he Coca-Cola Company		Orkplace Assess		-		Dign
Group Operating Unit &	Department: As	a, Asean & South Pacific / Greate	,			
	sion Contact: Sh			Protocol:	SGP "Supplier Guiding P	rinciple
F Contact	Person/Title: Ms	CHN-BT-0001841)FCO Coca-Cola Beverages (Beijir . Jing Lihua - Safety Management ng@bj.cofcoko.com		Report #:	LR.GS.020-54202.672.S-CHN-f	3T-00018
	ility Address: No Country: Ch City: Be Phone 86 Bottler Group CC oppliers Only, Nil	. 9, East Rongjing Street, Beijing E ina ijing 1067813171	Economic and	Technological Developme State/Providence: Postal Zone:	Beijing	
Audit Tean	n: Chelsea Xu (CS	SCA 21700796) , Eric Lv (CSCA 2	21700775)	Audit Date:	August 26, 2021	
Time Ir	n: 9:18/9:00			Time Out:	17:00/16:00	
Report Written by Report Reviewed by				Service Provider: Audit Mode:		
Nonc	compliance Analy Laws and Reg			Good Practice	es Observed ? Laws and Regulations	Yes
	Chi	d Labor			Child Labor	Yes
Abuse of I	Force abor/Workplace \$	d Labor Security		Abuse of La	Forced Labor bor/Workplace Security	Yes Yes
Freedom of Association	on/ Collective Ba	gaining		Freedom of Association	/ Collective Bargaining	N/A
Wor	Wages and I king Hours and C			Worki	Wages and Benefits ng Hours and Overtime	Yes Yes
	Health an			Worki	Health and Safety	Yes
					Environment	Yes
		conment				Voe
	Work Envir Discrir	ronment nination			Work Environment Discrimination	
Dama	Work Envii Discrir Business	ronment nination ntegrity		Desser	Work Environment Discrimination Business Integrity	Yes Yes
Demo Audit Type: Re-Asse	Work Envir Discrir Business onstration of Con Land	ronment nination ntegrity	Next Ass	Ro_Assossr	Work Environment Discrimination Business Integrity Instration of Compliance Land Rights	Yes Yes NO NO
Audit Type: Re-Asse	Work Envir Discrir Business onstration of Con Lan essment C	ronment nination integrity opliance d Rights Overall Assessment: Green eparately as copied from CAP; inc		essment: Re-Assessr requirement s as applicable	Work Environment Discrimination Business Integrity Instration of Compliance Land Rights Inent: 1 to 3 years based on S	Yes Yes NO NO
Audit Type: Re-Asse	Work Envir Discrir Business onstration of Con Lan essment C	ronment nination Integrity opliance d Rights Overall Assessment: Green		essment: Re-Assessr requirement s as applicable Finding Detail and Cor	Work Environment Discrimination Business Integrity Instration of Compliance Land Rights	Yes Yes NO NO TCCC
Audit Type: Re-Asse Idit Summary Idings: List Findings and Re	Work Envir Discrir Business onstration of Con Lan essment C	eparately as copied from CAP; inc		essment: Re-Assessr requirement s as applicable Finding Detail and Cor	Work Environment Discrimination Business Integrity Instration of Compliance Land Rights Inent: 1 to 3 years based on S	Yes Yes NO NO TCCC
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Workplace Assessment Report

Rights

		(Version GS.2021.	3.2)		
Good P	Practices Found:				
Criteria	ractices routid.	Good Practice	_		Observed?
A.4.1	Laws and Regulations: Procedures are in place	o ensure new or revised legal requirements are inco	orporated into	business practices.	Yes
B.4.1	Child Labor:	lace for use in cases where children are found to b	•	· · · · · · · · · · · · · · · · · · ·	Yes
C.4.2	Forced Labor:	biting human trafficking and forced labor.	e working on		Yes
D.4.1	Abuse of Labor/Workplac	e Security:			Yes
D.4.2	Abuse of Labor/Workpla		0		Yes
0.4.2	Abuse of Labor/Workpla				
D.4.3	and their duties are limite	are in place to ensure security guards undergo crim d to protecting workers, the facility, and equipment	inal backgrou	und checks, receive training on the use of force,	No
D.4.4	, , ,	e Security: ided to supervisors and security guards.			No
F.4.1		are in place to ensure permanent employees are hir	red in lieu of l	ong-term contract labor.	Yes
F.4.2	Wages and Benefits: Facility has policy to prov	ide wages to workers that meet basic needs includ	ling food, clo	thing, housing, medical care, etc.	Yes
G.4.1	Work Hours and Overtim Policies and procedures per week and 12 hours of	are in place to manage work hours. In countries wit	th no or high	limits ensure working hours are limited to 48 hours	Yes
G.4.2	Work Hours and Overtim Irrespective of the law, we	e: orkers are provided one day off in seven-day period.			Yes
H.4.1	Health and Safety: Policies and procedures assess health and safety manage such programs.	are in place to safeguard worker safety and ensure risks, implement preventive measures, and investi	legal compli gate all accid	ance (e.g. management systems systematically lents). A person /committee is designated to	Yes
H.4.2	Health and Safety: Process in place for man	agement to receive and action safety concerns of th	ne workers.		No
1.4.1		s in place to systematically assess environmental risommittee is designated to manage such programs.	sks, impleme	nt preventive measures, and investigate all	Yes
1.4.2	Environment: Processor/mill evaluates	social and environmental risks in supplying farms			No
1.4.3	Environment: Processor/mill has a sus	tainability program that covers farms			No
1.4.4	Environment: >50% of volume from far	ns for Processor/mill have SAGP recognized certific	cations?		No
J.4.1	Work Environment: Policies and procedures designated to address gr	are in place for workers to file grievances without pe evances.	nalty or retal	ation and a management representative is	Yes
J.4.2	Work Environment: Policies are in place to m manner.	itigate the impact of workforce reductions to the ex	tent possible	and communicate with employees in a timely	Yes
J.4.3	Work Environment: Facility measures and tra	icks employee satisfaction/engagement.			No
K.4.1	Discrimination: Facility has a policy to er characteristics.	sure employment decisions are based solely on so	meone's abil	ity to do the job, without regard for other personal	Yes
K.4.2	Discrimination: Policies and procedures	are in place to accommodate religious expression.			No
K.4.3		gender-sensitive recruitment and retention practice nd/or the corporate board of directors.	s and proact	vely recruits and appoints women to managerial	No

The Coca-	Cola	Company
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Workplace Assessment Report

Rights

		(Ve	ersion GS.2021.3.2)		communit
L.4.1	Business Integrity: Facility has a code of bus code to workers.	siness conduct and procedures in plac	e to investigate and recon	cile violations of the code and com	municates the Yes
L.4.2		o protect workers who alert manageme	ent to violations of the cod	e of business conduct.	No
L.4.3		Cola Code of Business Conduct.			No
L.4.4	a business advantage ar	ption policy prohibiting employees from In has communicated the policy to em	n giving something of valu ployees.	e to a government employee/official	l in exchange for No
L.4.5	Business Integrity: Facility management and	l employees are aware of TCCC Anti-E	Bribery Policy (for Coca-Co	ola Company sites only).	No
M.4.1		ance: amiliar with and shares The Coca-Cola Rights Statement with employees.	Company's Supplier Gui	ding Principles or Human Rights Po	licy (as No
M.4.2	Demonstration of Compli Facility requires subcont performance via workpla	ractors and labor contractors to compl	y with local law. (e.g. inclu	ide labor standard clauses in contra	acts, monitor No
M.4.3	Demonstration of Compli Facility has due diligence through workplace asses	e process to monitor social compliance	performance of suppliers	, subcontractors and labor contract	ors/brokers No
N.4.1	Land Rights: Facility management use Checklist, etc.).	es external resources and/or experts fo	r guidance on land acquis	itions (e.g. IFC Performance Standa	ards, TCCC No
N.4.2	Land Rights: Facility has adopted a w	itten policy reflecting its commitment t	o respecting land rights of	women and men	No
N.4.3	Land Rights: Facility demonstrates that	at alternatives to a specific land acquisi	tion were considered to a	void or minimize adverse impacts.	No
GUUT	No 1 D.4.3) Polici the use of for t	ment Opportunities (list 3 Goo es and procedures are in place to ens proce, and their duties are limited to pro ty measures and tracks employee satistics es and procedures are in place to acc	od Practices Recommen ure security guards under tecting workers, the facility sfaction/engagement.	ded: go criminal background checks, rec /, and equipment.	eive training on
Legal	4 5 Summary				
		ommendations separately as copied fro	om CAP: include local law	s as applicable	
		16 years old with restriction	n Renminbi		
Standar	d work week (total hours):	8 hours per day and 40 hours per wee	ek		
	um allowed overtime hours (per day, week, month):	3 hours per day, 36 hours per month			
		RMB 2320 since August 1, 2021 and 150% of basic wage for overtime on w 200% of basic wage for overtime on w 300% of basic wage for overtime on s	veekdays; veekend;	1, 2021	
	y Overview				
PREVIC	OUS FINDINGS				
	Previous Audit date: Previous findings (list):	2018/8/3 Nil		Previous Audit Rating:	Green
FACILI					
	s) made (be as specific):	Carbonated beverage			
	Facility capabilities:	1) Administration2000 Squar2) Production Area45000 Squar	are meters	3) Logistics 15000 S 4) Others 1500 Sq	quare meters uare meters
		ocess & Key Parts Produ	ced:		
	acility Name: N/A Specialty: N/A		Address/Phone:	N/A	
Deco	cription of Subcontracting		Current WIP%:	N/A	
(Confirm approve	whether the Company has ed use of subcontractors):	N/A			
FACILI	TY SECURITY	Vec		24 hours	
L	Facility guarded:	Yes	If yes, hours guarded:	24 110UIS	

Workplace Assessment Report



(Include # of guards per shift, visitor procedures, any comments by employees about security guard treatment.)

Description of Security Measures (Include # of guards per shift, visitor procedures, any comments by bitts on weekends, 6:30-12:30, 12:30-12:30-12:30, 12:30-

2. Based on onsite observation and workers interview, security guards were responsible for the identity verification for the visitors and safety issue of any vehicles. During the COVID-19 period, security guards also checked the body temperature of all visitors and workers. All visitors should register for specific information during COVID19 period.

MANAGEMENT SYSTEMS

Management System Certification Name	List of Relevant Processes/ Procedures available for review?	Date of last surveillance audit?	Does facility track Performance with evidence improvement?
ISO 9001: 2015	Yes	2-12□-18月-18	Yes
ISO 14001: 2015	Yes	2-8□-21月-21	Yes
ISO 45001: 2018	Yes	2-8□-21月-21	Yes
FSSC 22000	Yes	10-7□-05月-05	Yes
For Agricultural Processors:	Has the site filled in the Sustainable Agriculture checklist?	Does the facility own and operate farms growing ingredients processed at this plant?	What, if any, sustainability certifications are in place? (SAI, RFA, etc)
	N/A	N/A	N/A

Facility Workforce WORKFORCE OVERVIEW

Total Workforce (Dire	Total Workforce (Direct Employees + NEWs)		Total # of workers presen	t on the day of the audit:	1209
Worker Type	# Production Workers	# Sales & Distribution Workers (non-office only)	Other (e.g. cafeteria, security, janitorial)	Total	Total Interviewed
Direct Employees					
Male	176	509	161	846	20
Female	18	110	129	257	5
Non-Employee Workers					
Male	4	4	65	73	10
Female	0	16	17	33	1
Total	198	639	372	1209	36
NON EMPLOYEE MODI					

NON-EMPLOYEE WORKERS

If the facility utilizes workers hired through a labor providers or third party please provide below information

Contract Agency	Agency Name	Address/Phone	Contact	# of employees on-site:	Records on- site for audit:	% of total workforce:	Job Function	Fulltime / Part time
1	Beijing Wenzhehuizhong Labor Management Consulant Service Co., Ltd.	Building 9, Yard No.129, Balizhuang, Chaoyang District, Beijing City, China/86-10-67813160	Jin Lei	24	Yes	1.98	Production assistant job and sales	Fulltime (labor agency)
2	Beijing Jingtaoweiye Logistics Co., Ltd	No.7, Leyuan Community, Pinggu District, Beijing City, China/86- 18653636312	Wang Zhangyan	37	Yes	3.06	Forklifts drivers	Fulltime (labor outsourcing)
3	Beijing Wenxinrenjia Catering Management Co., Ltd	Building A, Yichengcaifu Center, Ronghua Middle Road, Daxing District, Beijing City, China /86-10- 67813011	Yang Weiwei	16	Yes	1.32	Canteen staff	Fulltime (service outsourcing)
4	Beijing Security Guards Service General Co., Ltd Development Zone Branch	Room 109, Rongjing East Street, Beijing Economic and Technological Development Zone, Beijing City, China/86-10- 67813412	Yang Guanghui	18	Yes	1.49	Security Guards	Fulltime (service outsourcing)
5	Beijing Sanchenheguang Property Management Co., Ltd the 1st Branch	No.4, Fufeng Road, Fengtai District, Beijing City, China/86-10- 67813003	Yang Pingsheng	11	Yes	0.91	Cleaning staff	Fulltime (service outsourcing)
6 7								

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30 Mignating Locations/Countries: Hebel, Henna and Shandong Province Were migrant workers recruited through an agency? Yes Did workers pay any fees, taxes, deposits or how agency? No If yes, how much? N/A Did workers pay any fees, taxes, deposits or how agency? No If yes, how much? N/A Were migrant workers recruited through an agency? No If yes, how much? N/A Any placement fees, taxes, deposits or how agency? No If yes, how much? N/A Were workers presented with terms of mode. No If yes, how much? N/A Were workers presented with terms of mode. No No Were workers presented with terms of mode. No No Were workers presented with terms of mode. No No Max Ace social transportation back to home agency? No Workforce workers presented with terms of mode. No No Max Cost of transportation back to home agency. No No Max Cost of transportation back to home agency. No No Max Cost of transportation back to home agency. No No Max Cost of transportation back to home agency. No No Max Cost of t												
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Dud workers pay any tees, taxes, deposition No If yes, how much? NA Any placement fees charged for worker hired on or after March 3rd, 2015 will result in a finding. Fees that were knowned and them refinedured do not result in a finding. How were placement fees charged for workers in a finding. How were placement of No If yes, to whom? Labor contractor Third Party Enclored in any Water workers presented with terms of workers presented with terms of No NA N										N1/A	labor agorio	y 301 1100.
Densite for the purpose of recruitmentplacement? The function of the purpose of recruitment placement? The workers in debt due to recruitment or No Labor contractor Third Party Brocker Employee Are workers in debt due to recruitment or No No Na				No	lf ves l	how much? N/A		lf ve	s to whom?	N/A		
were incurred and then relimbursed do not result in a finding. However, please note the occurrence in long read. Labor contractor Third Party Brokever Employeer Are workers in debt due to recruitment or employment at the times of recruitments or employment at the times of recruitments or NA NA NA NA NA NA NA If yes, what restrictions existive existive sexisity NA Passport retained by employer NA Other (please specify): NA Are there any restrictions on workers' freedom to terminate employment? No Description of Migrant Employee Workforce (working conditions recruitment process, etc) Par onsite observation, management and worker interview, all internal migrant workers were recruited by the factory or labor agency, outsourcing unit. Internal migrant workers were the same with local workers. ASSESSMENT RESULTS Employment contracts a dequate Age documentation adequate Minors are registered Minors given health exams N/A N/A Yes NA NA NA NA NA Scod Practices Observed: Yes NA N/A N/A N/A Acti - Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. (Yes) NA NA Are employees And N/A Nartafive Saction (Describe how comp			•									
Are workers in debt due to recruitment or in No No N/A	were incurred and then reim	bursed do n	iot result in a f	nding. Howeve	2015 Will resul	the occurrence in I	that ong	Labor o	ontractor	Third Party		Employer
employment at the time of recruitment? No any way into accepting the job? No If yes, what restrictions NA Passport retained by employer Are there any restrictions on workers' freedom to terminate employment? No Prescription of Migrant Employee Per onsite observation, management and worker interview, all internal migrant workers were recruited by the factory or labor workers were to position and operator position, and working conditions of internal migrant workers were both in management position and operator position, and working conditions of internal migrant workers were both in management position and operator position, and working conditions of internal migrant workers were the same with local workers. ASSESSMENT RESULTS Employment contracts adequate Age documentation adequate Minors are registered Minors given health exams N/A Yes Yes Yes NA NA NA Sustness licenses are valid Workers treated equally W-4s adequate (U.S. only) I-9s adequate (U.S. only) Yes Yes Yes NA N/A A.1 - Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. (Yes) NA Soft employees affected, requery of ocurrence, etc. Include relevant employee & management testimory. Cite local laws for all Findings.) Remote the ploy and mipoge manual were available in the facility. The youngest worker wa	Are workers in de	ebt due to re										
employment at the time of reduction in the factory or leader of contract penalties any way into accepting the poly If yes, what restrictions NA Passport retained by employer Are there any restrictions on workers' freedom to terminate employment? No Description of Migrant Employee Per onsite observation, management and worker interview, all internal migrant workers were recruited by the factory or labor workers were (working conditions, recruitment process, etc) Per onsite observation, management position and operator position, and working conditions of internal migrant workers were the same with local workers. Assessment resource Way with accepting the poly No NA Other (please specify): N/A Description of Migrant Employee Per onsite observation, management position and operator position, and working conditions of internal migrant workers were both in management position and operator position, and working conditions of internal migrant workers were the same with local workers. Assessment resource Yes Yes N/A Business licenses are valid Workers treated equally W-As adequate (U.S. only) I-9s adequate (U.S. only) Yes Yes N/A N/A Astrative Section (Describe how compliance was demonstrated and any good practices observed. For non-compliance issues explain in detail how the Finding was discovered, % of employees affected, frequery of ocurrence, etc. include relevant employee & m				No				Were wor				No
If yes, what restrictions exist? N/A Passport retained by employer (please specify): N/A Are there any restrictions on workers' freedom to terminate employment? No Bescription of Migrant Employee of the cost of transportation back to home (please specify): N/A Description of Migrant Employee and the cost of transportation management and worker interview, all internal migrant workers were recruited by the factory or labor workers were the same with local workers. Bescription of Migrant Employee recruitment process, etc) Per onsite observation, management and worker interview, all internal migrant workers were recruited by the factory or labor workers were the same with local workers. Bescription of Migrant Employee recruitment process, etc) Per onsite observation, management position and operator position, and working conditions of internal migrant workers were the same with local workers. Business licenses are valid Age documentation adequate Minors are registered Minors given health exams N/A Yes NA Business licenses are valid Workers treated equally W-4s adequate (U.S. only) I-9s adequate (U.S. only) Yes Yes NA N/A NA A.4.1 - Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. (Yes) NA Nartative Section (Describe how compliance was demonstrated and any good practices observed. For non-compliance issues explain in detail how the Finding was discovered, % of employees dif	employment at t				ies				any way ir	to accepting	the job?	
exist? N/A Cost of transportation back to home terminate employment? NO N/A Other (please specify): N/A terminate employment? NO Bescription of Migrant Employee Per onsite observation, management and worker interview, all internal migrant workers were recruited by the factory or labor agency, outsourcing unit. Internal migrant workers were both in management position and operator position, and working conditions of internal migrant workers were the same with local workers. ASSESSMENT RESULTS Employment contracts adequate Age documentation adequate Minors are registered Minors given health exams N/A Yes Yes N/A UNA US N/A US Good Practices Observed: Yes N/A N/A N/A N/A A.1 - Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. (Yes) N/A N/A Ademployees affected, frequency of accurrence, etc. include relevant employees amagement testimony. Cite local laws for all Findings.) Remains of the sampled employees were provided for review. Remployment contracts and age documents for the sampled employees were provided for review. Remains of the sampled employees were provided for review. Remains of the sampled employees were available in the facility. Remains of the sampled employees and wore revised legal requirements are incorporate	If ves, what restrictions							Are there	anv restrictio	ns on workers	' freedom to	
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Workforce (working conditions, recruitment process, etc) Internal migrant workers were both in management position and operator position, and working conditions of internal migrant workers. ASSESSMENT RESULTS Laws AND REGULATIONS: Employment contracts adequate Age documentation adequate Minors are registered Minors given health exams Yes Yes N/A N/A Business licenses are valid Workers treated equally W-4s adequate (U.S. only) I-9s adequate (U.S. only) Yes Yes NA N/A A.1 Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. (Yes) Na Narrative Section (Describe how compliance was demonstrated and any good practices observed. For non-compliance issues explain in detail how the Finding was discovered, % of employees affected, frequency of occurrence, etc. Include relevant employees & management testimony. Cite local laws for all Findings.) REMENTS: . 1. The employment contracts and age documents for the sampled employees were provided for review. 2. Recruitment policy and employee manual were available in the facility. 3. Based on age documents review and interview, there were no minors in the facility. The youngest worker was 19 years old. Good practice: A.1 Procedures are in place to ensure new or revised legal requirements are incorpora	Description of Missouri											
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ASSESSMENT RESULTS LAWS AND REGULATIONS: Employment contracts adequate Age documentation adequate Minors are registered Minors given health exams Yes Yes N/A N/A Business licenses are valid Workers treated equally W-4s adequate (U.S. only) I-9s adequate (U.S. only) Yes Yes NA N/A Good Practices Observed: Yes Yes A.1.1 - Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. (Yes) N/A Narrative Section (Describe how compliance was demonstrated and any good practices observed. For non-compliance issues explain in detail how the Finding was discovered, % of employees affected, frequency of occurrence, etc. Include relevant employee & management testimony. Cite local laws for all Findings.) REMARKS: . 1. The employment contracts and age documents for the sampled employees were provided for review. 2. Recruitment policy and employee manual were available in the facility. 3. Based on age documents review and interview, there were no minors in the facility. The youngest worker was 19 years old. Good practice: A.4.1 Procedures are in place to ensure new or revised legal requirements are incorporated into business practices.	recruitment proc	cess, etc)	Internal mig	rant workers v	vere both in m		ion and	l operator po	sition, and wo	orking condition	ons of interna	al migrant
LAWS AND REGULATIONS: Employment contracts adequate Age documentation adequate Minors are registered Minors given health exams Yes Yes Yes N/A N/A Business licenses are valid Workers treated equally W-4s adequate (U.S. only) I-9s adequate (U.S. only) Yes Yes Yes NA N/A Good Practices Observed: Yes Yes N/A A.4.1 - Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. (Yes) N/A Narrative Section (Describe how compliance was demonstrated and any good practices observed. For non-compliance issues explain in detail how the Finding was discovered, % of employees affected, frequency of occurrence, etc. Include relevant employee & management testimony. Cite local laws for all Findings.) REMARKS: 1. The employment contracts and age documents for the sampled employees were provided for review. 2. Recruitment policy and employee manual were available in the facility. 3. Based on age documents review and interview, there were no minors in the facility. The youngest worker was 19 years old. Good practice: A.4.1 Procedures are in place to ensure new or revised legal requirements are incorporated into business practices.				e the same w	lith local work	ers.						
Employment contracts adequate Age documentation adequate Minors are registered Minors given health exams Yes Yes NA N/A N/A Business licenses are valid Workers treated equally W-4s adequate (U.S. only) I-9s adequate (U.S. only) Yes Yes NA N/A Good Practices Observed: Yes NA N/A A.4.1 - Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. (Yes) N/A Narrative Section (Describe how compliance was demonstrated and any good practices observed. For non-compliance issues explain in detail how the Finding was discovered, % of employees affected, frequency of occurrence, etc. include relevant employee & management testimory. Cite local laws for all Findings.) REMARKS: 1. The employment contracts and age documents for the sampled employees were provided for review. 2. Recruitment policy and employee manual were available in the facility. 3. Based on age documents review and interview, there were no minors in the facility. The youngest worker was 19 years old. Good practice: A.4.1 Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. A												
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Business licenses are valid Workers treated equally W-4s adequate (U.S. only) I-9s adequate (U.S. only) Yes Yes NA N/A Good Practices Observed: Yes NA N/A A.4.1 - Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. (Yes) N/A Narrative Section (Describe how compliance was demonstrated and any good practices observed. For non-compliance issues explain in detail how the Finding was discovered, % of employees affected, frequency of occurrence, etc. include relevant employee & management testimony. Cite local laws for all Findings.) REMARKS: 1. The employment contracts and age documents for the sampled employees were provided for review. 2. Recruitment policy and employee manual were available in the facility. 3. Based on age documents review and interview, there were no minors in the facility. The youngest worker was 19 years old. Good practice: A.4.1 Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. A.4.1 Procedures are in place to ensure new or revised legal requirements are incorporated into business practices.		dequate	Age doo		bequate		-	erea		-		S
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Narrative Section (Describe how compliance was demonstrated and any good practices observed. For non-compliance issues explain in detail how the Finding was discovered, % of employees affected, frequency of occurrence, etc. Include relevant employee & management testimony. Cite local laws for all Findings.) REMARKS: 1. The employment contracts and age documents for the sampled employees were provided for review. 2. Recruitment policy and employee manual were available in the facility. 3. Based on age documents review and interview, there were no minors in the facility. The youngest worker was 19 years old. Good practice: A.4.1 Procedures are in place to ensure new or revised legal requirements are incorporated into business practices.				evised legal re	equirements a	are incorporated ir	nto busi	iness practice	es. (Yes)			
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 The employment contracts and age documents for the sampled employees were provided for review. Recruitment policy and employee manual were available in the facility. Based on age documents review and interview, there were no minors in the facility. The youngest worker was 19 years old. Good practice: A.4.1 Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. A.4.1 Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. 		e, etc. include	e relevant emplo	yee & managem	ent testimony. C	ne local laws for all F	ınaıngs.)					
 Based on age documents review and interview, there were no minors in the facility. The youngest worker was 19 years old. Good practice: A.4.1 Procedures are in place to ensure new or revised legal requirements are incorporated into business practices. 		-			were provided for	or review.						
Good practice: A.4.1 Procedures are in place to ensure new or revised legal requirements are incorporated into business practices.					facility. The you	ngest worker was 19	vears old	4				
A.4.1 Procedures are in place to ensure new or revised legal requirements are incorporated into business practices.			, alore were				, sai s oiu					
					in comparate d							
Child Labor	A.4.1 Procedures are in place to	ensure new o	or revised legal i	equirements are	incorporated int	o pusiness practices.						
Child Labor:												
Child Labor												
	Child Labor											

The Coca-Cola Company	Workplac	e Assessment	Report	Complexity Rights
	•	(Version GS.2021.3.2)	•	Dignity
Youngest age at fa 22 years old	ctory	Below legal age: No	Historio	c child labor detected No
Good Practices Observed:	Yes	a are found to be working on site		
B.4.1 - A remediation plan is in place for	of use in cases where children	Tare found to be working of site.	(res)	
Narrative Section (Describe how compliance affected, frequency of occurrence, etc. Include REMARKS: 1. The youngest employee in the facility was 22	relevant employee & management te ? years old.			was discovered, % of employees
 Age documents for all the sampled employee No child labor or historic child labor was foun 	•			
Good practice: B.4.1 A remediation plan is in place for use in c	ases where children are found to be	working on site.		
FORCED LABOR / HUMA	N TRAFFICKING:			
Employees allowed to leave after their shift	Compulsory production qu			en if employees refuse overtime
Yes Original documents held by facility	No Deposit upon hire	No Unrestricted water & to	N/A N/A How of	iten does this occur?
No	No	Yes	N/A	
Good Practices Observed: C.4.2 - Facility has a policy prohibiting	Yes	labor (Ves)		
C.4.2 - Facility has a policy prohibiting	numan tranicking and lorced	labor. (Tes)		
affected, frequency of occurrence, etc. Include REMARKS: 1. As verified through workers interview, all inter 2. As verified through workers interview, all inter 2. As verified through workers interview, all interview.	erviewees said that it was voluntary f	for them to work overtime, no compulsory leave without any restriction after work a	r production quota and they were satisfi	·
3. As verified through workers interview, all inte	rviewees said that they were free to	access drinking water and tollet.		
Good practice:	6			
C.4.2 Facility has a policy prohibiting human tra	TICKING and forced labor.			
ABUSE OF LABOR:				
Physical	abuse:		Verbal threats of physi	cal abuse:
No	C		No	
Good Practices Observed: D.4.1 - Policies and procedures are in	Yes place to safeguard worker priv	acy including with regard to med	lical information (Yes)	
D.4.2 - Management has established a	and communicated disciplinary	y procedures and record all discip	linary actions. (Yes)	
D.4.3 - Policies and procedures are in limited to protecting workers, the facilit	place to ensure security guard	ds undergo criminal background c	hecks, receive training on the us	e of force, and their duties are
D.4.4 - Sensitivity training is provided to		ards.(No)		
Narrative Section (Describe how compliance affected, frequency of occurrence, etc. Include				was discovered, % of employees
REMARKS: 1. Per workers interview and onsite observation	no physical abuse or verbal threats	s was found		
 Per workers interview and onsite observation Per workers interview and onsite observation 				
Good practice				
D.4.1 Policies and procedures are in place to sa	afeguard worker privacy, including w	ith regard to medical information.		
D.4.2 Management has established and commo	unicated disciplinary procedures and	I record all disciplinary actions.		
FREEDOM OF ASSOCIAT Employees are free to join unions or ot		Yes		
If no, why not?	N/A			
The facility is associated with a Union If yes, name of Organization:		Yes s (Beijing) Limited Trade Union		
If freedom of association is restricted			bargaining: Yes	
	-			

Workplace Assessment Report

Rights

(Version GS.2021.3.2)

Narrative Section (Describe how compliar affected, frequency of occurrence, etc. Includ REMARKS:					detail how the F	inding was disco	vered, % of employees
1. The Chinese constitution guarantees Freed Federation of Trade Unions (ACFTU). As a co					ndependent of th	e sole official tra	de union – the All China
2. COFCO Coca-Cola Beverages (Beijing) Lin organizations.	nited Trade Unio	n was available in the facility. P	er managemen	t interview and workers intervie	w, workers were	free to join unior	ns or other work
WAGES and BENEFITS:		_		_		_	_
WACED and BENELITO.	Employees-	August 2020 to July 2021,	normal wad	e was paid to workers bef	ore 30th day	of current mor	th and overtime wage
Viewed payroll dates	and bonus w July 2021 we 'NEWs - Aug	vas paid to workers before ere sampled for review. gust 2020 to July 2021, wa 020, February 2021 and J	e the 30th day	y of the following month. T to workers before the 5th	hus, payrolls	of October 20	020, February 2021 and
Method of payn	nent		Frequen	cy of pay		# Employees	issued pav
Cash or Bank tra			•	nthly		120	
	100	Pay Period	October 2	020, February 2021 and		DMD	4407 5 11
Average Hours Worked Overtime		hours per month hours per month	Average Ra	ate of Pay for Pay Period	Regular Overtime		4137.5 per month 1182.2 per month
on Pay Period Total		hours per month			Total		5319.7 per month
Minimum wage Overtime paid	•	Yes Yes		Piece ra No. of piece rate	ate production		N/A
Social insurance / Legal benefits prov		Yes		Average piece rate wa			
Good Practices Observed:	Yes			0 1	0		
F.4.1 - Policies and procedures are in							
F.4.2 - Facility has policy to provide v	vages to work	ters that meet basic needs	s including fo	ood, clothing, housing, me	edical care, et	c. (Yes)	
Narrative Section (Describe how compliar affected, frequency of occurrence, etc. Includ REMARKS:					detail how the F	Finding was disco	vered, % of employees
1. Normal wage of employees was paid to wo 2020 to July 2021 were provided for review. T	rkers before 30th hus, payrolls of (n of current month and overtime October 2020, February 2021 a	wage and bon nd July 2021 w	us was paid to workers before t ere sampled for review.	he 30th day of th	ne following mont	h. Payroll of August
2. Wages for NEWs were paid to workers bef February 2021 and July 2021 were sampled f		f before the end of following mo	onth. Payroll of <i>i</i>	August 2020 to July 2021 were	provided for revi	ew. Thus, payrol	ls of October 2020,
3. All employees were guaranteed with minim	•						
 Sufficient overtime wage was paid for all th The facility provided all employees with suf- 		urance currently.					
		nanoo ounonaj.					
Good practice F.4.1 Policies and procedures are in place to	ensure permane	nt employees are hired in lieu o	f long-term con	tract labor			
F. 4.2 Facility has policy to provide wages to	•		•				
WORKING HOURS & OV	ERTIME:						
Standard hours of operation, incl	. all shifts:		Production:	8 hours per day and 40 h 2 shifts for production lin break and 30 minutes pe 1 shift for other production	e workers: 8: er time in eac	00-20:00, 20:0 h shift.	00-8:00, with 2 times
			ministration:	1 shift, 8:00-17:00 or 9:0			N/
# of breaks dur Time & lend	ing workday: th of breaks:	1-2 times in each 1-2 times with 30 or 90		l ime rec	ords show ov Overtime	ertime work: waiver used:	Yes Yes
Variance of hours between o		Nil.	o minatoo	Overtime hours appro			Yes
					day of rest is		Yes
Good Practices Observed:	Yes	nogo work hours in a series	trico with r -	or high limits analysis	ing hours and	limited to 10	hours portwork and 40
G.4.1 - Policies and procedures are in hours of overtime. (Yes)	i place to mar	nage work nours. In coun	uies with no	or high limits ensure work	ang nours are	imited to 48	nours per week and 12

G.4.2 - Irrespective of the law, workers are provided one day off in seven-day period. (Yes)

Workplace Assessment Report

Rights

(Version GS.2021.3.2)

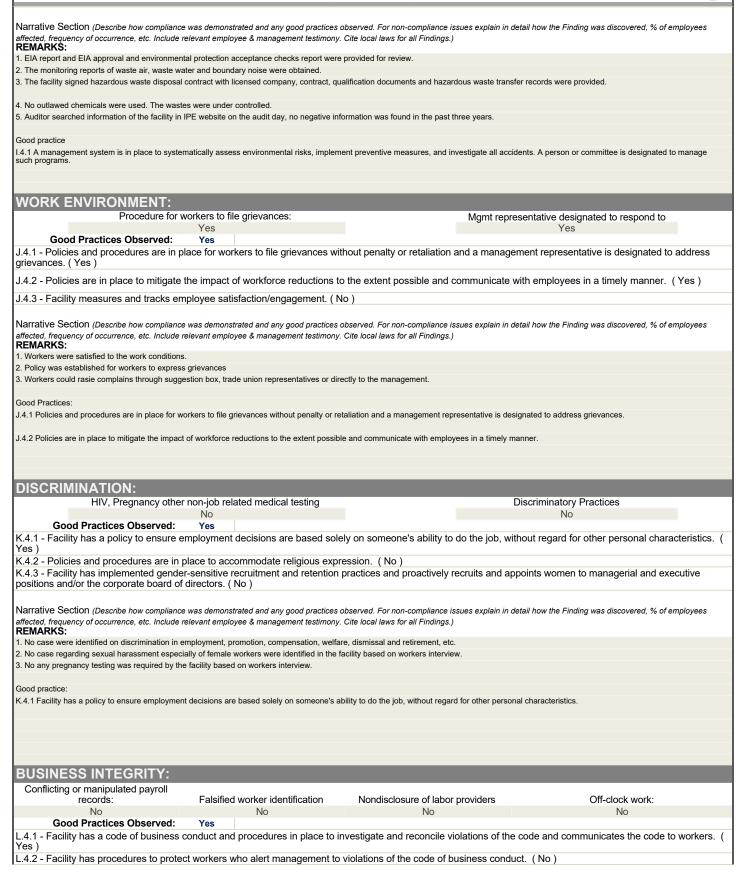
larrative Section (Describe how compliance was demonstrated			, ,
ffected, frequency of occurrence, etc. Include relevant employee & EMARKS: . The working hours of all workers were recorded by manual recording the second sec		Cite local laws for all Findings.) re clearly defined, and employees were aware of their working hours as confirmed b	v interview.
······································	g	;;	,
Time records of August 2020 to the audit day were provided for r			
The facility obtained one Comprehensive Working Hour System 1 om February 18, 2020 to February 17, 2021 were selected for the alculation period was within the legal limit.	Waiver, valid from Februa calculation of the working	y 18, 2020 to February 17, 2023. The calculation circle of the waiver was one year, hours within the Comprehensive Working Hour System Waiver. The total working here	The time records ours in the
All employees were provided with 1 day rest in every 7 days.			
ood practice 4.1 Policies and procedures are in place to manage work hours.	In countries with no or hid	h limits ensure working hours are limited to 48 hours per week and 12 hours of over	time
4.2 Irrespective of the law, workers are provided one day off in s	seven-day period.		
EALTH & CAFETY (in clude domain	ow, if opplied		_
EALTH & SAFETY (include dormite			X
Fire-fighting equipment is adequate:	Yes	Control panels labeled:	Yes
Pulley guards maintained:	Yes	Aisles are clear and marked:	Yes
Exits marked:	Yes	Adequate ventilation:	Yes
Adequate first aid supplies:	Yes	MSDS maintained:	Yes
Sanitary restrooms:	Yes	Secondary containment:	Yes
Electrical hazards:	No	Emergency lights installed:	Yes
Evacuation plot plan posted:	Yes	Safety training provided:	Yes
Canteen available:	Yes	Dormitory reviewed:	No
No clear structural integrity	Yes	,	
Issues observed: N/A			
Number of accidents in the last year:	0	Type of accidents in the last year:	N/A
Good Practices Observed: Yes		51 5	
fety risks, implement preventive measures, and inve- 4.2 - Process in place for management to receive an arrative Section (Describe how compliance was demonstrated acted, frequency of occurrence, etc. Include relevant employee &	stigate all accidents). Id action safety conce d and any good practices of	bserved. For non-compliance issues explain in detail how the Finding was discovere	;)
afety risks, implement preventive measures, and inve- 4.2 - Process in place for management to receive an	stigate all accidents). d action safety conce d and any good practices o & management testimony.	A person /committee is designated to manage such programs. (Yes rns of the workers. (No) bserved. For non-compliance issues explain in detail how the Finding was discovere Cite local laws for all Findings.)	;)
Adequate fire extinguishers, fire hydrant, sprinkler were equipped	stigate all accidents). d action safety conce d and any good practices o & management testimony.	A person /committee is designated to manage such programs. (Yes rns of the workers. (No) bserved. For non-compliance issues explain in detail how the Finding was discovere Cite local laws for all Findings.)	;)
Afety risks, implement preventive measures, and invest 4.2 - Process in place for management to receive an arrative Section (Describe how compliance was demonstrated fected, frequency of occurrence, etc. Include relevant employee & EMARKS: Adequate fire extinguishers, fire hydrant, sprinkler were equipped The aisles were clearly marked. The first aid boxes in the workshop were adequately supplied.	stigate all accidents). Id action safety conce and any good practices of and any good practices of and any good practices of and and they were inspected	A person /committee is designated to manage such programs. (Yes rns of the workers. (No) bserved. For non-compliance issues explain in detail how the Finding was discovere Cite local laws for all Findings.) I once per month with records provided.	;)
fety risks, implement preventive measures, and inve- 4.2 - Process in place for management to receive an arrative Section (<i>Describe how compliance was demonstrated</i> ected, frequency of occurrence, etc. Include relevant employee & EMARKS: Adequate fire extinguishers, fire hydrant, sprinkler were equipped The aisles were clearly marked. The first aid boxes in the workshop were adequately supplied. Sufficient emergency exits with adquate exit sign and emergency	stigate all accidents). d action safety conce d and any good practices of & management testimony. d, and they were inspected y lights were available in e	A person /committee is designated to manage such programs. (Yes rns of the workers. (No) bserved. For non-compliance issues explain in detail how the Finding was discovere Cite local laws for all Findings.) I once per month with records provided.	;)
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The	Coca-Cola	Company	
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Workplace Assessment Report

Rights Dignity

Version GS.2021.3.2)



		/ respect
The Coca-Cola Company	Vorkplace Assessment Repor	
	(Version GS.2021.3.2)	community
advantage and has communicated the policy to em	ting employees from giving something of value to a government oppoyees. (No)	
L.4.5 - Facility management and employees are av	vare of TCCC Anti-Bribery Policy (for Coca-Cola Company sites of	only). (No)
	rated and any good practices observed. For non-compliance issues explain in yee & management testimony. Cite local laws for all Findings.)	detail how the Finding was discovered, % of employees
	yroll records and attendance records which were consistent with other docume	nts.
2. Per the interview, the information from the interviewees wer	e consistent with the provided document.	
Good Practices:		
L.4.1 The facility has a code of business conduct and procedu	res in place to investigate and reconcile violations of the code and communicat	es the code to workers.
DEMONSTRATION OF COMPLIA		
	All requested documents were	Access was granted to employee interviews:
No No	Yes Yes	Yes
Good Practices Observed: NO		
M.4.1 - Facility management is familiar with and sh Rights Statement with employees. (No)	ares The Coca-Cola Company's Supplier Guiding Principles or H	luman Rights Policy (as applicable) and Human
	contractors to comply with local law. (e.g. include labor standard	clauses in contracts, monitor performance via
workplace assessment, etc.). (No)		
M.4.3 - Facility has due diligence process to monitor assessment, etc. (No)	or social compliance performance of suppliers, subcontractors an	nd labor contractors/brokers through workplace
	rated and any good practices observed. For non-compliance issues explain in yee & management testimony. Cite local laws for all Findings.)	detail how the Finding was discovered, % of employees
1. All the workshop were accessible, and auditor could freely of	choose employees for interviews.	
2. The management showed positive attitude towards the aud	it.	
Land Rights:		
Ownership or lease documents available	e Community grievance mechanism available	Planned acquisition of land
Yes	Yes	No
Good Practices Observed: NO		
	es and/or experts for guidance on land acquisitions (e.g. IFC Per	, , ,
, , ,	ng its commitment to respecting land rights of women and men a specific land acquisition were considered to avoid or minimize ac	
11.4.3 - Facility demonstrates that alternatives to a	specific land acquisition were considered to avoid or minimize ac	
Narrative Section (Describe how compliance was demonst	rated and any good practices observed. For non-compliance issues explain in	detail how the Finding was discovered, % of employees
affected, frequency of occurrence, etc. Include relevant emplo REMARKS:	yee & management testimony. Cite local laws for all Findings.)	
	verages (Beijing) Limited the land right certificates were provided.	
2. Based on the management interview, the management stat	ed that there was no land acquisition planned in the near future.	
3. Auditor searched information of the facility in website via ba	idu.com on the audit day, no negative information of dispute or grievance regar	ding to land rights.
Additional Questions (applies on		
 Company Ownership: Labor Recruiter Involved: 	Stated YES	
3) How many workers were you hired from the	10	
labor recruiter in the past 12 months?		
4) Any workers from outside the province?	Yes	

Workplace Assessment Report

Rights

	(Version GS.2021.3.2)
a) If yes, from where (Top 3 provinces)?	Hebei, Henan and Shandong Province
b) Dormitory provided?	NO
c) Payroll Arrange?	3rd Party
AUDIT BACKGROUND (Include OPENING and CLOSING m	peting notes, names & titles of facility management that participated in audit and any special
situations and/or audit background.)	
Assessment Process:	
	nt, including the rectification verification of EHS findings onsite. Facility management was courteous and granted mployee interview. Facility representative showed positive attitude towards the audit. Ms. Jing Lihua signed and
stamped on the Anti-bribery letter.	
During closing meeting, auditors explained the ASR (CN) to the factory management,	they accepted the report. Then Ms. Jing Linua signed and stamped on the ASR (CN).
Remark:	
	e wages and time records for the security guards were not provided for review. A statement proof was
provided for review.	
Opening Meeting Attendees and Titles:	
Mr. Zhan Zaizhong/General Manager	
Mr. Jiang Shihong/Safety, Quality and Environment Department Director Ms. Fan Jialan/HR Director, Mr. Li Huan/PA Director	
Mr. Jin Lei/HR manager, Mr. Zhang Lei/Salary and Welfare Manager	
Mr. Jing Lihua/Safety Management Manager, Mr. Mu Zhenzhong/Purchasing Manage	r
Closing Meeting Attendees and Titles:	
Mr. Zhan Zaizhong/General Manager	
Mr. Jiang Shihong/Safety, Quality and Environment Department Director	
Ms. Fan Jialan/HR Director, Mr. Li Huan/PA Director	
Mr. Jin Lei/HR manager, Mr. Zhang Lei/Salary and Welfare Manager	
Mr. Jing Lihua/Safety Management Manager, Mr. Mu Zhenzhong/Purchasing Manage	r
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Workplace Assessment Report

Rights

(Version GS.2021.3.2)

Land Rights

Supplier will comply with all applicable laws and obtain community support through Free, Prior, Informed Consent, in acquiring the right to use land for its business.

Business Integrity

Supplier will comply with all applicable local and national laws and will not use bribes or fraudulent practices

Demonstration of Compliance

Supplier must be able to demonstrate compliance with the Supplier Guiding Principles at the request and satisfaction of The Coca-Cola Company

If the eight Fundamental Conventions of the International Labor Organization establish higher standards than local law, the ILO standards need to be met by the supplier. These minimum requirements are a part of all agreements between The Coca-Cola Company and its direct and authorized suppliers. We expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the Supplier Guiding Principles.