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BMS PROCESS:	<b>Policies</b>
PHASE OF PROCESS:	<b>Sustainability</b>
TITEL:	<b>NAT.HS.POL.Occupational_Health_and_Safety_Policy</b>

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## Occupational Health and Safety Policy

Coca-Cola HBC Schweiz AG is committed to developing and implementing effective systems, standards and procedures for occupational health and safety (OHS) commensurate with the risks inherent in our business operations. As part of its occupational safety program, the Company has implemented the OHSAS 18001, or ISO 45001, standard in a structured way, complementing it with internal occupational safety standards of The Coca-Cola Company and Coca-Cola HBC Schweiz AG. The program seeks to guarantee a safe, healthy work environment and to minimize safety risks for employees, contractors, visitors and other individual who could be affected by the Company's business activities. In order for Coca-Cola HBC Schweiz AG to be able to ensure a safe and healthy work environment, the following principles apply:

- 1) Every work environment is regulated according to work-related health and safety risks in order to prevent workplace injuries and sickness.
- 2) Statutory provisions as well as relevant international standards related to OHS are complied with at all Coca-Cola HBC Schweiz AG locations by continuously implementing improvement programs.
- 3) To implement an effective and integral OHS management program for ongoing business activities we will:
  - a. Identify, evaluate and control risks and opportunities from known causes workplace accidents and work-related illnesses in connection with work processes and work environments.
  - b. Ensure that all employees at all company levels understand and comply with Coca-Cola HBC Schweiz AG's OHS policies and procedures.
  - c. Provide a mechanism for employees and/or their representatives to get involved in connection with H&S activities.
  - d. Develop our employees' OHS competences through effective training and leadership at all levels of the Company.
  - e. Perform validations by means of internal and external audits of our occupational safety system, procedures and performance.
  - f. Examine the causes of work-related injuries and illnesses and define measures to prevent recurrent incidents.
  - g. Coordinate the occupational safety provisions with all other business divisions and ensure that their effectiveness is evaluated and improved on an ongoing basis.
  - h. Incorporate the strategies for occupational health and safety in the annual business planning process in order to ensure that they are always an integral part of the operative processes.
  - i. Set measurable annual goals for all areas in order to achieve continuous improvement and ensure that all requirements are complied with.
  - j. Communicate and share successful implementations as well as experiences from accidents in order to raise awareness and be able to act preventively.

Since Coca-Cola HBC Schweiz AG stands for utmost occupational safety, the integrated annual report always includes a report on the status of occupational safety.

We are committed to complying with the Occupational Health and Safety Policy and for ensuring the successful realization of our strategy and goals.

Every employee of Coca-Cola HBC Schweiz AG, at any level and in any role, shares in the responsibility for the implementation of this declaration.

I am determined to provide leadership and resources in order to ensure that this policy will be fully implemented. Every Coca-Cola Hellenic employee, at any level and in any role within the organization, shares in the responsibility for the successful implementation of this program.

Thomas Krennbauer  
Country General Manager

Brüttisellen, 06.07.2020