and remediating identified risks of accidents, injury, and health impacts.

WORKPLACE SECURITY

We are committed to maintaining a workplace free from violence, harassment, intimidation, and other unsafe, disruptive, or disturbing conditions due to internal or external threats. Employees' security safeguards are provided as needed and are maintained with respect for employee privacy, reputation, and dignity.

FORCED LABOR AND HUMAN TRAFFICKING

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and human trafficking.

CHILD LABOR

We prohibit hiring individuals under 18 years of age for positions in which hazardous work is required.

WORK HOURS, WAGES, AND BENEFITS

We have established our wage policy competitively relative to the sector and local labor market and following the terms of applicable collective bargaining agreements. We carry out our activities in full compliance with the applicable laws, including wages, working hours, overtime, and benefits. We offer opportunities to our employees to develop their abilities and capacities and provide opportunities for advancement.

LAND RIGHTS AND WATER RESOURCES

We recognize the significant implications regarding respect for human rights that land use and water use across our value chain may have, which we address through specific policy and action. We respect the human need for sustainable water supplies, safe drinking water, and protection of ecosystems and communities through proper sanitation, in line with our Environmental Policy".

GUIDANCE AND REPORTING FOR EMPLOYEES

We strive to create workplaces where open and honest communications among all employees are valued and respected. CCI is committed to complying with applicable labor and employment laws, and CCI also ensures employees are aware of the Human Rights Policy through training and an annual certification process.

Any employee who believes a conflict arises between the language of the policy and the laws, customs, and practices of the place where they work, or who has questions about this policy or would like to report a potential violation of this policy confidentially should raise those questions and concerns with local management, Human Resources, the Local Ethics Officer, or Group Ethics Officer. Employees can also report suspected policy violations through the CCI Ethics Line secured internet website at <http://www.cciethicsline.com/>, by calling: +90 212 371 07 32, or by email at: cci@cciethicsline.com. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. CCI will investigate, address and respond to employees' concerns and will take appropriate corrective action in response to any violation.

The Human Rights Policy is aligned with CCI's Code of Ethics. This policy, including translations and related information, can be found via CCI's internet site: <http://www.cci.com.tr>

PUBLIC REPORTING

As part of our Integrated Annual Report, we report to the public on our human rights-related commitments, efforts, and statements consistent with this Human Rights Policy. This reporting cross-references the UN Guiding Principles Reporting Framework.

CCI reserves the right to amend this policy at any time. Nothing in this policy says or implies that a contract exists between CCI and its employees or that participation in this program guarantees continued employment with CCI.