

CCE's SAFE HARBOR POLICY

To learn more about Coca-Cola Enterprises, Inc.'s privacy practices see the Privacy Policy on CCE's website www.cokecce.com

With respect to personal information that it receives from the European Union (EU), CCE abides by the Safe Harbor framework agreed to by the U.S. Department of Commerce and the EU. For additional information regarding the Safe Harbor Program, see the U.S. Dept. of Commerce web site at <http://www.export.gov/safeharbor>. Because CCE complies with the Safe Harbor Principles, CCE transfers of such data from EU countries to the United States meet the adequacy requirements of the EU Data Protection Directive.

Coca-Cola Enterprises and its group of companies (collectively, CCE) believes in protecting your privacy. When CCE collects personal information from you on its website, through correspondence, telephone calls, information systems, its hotline, or otherwise, it follows the privacy practices set forth in the Privacy Policy and this Safe Harbor Policy and complies with the Safe Harbor Framework as set forth by the U.S. Department of Commerce regarding the collection, use and retention of personal data from the European Union. With respect to information obtained from the EU, these are CCE's promises to you:

1. Notice CCE uses certain internet-based human resource information management tools and information systems as well as a hotline to conduct employment related activities to include recruitment and ongoing employee data maintenance, in addition to other methods of receiving information from you. The use of these systems requires individuals to provide personal data about themselves or personal data may be processed by CCE using these systems within the course of employment. CCE may also capture personal data about consumers, customers, contractors or suppliers in the course of conducting business with them, through its information systems and other avenues of communication in accordance with the law of the relevant country. You will be told the purpose for which the information is collected and used when you are asked to provide the information or soon thereafter.

2. Choice CCE gives you choices about the ways it uses and shares your personal information, and it respects the choices you make. Your personal information will not be used for a purpose other than the purpose for which it was originally collected or subsequently authorized by you or notified to you. Any sensitive personal data you provide to CCE in accordance with applicable Law in each country will be treated in the utmost confidence and used only for the purposes for which it was provided. Any personal data provided to CCE in relation to a specific job application will be retained until the recruitment process for that role is complete, provided that in the case of successful applicants, their data will be retained by CCE for the purpose the information was obtained. For applicants who have indicated that they wish to be considered for future opportunities, personal data will be retained on file. Information gathered by CCE for the purposes of recruitment or within the course of employment may be attached to the Human Resource file, retained in information systems, and retained with the Human Resource department.

Information gathered by CCE for the purposes of business transactions will be retained within the systems no longer than necessary, and in accordance with the CCE Records and Information Management guidelines and any other applicable retention periods, which may vary according to each country's laws.

3. Onward Transfer (Transfer to Third Parties) Since CCE is a company acting around the globe, your personal data and any additional information submitted will be used globally in connection with

employment or business processes within CCE. Therefore, personal data may be transferred to other CCE entities in North America and Europe, where it will be processed in accordance with this Privacy Statement and all CCE Privacy Policies and laws that are applicable in each country. We may share your information with agents or contractors of CCE in connection with services that these third parties provide for CCE.

CCE will ensure that any third party for which personal information may be disclosed subscribes to the Safe Harbor Principles or are subject to law or contractual arrangements providing the same level of privacy protection as is required by the Safe Harbor Principles and agree in writing to provide an adequate level of privacy protection.

If you are a candidate applying for a job at CCE, your personal data may be used for reviewing applications to a specific open position and retained on file. In addition, your personal data and any additional information submitted or obtained otherwise in connection with a specific job posting will be transferred to the United States where the data may be processed by a third party service provider. Your personal data may be shared among CCE Human Resources and other functions within CCE in order to assess whether your profile fits with CCE's job postings. Your personal data will not be used for other purposes than those identified herein.

Any personal information obtained for a business transaction may be processed by a third party service provider under the conditions set forth above.

4. Access CCE may contact you to request that you update your personal data on a regular basis to ensure its integrity for the purposes of ongoing data management. You also have the right on your own initiative to access, modify, supplement or update your personal data at any time via the self-service functionality of the appropriate system as well as ask for a deletion of incorrect data, depending on applicable local law.

5. Data Security Other than the use of third party services providers, your personal data will not be shared outside CCE without your consent, except when required by law. CCE will take appropriate organizational, technical and physical security measures to protect your personal data, and will comply with national and local laws and regulations pertaining to data collection and use. Due to the nature of the internet, CCE cannot guarantee the security of any information on or transmitted over the internet.

6. Data Integrity Personal information collected will only be processed in a way that is compatible and relevant for the purposes for which it is to be used. To the extent necessary for those purposes, CCE will take reasonable steps to ensure that data is reliable for its intended use, accurate, complete, and current.

7. Use of Cookies When we provide services, we want to make them easy, useful and reliable. Where services are delivered on the internet, this sometimes involves placing small amounts of information on your device, for example, computer or mobile phone. These include small files known as cookies. A cookie is a small file of letters and numbers that we put on your computer. They cannot be used to identify you personally.

The cookies we use allow us to distinguish you from other users of our website, which helps us to provide you with a good experience when you browse our website and also allows us to improve our services to you. For example:

- The cookies enable a service to recognise your device so you don't have to give the same information several times during one task.
- The cookies allow us to recognise that you may already have given a username and password so you don't need to do it for every web page requested.
- The cookies measure how many people are using services, so they can be made easier to use and there's enough capacity to ensure they are fast.

You can manage these small files yourself and learn more about them through ["Internet browser cookies - what they are and how to manage them"](#)

Our use of cookies: Session Cookies

Session cookies are essential to operating certain services on our site. They are used to enhance your experience of using our website, but they are automatically deleted when you leave our site. We use the following session cookies on this website. We don't require your consent to place these cookies on your device, but you can opt out of them

8. Amendments This Safe Harbor Policy may be amended at any time, and from time to time by CCE consistent with the requirements of the Safe Harbor framework.

9. Enforcement CCE will internally assess the policy and its practices to ensure continuous compliance with the Safe Harbor framework.

Any person that believes that his or her personal data has been processed in violation of this Privacy Statement may report the concern to the local CCE Human Resources office. If you have any questions or concerns, please contact CCE:

- In North America by emailing USHR@cokecce.com • In Great Britain at 00800 2247 4373
- In France at 0805540445
- In Belgium at 080080517 / (0) 22 008473
- In Netherlands at 0800-0203529
- In Luxembourg at 00800 2247 4373/ 8002-3896

CCE will cooperate and comply with the European data protection authorities for the purposes of handling unresolved complaints relating to personal data falling within the scope of this Statement.

To access your information, ask questions about our privacy practices, or issue a complaint, contact us at:

Coca-Cola Enterprises, Inc. 2500 Windy Ridge Parkway, Suite 1400
Atlanta, GA 30339 Attn: Daniel Toholsky, Associate Director-IT Governance
dtoholsky@cokecce.com

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