

ENVIRONMENTAL POLICY

At Coca-Cola HBC Bulgaria, we firmly believe that protecting the Environment is a key pillar of our long-term business success. This belief is a part of our culture, and this policy applies across the whole organization. We, Coca-Cola HBC Bulgaria drive continuous improvement on our Environmental performance to minimize our impact on the local and global Environment.

Our Environmental efforts are focused on several key areas and are defined by the following long-term aspirational goals:

- ✦ **Water Stewardship**
- ✦ **Climate Protection**
- ✦ **Sustainable Packaging and improving their collection and recycling**

To achieve our goals, we follow the principles:

- ✦ Conduct our business in compliance with applicable Bulgarian and European legislation
- ✦ Apply the Coca-Cola Company requirements (TCCC), CC Hellenic requirements (where applicable) and industry Environmental standards and consistently taking in consideration the relevant needs and expectations of our stakeholders and interested parties
- ✦ Develop, implement and sustain Environmental management system in compliance with the internationally recognized ISO 14001 standard and the requirements of the Coca-Cola Company (TCCC) and CC Hellenic (where applicable), in all production centers, which are subject of regular audits, so to validate the compliance with standards and to ensure continuous improvement of the Environmental protection
- ✦ Identify, evaluate and proactively address Environmental risks, emerging trends and opportunities, aligned with the context in which the organization operates. Conduct regular review meetings of Environmental performance and evaluate our achievements and progress towards key business indicators set for company performance.
- ✦ Continuously assess Environmental impacts (risks and aspects), opportunities and include Environmental objectives in our business strategy ensuring Environmental protection remain an integral part of our business-
- ✦ Ensure innovations through structured training programs for our employees and emphasize on each of employee's responsibility to the Environmental protection
- ✦ Actively engage with stakeholders, including government, non-government organizations, business partners and local communities to advance Environmental stewardship initiatives and to ensure sustainable development of our business and community, as also to reduce our Environmental footprint
- ✦ Set annual, measurable, challenging Environmental objectives to ensure a culture of continuous improvement and compliance with requirements
- ✦ Transparently communicate our Environment performance internally and externally
- ✦ Continuously upgrade our role and responsibilities in the circular economy – part of Coca-Cola's **World Without Waste (WWW)** strategic framework - such as reducing waste, improving the system of separate collection and recycling of packaging waste, implementing of innovation
- ✦ identify and implement opportunities to use resources efficiently, prevent pollution, minimize emissions by reducing energy use and recycle waste
- ✦ Play a leading role within the beverage industry promoting sustainable packaging by light-weighting, recycling packaging and using recycled material
- ✦ Commit to climate protection by reducing energy use and noxious emissions
- ✦ We are actively working to protect water bodies by saving water use, treating wastewater before returning it back to nature, and applying the requirements of the international standard for effective water management ISO46001:2019. We ensure that our water use respects the needs of our communities. We commit to:
 - ✓ Minimize the impact of our activities by reducing water use and ensuring that wastewater is treated to levels that support aquatic life and meet effectively applicable legal requirements.
 - ✓ Assess the future availability of water and reducing the environmental and social risks associated with our organization's water use.
 - ✓ Work with suppliers to understand the water footprint of raw materials, in particular agricultural products such as sugar and fruit.
 - ✓ Engage communities to increase awareness and protection of water resources, through local and international partnership programmes.
 - ✓ Support the use of products, services and projects for efficient use of water.
 - ✓ Share and promote practices for effective water management and continuous improvement of the water efficiency management system.
- ✦ Manage Environmental incidents in a way to protect our employees, contractors, visitors, customers and community, as well as the image and trademarks of Coca-Cola HBC Bulgaria and the Coca-Cola Company in accordance with applicable legislation

We encourage and communicate to all our employees, their right to use our confidential Speak Up! line at www.coca-colahellenic.ethicspoint.com or code.ofbusinessconduct@cchellenic.com if they believe that a violation of the Environmental Policy exists. The Speak Up line is managed by an independent contractor on behalf of CCHBC Group and allows all concerns to be expressed anonymously and in Bulgarian (or other) language.

Sofia city
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Yavor Stefanov
General Manager, CCHBC Bulgaria