

Coca-Cola Enterprises, Inc.

CCE Procurement is constantly searching for suppliers that meet the highest quality standards. Business is awarded based on a combination of the following factors: total cost of supply, high quality of goods and services, delivery that exceeds our requirements, continuous investment in innovation and growth, a commitment to Corporate Responsibility and Sustainability and sound financial standing.

Supplier Guiding Principles

All suppliers to Coca-Cola Enterprises Inc. are required to meet the following standards, at a minimum, with respect to their operations as a whole. These minimum requirements form part of all the agreements between Coca-Cola Enterprises Inc. and its direct suppliers. We expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the Supplier Guiding Principles. Coca-Cola Enterprises Inc. routinely utilizes independent third parties to assess suppliers' compliance with the SGP; the assessments generally include confidential interviews with employees and on-site contract workers. If a supplier fails to uphold any aspect of the SGP requirements, the supplier is expected to promptly implement corrective actions. Coca-Cola Enterprises Inc. reserves the right to terminate immediately an agreement with any supplier that cannot demonstrate that they are upholding the SGP requirements or has failed to implement appropriate remedial action.

Minimum Requirements

- **Laws and Regulations:** Supplier will comply with all applicable local and national laws, rules, regulations and requirements in the manufacturing and distribution of our products and supplies and in the provision of services.
- **Child Labor:** Supplier will comply with all applicable local and national child labor laws.

- **Forced Labor:** Supplier will not use forced, bonded, prison, military or compulsory labor.
- **Abuse of Labor:** Supplier will comply with all applicable local and national laws on abuse of employees and will not physically abuse employees.
- **Freedom of Association and Collective Bargaining:** Supplier will comply with all applicable local and national laws on freedom of association and collective bargaining.
- **Discrimination:** Supplier will comply with all applicable local and national discrimination laws.
- **Wages and Benefits:** Supplier will comply with all applicable local and national wages and benefits laws.
- **Work Hours and Overtime:** Supplier will comply with all applicable local and national work hours and overtime laws.
- **Health and Safety:** Supplier will comply with all applicable local and national health and safety laws.
- **Environment:** Supplier will comply with all applicable local and national environmental laws.
- **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 Coca-Cola Enterprises, Inc.