



2011/2012

# GRI Report

1 vn bo! !X ps qrbdf!Sjhi ut!fydfsqulqbhf t!25.27

A companion to the *2011/2012 Sustainability Report*

This report was released on October 7, 2012 | v1.8

# Human and Workplace Rights (Management Approach)

---

Respecting human rights and protecting workplace rights is fundamental to our culture. We consider workplace and human rights—as articulated in the United Nations Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work—to be inviolable. We take a proactive approach to respecting these rights in every workplace of The Coca-Cola Company, in our bottling system, in our supply chain and in the communities in which we operate. The foundation of our approach lies in three key documents: *Our Human Rights Statement*, our *Workplace Rights Policy* and our *Supplier Guiding Principles*. All three are influenced by the United Nations and International Labour Organization. Furthermore, we also use the UN Guiding Principles on Business and Human Rights as a key touchstone.

We describe our approach to human rights in detail in the [Human and Workplace Rights](#) section of our sustainability report.

## Procurement Practices

We expect our bottling partners and suppliers to avoid causing, or contributing to, adverse human rights impacts as a result of business actions and to address such impacts when they occur. Furthermore, our Company, bottling partners and suppliers are also responsible for preventing or mitigating adverse human rights impacts directly linked to their operations, products or services by their business relationships. To meet this expectation, our bottling partners and suppliers are incorporating processes for identifying, preventing and mitigating their impacts on human rights. Additionally, all are required to implement a process for remediation of any adverse human rights impacts they cause or contribute to. We describe our complete approach to respecting human rights and workplace rights in our supply chain in the [Human and Workplace Rights](#) section of our sustainability report.

## Non-discrimination

Our Company values all employees and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination. We are dedicated to maintaining workplaces free from discrimination or physical or verbal harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, training, compensation and advancement at the Company is qualification, performance, skills and experience.

More information about our approach to inclusiveness is available in the [Human and Workplace Rights](#) section of our sustainability report.

## Freedom of association and collective bargaining

The Coca-Cola Company respects our employees’ right to join, form or not join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

A complete description of our approach to freedom of association and collective bargaining can be found in the [Human and Workplace Rights](#) section of our sustainability report.

## Child labor

The Coca-Cola Company adheres to minimum age provisions of applicable laws and regulations. The Company prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required. The Company’s prohibition of child labor is consistent with International Labor Organization standards.

# Human and Workplace Rights (Management Approach)

---

Details of our approach to child labor in sugarcane fields and elsewhere in our supply chain can be found in the in the [Human and Workplace Rights](#) section of our sustainability report.

## Prevention of forced and compulsory labor

Our Company prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking. Our policies are supported by independent assessments of supplier, bottler and Company-owned facilities and are conducted by third party auditors to verify compliance with our standards that prohibit trafficking and slavery in supply chains. A full description of our approach to preventing forced and compulsory labor is available in the [Human and Workplace Rights](#) section of our sustainability report.

## Security practices

The Coca-Cola Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

## Assessment

To help our Company, our bottling partners and our direct suppliers achieve compliance with our human rights and workplace rights policies, third-party auditors trained to our standards conduct regular workplace assessments. We conduct annual assessments of new suppliers and suppliers with a history of noncompliance. For suppliers with a history of compliance, we conduct assessments every three years. Over 12,000 workplace assessments have been completed since 2003.

Read the full description of our approach to human rights assessments in the [Human and Workplace Rights](#) section of our sustainability report.

## Remediation

We rely on our associates to speak up immediately if they believe our policies on human rights and workplace rights have been violated. Associates can report perceived violations confidentially and without fear of retaliation through numerous channels, including our [EthicsLine](#)—a toll-free, secure phone line and website. In cases where claims are substantiated, we take corrective action. Depending on the violation, corrective action may take the form of back pay, reassignment of duties and in severe cases, separation from the Company.

# Human and Workplace Rights

Indicator	Description and Response
HR2	<p><b>Percentage of significant suppliers, contractors and other business partners that have undergone screening on human rights and actions taken (F)<sup>1</sup></b></p> <p>Please refer to the <a href="#">Human and Workplace Rights</a> section of this report. <a href="#">page 47</a></p>
HR3	<p><b>Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained (F)</b></p> <p>Please refer to the <a href="#">Human and Workplace Rights</a> section of this report. <a href="#">page 47</a></p>
HR4	<p><b>Total number of incidents of discrimination and corrective actions taken (F)</b></p> <p>Please refer to the <a href="#">Human and Workplace Rights</a> section of this report. <a href="#">page 47</a></p>
HR5	<p><b>Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights (F)</b></p> <p>Please refer to the <a href="#">Human and Workplace Rights</a> section of this report. <a href="#">page 47</a></p>

Indicator	Description and Response
HR6	<p><b>Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor (F)</b></p> <p>Please refer to the <a href="#">Human and Workplace Rights</a> section of this report. <a href="#">page 47</a></p>

<sup>1</sup> A (F) indicates that we have fully reported against this indicator. A (P) indicated that we have partially reported.