

2023 Coke Canada Bottling Social Responsibility Report

Driving our Impact Journey

To be the Leading Beverage Partner we know we must Earn Our Social License to Operate by building our business responsibly and making our stakeholders and employees proud. To do that we are leveraging diversity, equity, and inclusion as our superpower, taking meaningful action on environmental sustainability, and making a positive difference in our Local Bottler communities.

This 2023 Corporate Social Responsibility Report offers a check-in on our journey. While we're pleased with the outcomes of our efforts, we know we still have more work to do. We will continue to collaborate with our employees, suppliers, customers, and communities and communicate our progress.

Please go to cokecanada.com and follow us on [LinkedIn](#) to learn more.



Diversity, Equity, and Inclusion

We know diversity, equity, and inclusion (DEI) is our superpower.

Over the last five years, we've grown our business and worked hard to build a strong foundation for DEI, embedding it within our culture as a strategic enabler for growth and aiming to ensure our diverse workforce is reflective of the communities where we operate.

We've focused on our teams and **fostering a diverse, equitable, and inclusive workplace.**

Reaffirmed a governance structure to enable our new DEI strategy, **We Are Human**; rolled out in early 2024.



Recognized **National Day for Truth & Reconciliation** through community donations and participation in community activities.



Hosted **Over 25** regional events in celebration of **International Women's Day**. Inspired conversation around embracing gender equity and engaged women representation from across the business.



66% increase in spend from 2022, with accredited suppliers through our partnership with the **Canadian Aboriginal and Minority Supplier Council** and publication of our **new Supplier Diversity, Equity, and Inclusion practices.**



Leveraged partnerships with **Canadian Centre for Diversity and Inclusion, Pride at Work** and the **Canadian Association for Support Employment (CASE)**. Engaged employees through educational activities including **PRIDE Month** and **Disability Employment Awareness Month.**



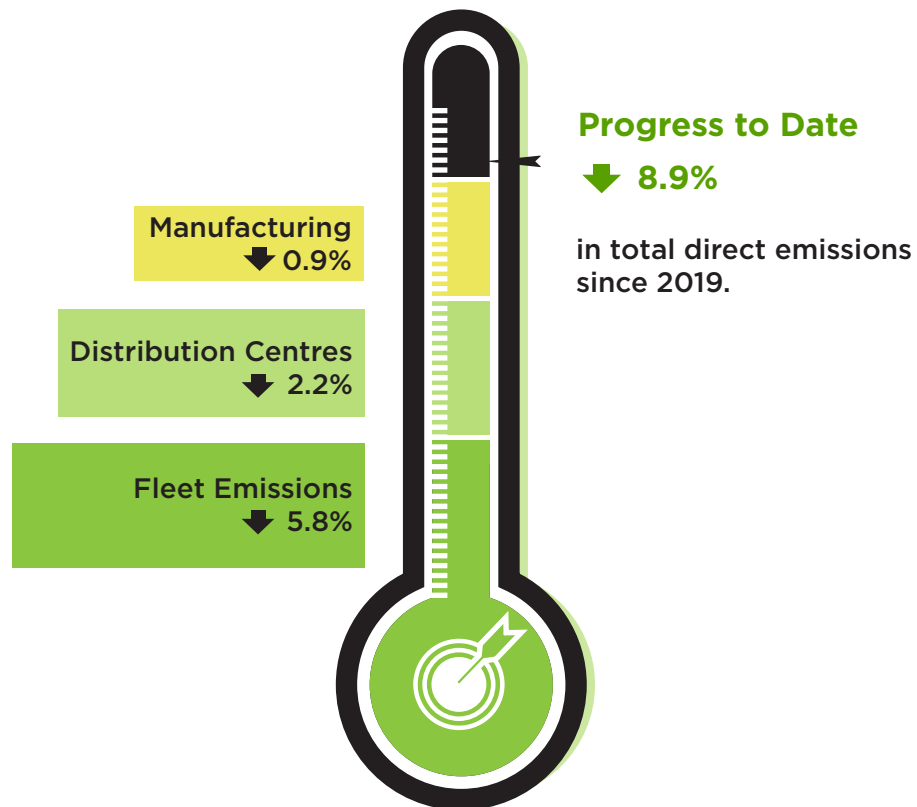
Environmental Sustainability

We're taking action on environmental sustainability as we build Toward A Better Future, Together.

We're reducing our carbon emissions, using water responsibly, and driving a circular economy for our packaging.



46.2% reduction in carbon emissions from direct sources and supplied energy **by 2030.**



First Canadian food and beverage manufacturer and Coca-Cola bottler in North America to pilot the use of **zero-tailpipe emission trucks.**

Expanded use of **lower carbon fuels** instead of diesel.



Environmental Sustainability



All manufacturing facilities to reach industry-leading water use targets by 2030.

Invested in Weston's water and energy management information system, identifying projects that helped to reduce our water use by **62 million KL**.



That is equivalent to almost **25 Olympic swimming pools**.



100% collection and **50%** recycled content in our bottles and cans by 2030, and **100%** waste diversion in manufacturing facilities by **2026**.



First to make, distribute, merchandise, and sell sparkling beverages in 500 mL, **100% recycled PET** (rPET) bottles across Canada.

97% overall waste diversion rate across our manufacturing facilities.

Maintained average of 70% recycled content in our aluminum packaging. **Increased** our average recycled content to **24%** across our PET packaging.

*Excludes cap and label. The trademarks that appear are the property of their respective trademark owners.

3 out of **4** beverage containers



are collected in Canada

*Sourced from CBA



We're making a positive impact in our Local Bottler communities

through employee volunteerism, empowering our Local Leaders as Community Champions, fostering partnerships that align with our community pillars (youth employability, helping Canada's diverse communities operate in inclusive ways, taking action on environmental sustainability and local economic development), and celebrating and communicating with all of our stakeholders.



Proudly celebrated our 5th birthday
as an independent, family-owned business.



Over **100** employees participated in planting events in Richmond, Edmonton, Winnipeg, and Quebec City in partnership with Tree Canada.



Over **100** employees participated in our Bottling Potential Career Mentorship program in partnership with Big Brothers Big Sisters.



Finalist for Social and Community impact awards from the Kingston Chamber of Commerce and Brampton Board of Trade.



\$240,000 donated to local, non-profit organizations.

200 community stakeholders engaged.



Local teams donated **hundreds** of cases of product to support local community organizations affected by natural disasters, such as the Alberta, Atlantic and Kelowna Wildfires.



Over 120 volunteer events nationally.

\$80,000 allocated to enable **5900** employee volunteerism efforts.



Awards & Recognition

Making our employees and stakeholders proud is pivotal to Earning Our Social License to Operate. Being recognized with these rewards means a lot to us.



FORBES TOP 150 BEST EMPLOYERS FOR DIVERSITY

Named #1 for Diversity in the Food, Soft Beverages, Alcohol & Tobacco category.



FORBES BEST EMPLOYERS

Awarded one of Canada's Best Employers by Forbes Magazine for the fourth consecutive year.



CANADIAN GROCER IMPACT AWARDS

Recognized as one of Canada's top grocery retail and CPG businesses, making a positive impact in the areas of sustainability.



CN's ECOCONNECTIONS PARTNER

Identified as one of CN's top suppliers, committed to building a more sustainable future.

