
BMS PROCESS:	Policies
PHASE OF PROCESS:	Sustainability
TITEL:	NAT.HS.POL.Occupational Health and Safety Policy

Occupational Health and Safety Policy

Coca-Cola HBC Schweiz AG is committed to drive an occupational health and safety (OH&S) culture by developing and applying an effective occupational health and safety system, standards, and practices appropriate to the risks and opportunities associated with our business activities.

Our Mission is to provide a safe place of work for all our employees, contractors, visitors, and individuals under our supervision, targeting zero accidents across all our operations and sites. For this reason, the following policy is applicable to CC HBC employees, contractors, visitors, and individuals across all our operations and sites.

Coca-Cola HBC Schweiz AG delivers its OH&S policy program through a structured implementation of the occupational health and safety management system ISO 45001.

This is enhanced by specific Coca-Cola Company and Coca-Cola HBC OH&S standards. This policy aims to provide and maintain a healthy and safe working environment by eliminating hazards, reducing health and safety risks, and raising awareness among employees, contractors, visitors, and others who may be affected by business-related activities.

Our commitment to providing a healthy and safe working environment supports the following health and safety principles:

1. Provide an environment in which work-related health and safety risks are controlled to prevent injuries and occupational illness.
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. Maintain an effective OHS management program integral to ongoing business activities, therefore we will:
 - Identify, assess, and control risks and opportunities through root cause analysis of occupational accidents and work-related illnesses associated with work processes and working conditions.
 - Ensure that all employees, contractors, and visitors, at every level of the organization, understand and are committed to implementing Coca-Cola HBC's OH&S policies and practices.
 - Provide a mechanism for the consultation and participation of employees and/or their representatives related to OH&S activities.
 - Develop employee OHS competency through training and leadership at all levels.
 - Perform validations by means of internal and external audits of our occupational safety system, procedures and performance.
 - Coordinate the occupational safety provisions with all other business divisions and ensure that their effectiveness is evaluated and improved on an ongoing basis.
 - Incorporate the strategies for OH&S in the annual business planning process to ensure that they are always an integral part of the operative processes.
 - Set measurable annual goals for all areas to achieve continuous improvement and ensure that all requirements are complied with.
 - Communicate and share successful practices and lessons learned from incidents, to continually raise awareness and 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 OH&S Policy and for ensuring the successful realization of our strategy and goals.

I'm determined to provide the leadership and resources required to ensure this policy is fully implemented. That said, every Coca-Cola HBC employee at every level and in every function in the organization is responsible for the successful implementation of this policy and the related programs.

Juerg Burkhalter
General Manager

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