

## COCA-COLA APPLICANT PRIVACY NOTICE

Your privacy is important to The Coca-Cola Company, its affiliates, and its subsidiaries (collectively, **Coca-Cola** or **we**). Coca-Cola is committed to handling personal information responsibly and in accordance with applicable laws, in each country where we use your personal information. This Coca Cola Applicant Privacy Notice (**Privacy Notice**) explains the types of personal information Coca-Cola collects about you when you explore our employment opportunities or apply for employment with us, how Coca-Cola uses this personal information and your rights to your personal information.

Coca-Cola's handling of personal information is guided by these principles:

- ❖ Transparency
- ❖ Respect
- ❖ Lawfulness
- ❖ Fairness
- ❖ Accountability
- ❖ Accuracy
- ❖ Limited in Time and Purpose
- ❖ Integrity and Confidentiality

When we refer to **personal information** in this Privacy Notice, we mean information that identifies or can be used to identify an individual person. This means that personal information includes direct identifiers (such as name) and indirect identifiers (such as your device ID). This definition may be amended/complimented by any applicable local data privacy laws.

When we refer to **you**, we mean external applicants for job opportunities at Coca-Cola who are not Coca-Cola employees. For the avoidance of doubt, this Privacy Notice does not apply to Coca-Cola employees seeking roles internally. Such applicants are instead subject to the Coca-Cola Employee Privacy Notice.

Coca-Cola is a large organization made up of different entities around the world. The Coca-Cola entity that is responsible for your personal information covered by this Privacy Notice – sometimes known as the **data controller** or **controller** – depends on where you reside and the employment opportunities that interest you. [The controller for each country is listed in Appendix 1.]

Coca-Cola's processing of personal information is always subject to the requirements of applicable law, our written policies and procedures and, where applicable, any consultation requirements with worker representatives. If this Privacy Notice conflicts with local law in your jurisdiction, the local law prevails. For more information about legal rights and requirements in specific jurisdictions, please see Section 8.

Nothing in this Privacy Notice should be construed to interfere with Coca-Cola's ability to process personal information for purposes of complying with its legal obligations or for investigating alleged misconduct or violations of Coca-Cola's policies or law. This Privacy Notice is not intended to create any express or implied promise or contract for employment or for any benefit or treatment in specific situations.

EFFECTIVE DATE: 2023

This Privacy Notice consist of the following sections:

1. WHEN DOES THIS PRIVACY NOTICE APPLY?
2. WHAT TYPES OF PERSONAL INFORMATION DOES COCA-COLA COLLECT, WHY DO WE COLLECT IT, AND WHAT LEGAL BASES DO WE RELY ON?
3. DOES COCA-COLA USE AUTOMATED PROCESSING?
4. HOW DOES COCA-COLA SHARE PERSONAL INFORMATION?
5. HOW DOES COCA-COLA PROTECT PERSONAL INFORMATION?
6. HOW LONG DOES COCA-COLA RETAIN PERSONAL INFORMATION?
7. DOES COCA-COLA TRANSFER PERSONAL INFORMATION TO OTHER COUNTRIES?
8. DO SPECIFIC PRIVACY REQUIREMENTS APPLY DEPENDING ON PLACE OF PERSONAL RESIDENCE (such as data subject rights)?
9. WILL THIS PRIVACY NOTICE CHANGE?
10. WHO DO I CONTACT WITH QUESTIONS?

## **1. WHEN DOES THIS PRIVACY NOTICE APPLY?**

This Privacy Notice applies to Coca-Cola's handling of personal information collected from or about you in connection with employment opportunities ("**Opportunities**"), whether you engage with Coca-Cola online or offline.

This Privacy Notice does not apply to:

- Personal information that Coca-Cola collects from or about consumers or business customers who use the websites, mobile applications, widgets, and other online services that Coca-Cola operates. To learn more about Coca-Cola's personal information practices that apply to those services, please visit our local, consumer-facing website or contact [privacy@coca-cola.com](mailto:privacy@coca-cola.com).
- Personal information collected from or about employees. The Coca-Cola Employee Privacy Notice applies to such personal information.

Coca-Cola also has additional privacy governance requirements and policies that apply to the collection and uses of your personal information. Please contact us using the contact details set out in Section 10 if you want more information about these additional requirements and policies.

## **2. WHAT TYPES OF PERSONAL INFORMATION DOES COCA-COLA COLLECT, WHY DO WE COLLECT IT, AND WHAT LEGAL BASES DO WE RELY ON?**

Coca-Cola collects personal information from or about you for a variety of reasons in connection with your employment opportunities. We receive this information directly from you and, where applicable, other parties (including your employment/recruitment agency). What Coca-Cola collects and why Coca-Cola collects personal information is different depending on the Opportunity, jurisdiction and the applicable law.

Generally, we collect information necessary for managing the application process and / or for any other related and legitimate business reason. Below we identify the main types of personal information we collect, why we do so, and what legal bases we rely on when processing that information. Please know, however, that some personal information is collected for more than one reason; accordingly, the reasons listed are not exclusive to one type of personal information. Additionally, the information in this section

about legal bases applies only where a legal basis is required by applicable law, may be modified for specific countries as specified in Section 8, and may not apply when another legal basis is specified at the time of collection.

The **legal bases** for Coca-Cola's processing of personal information depend on the context in which the personal information is collected and processed. Generally, Coca-Cola only collects personal information from or about applicants when:

- needed to **take steps to enter into an employment contract with you;**
- we have your explicit **consent** to do so; or
- the processing is in our **legitimate business interests** and not overridden by your privacy or other fundamental rights and freedoms, which are:
  - To authorize your account on our websites through you apply for an Opportunity ("**Candidate Account**")
  - To send information that you request associated with Opportunities
  - To respond to your inquiries
  - To create and maintain your identification required for access to our facilities if you schedule an in-person meeting
  - To provide access to platforms we use for virtual interviews
  - For maintaining our database of candidates to match with Opportunities as they arise and consider you for roles
  - To schedule virtual or in-person interviews
  - To support your business travel arrangements (e.g., for bookings) if applicable for an in-person meeting
  - To arrange and administer assessment testing
  - To obtain your feedback on the recruiting and interview process
  - To protect against accidental or other unauthorized disclosure of information that you share with us and to protect your Candidate Account and the Coca-Cola Employment Application Systems
  - To safeguard our assets from unauthorized access and use
  - To administer surveys in which you choose to participate
  - To understand and document why you did, or did not, choose to complete an application
  - To administer our diversity, equity and inclusion program and Coca-Cola's Ethics & Compliance
  - For research and innovation in our recruitment practices
  - For general reporting of recruitment activities

If we process personal information based on consent, you can withdraw or amend your consent at any time as permitted by applicable law. In some cases, our legal basis is fulfillment of a legal obligation to collect personal information which may mean we are unable to stop processing the personal information. If you have questions about or need further information concerning any legal basis on which Coca-Cola processes personal information, please contact [privacy@coca-cola.com](mailto:privacy@coca-cola.com) or contact the data controller listed in [Appendix 1](#).

Depending on where you live and apply to work, we may collect some or all of the following types of personal information based on the noted legal basis:

Types of Personal information that Coca-Cola Collects	Why this Personal Information is Collected	Legal Basis for Processing this Personal Information
<p><b>Identification information</b></p> <p>(e.g., name, physical address, email address, telephone number, date and place of habitual residence, mobility information, photograph/image and other personal information you choose to provide to us)</p>	<ul style="list-style-type: none"> <li>▪ For creating your Candidate Account)</li> <li>▪ To send information associated with an application or other Opportunities related to your preferences on your candidate profile</li> <li>▪ To create and manage our database of current or prospective applicants when Opportunities arise</li> <li>▪ To verify identity and eligibility for employment (where permitted)</li> <li>▪ To administer our diversity, equity and inclusion programs</li> <li>▪ To support disability accommodations</li> <li>▪ To request your feedback and respond to your questions</li> <li>▪ For managing and securing your Candidate Account and Coca-Cola's websites and services that you access when considering Opportunities (collectively, "<b>Coca-Cola Employment Application Systems</b>")</li> <li>▪ To create and maintain your identification required for access to workplace facilities or video conferencing platforms if you schedule an in-person or virtual interview</li> <li>▪ To authorize your access to your Candidate Account</li> <li>▪ To support pre-hiring and onboarding activities</li> <li>▪ For research and innovation in our recruiting practices</li> <li>▪ For general reporting on recruitment activities</li> </ul>	<ul style="list-style-type: none"> <li>▪ To administer your application</li> <li>▪ To take steps <b>to enter into a contract</b> with you</li> <li>▪ To <b>meet Coca Cola's legal obligations</b></li> </ul> <p>The processing is based on our <b>legitimate business interests</b> and not overridden by your privacy or your other fundamental rights and freedoms</p>
<p><b>Professional details</b></p> <p>(e.g., education, qualifications, skills, job history, title and description, wage and salary data, seniority, promotions, training program participation and</p>	<ul style="list-style-type: none"> <li>▪ To create and maintain your identification required for access to workplace facilities if you schedule an in-person interview</li> <li>▪ To authorize your access to your Candidate Account</li> </ul>	<ul style="list-style-type: none"> <li>▪ To administer your application</li> <li>▪ To take steps <b>to enter into a contract</b> with you</li> <li>▪ To <b>meet Coca Cola's legal obligations</b></li> </ul>

Types of Personal information that Coca-Cola Collects	Why this Personal Information is Collected	Legal Basis for Processing this Personal Information
<p>certifications, and other professional personal information you choose to provide to us voluntarily)</p>	<ul style="list-style-type: none"> <li>▪ For IT support when you are using the Coca-Cola Employment Application Systems</li> <li>▪ To create and manage our database of current or prospective applicants when opportunities arise</li> <li>▪ To consider you for Opportunities other than the specific Opportunity for which you applied</li> <li>▪ To arrange and administer assessment testing</li> <li>▪ To schedule interviews and obtain your feedback on the interview process</li> <li>▪ To verify your past employment, education and/or training</li> <li>▪ For grievance management</li> <li>▪ To administer diversity, equity and inclusion programs and Coca-Cola's Ethics &amp; Compliance tools</li> <li>▪ For research and innovation in our recruiting practices</li> <li>▪ For general reporting on recruitment activities</li> </ul>	<ul style="list-style-type: none"> <li>▪ The processing is based on our <b>legitimate business interests</b> and not overridden by your privacy or your other fundamental rights and freedoms</li> </ul>
<p><b>Information about use of Coca-Cola's IT Systems</b>  (e.g., Opportunities for which you wish to be considered, information system access, device, system and application usage and other system activities associated with your Candidate Account)</p>	<ul style="list-style-type: none"> <li>▪ To monitor and secure the use of your Candidate Account and Coca-Cola Employment Application Systems, including through data collection technology (e.g., cookies) and similar tools</li> <li>▪ To protect against accidental or other unauthorized disclosure of Sensitive Personal Information and other information that Coca-Cola classifies as "Highly Restricted" processed and Coca-Cola Employment Application Systems</li> <li>▪ To improve Coca-Cola Employment Application Systems</li> </ul>	<ul style="list-style-type: none"> <li>▪ To administer your application</li> <li>▪ To take steps <b>to enter into a contract</b> with you</li> <li>▪ To <b>meet Coca Cola's legal obligations</b></li> <li>▪ The processing is based on our <b>legitimate business interests</b> and not overridden by your privacy or your other fundamental rights and freedoms</li> <li>▪ With your <b>consent</b></li> </ul>
<p><b>Background screenings</b></p>	<ul style="list-style-type: none"> <li>▪ For information about your past education, employment, credit and/or criminal history but only to the extent permitted by law and generally through a third-party service provider</li> <li>▪ For drug tests</li> </ul>	<ul style="list-style-type: none"> <li>▪ To administer your application</li> <li>▪ To take steps <b>to enter into a contract</b> with you</li> <li>▪ To <b>meet Coca Cola's legal obligations</b></li> </ul>

Types of Personal information that Coca-Cola Collects	Why this Personal Information is Collected	Legal Basis for Processing this Personal Information
	<ul style="list-style-type: none"> <li>▪ For medical physicals</li> <li>▪ For reference-check verification</li> </ul>	<ul style="list-style-type: none"> <li>▪ The processing is based on our <b>legitimate business interests</b> and not overridden by your privacy or your other fundamental rights and freedoms</li> <li>▪ With your <b>consent</b></li> </ul>
<p><b>Information you choose to give us voluntarily</b></p> <p>(e.g., salary expectations, career aspirations, interests and activities outside work, working style, preferred gender identity pronouns or further information about dimensions of your identity, such as disability or ethnicity, where legally possible or when you choose to provide it during the recruiting process; your photo if you choose to submit it; and information collected as part of the interview process, such as notes about interviews, compensation/benefits expectations, relocation information, and any other information you choose to provide during the recruiting process)</p>	<ul style="list-style-type: none"> <li>▪ To conduct surveys, such as to better understand your experience and opinion on the Coca-Cola Employment Application Systems and our engagement process, including responses in ‘free text fields’</li> <li>▪ To manage programs and other features that allow you to engage with and share personal information with us</li> <li>▪ To consider you for other Opportunities</li> <li>▪ To understand and document why you did or did not complete an application for employment or accept an offer of employment</li> <li>▪ To administer Coca-Cola’s diversity, equity and inclusion programs and Ethics &amp; Compliance tools</li> <li>▪ To ask if you have any referrals that may be appropriate for an opportunity</li> </ul>	<ul style="list-style-type: none"> <li>▪ To administer your application</li> <li>▪ To take steps <b>to enter into a contract</b> with you</li> <li>▪ To <b>meet Coca Cola's legal obligations</b></li> <li>▪ The processing is based on our <b>legitimate business interests</b> and not overridden by your privacy or your other fundamental rights and freedoms</li> <li>▪ With <b>your consent</b></li> </ul>
<p><b>Public information</b></p> <p>(e.g., information from your public professional profiles (such as LinkedIn))</p>	<ul style="list-style-type: none"> <li>▪ To identify your background and experience for a specific Opportunity</li> <li>▪ To communicate with prospective applicants</li> <li>▪ To administer Coca-Cola’s diversity, equity and inclusion programs</li> <li>▪ To connect your candidate profile in the Coca-Cola Application Systems to your LinkedIn profile</li> <li>▪ To identify candidates on third-party platforms (such as LinkedIn)</li> <li>▪ To verify identity, eligibility, and suitability for employment (where permitted)</li> </ul>	<ul style="list-style-type: none"> <li>▪ To administer your application</li> <li>▪ To take steps <b>to enter into a contract</b> with you</li> <li>▪ To <b>meet Coca Cola's legal obligations</b></li> <li>▪ The processing is based on our <b>legitimate business interests</b> and not overridden by your privacy or your other fundamental rights and freedoms</li> </ul>
<p><b>Audio or visual records</b></p>	<ul style="list-style-type: none"> <li>▪ As collected during the application and recruitment process to evaluate</li> </ul>	<ul style="list-style-type: none"> <li>▪ With your <b>consent</b></li> </ul>

Types of Personal information that Coca-Cola Collects	Why this Personal Information is Collected	Legal Basis for Processing this Personal Information
(e.g. Zoom/Teams recordings or pictures attached to applications)	and assess your application suitability for the applicable role	
<p><b>Sensitive personal information</b></p> <p>(e.g. racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life and sexual orientation)</p>	<ul style="list-style-type: none"> <li>▪ To comply with legislation, as applicable, such as equal opportunities laws</li> <li>▪ For background screenings to obtain information about your past education, employment, credit and/or criminal history but only to the extent permitted by law and generally through a third-party service</li> <li>▪ If you suffer from an illness such as, for example, epilepsy or diabetes, it may be necessary to provide us with this information for us to disclose it to those administering first aid in an emergency when you visit our offices</li> </ul>	<ul style="list-style-type: none"> <li>▪ To administer your application</li> <li>▪ To <b>meet Coca Cola's legal obligations</b></li> <li>▪ With your <b>consent</b></li> </ul>

We also collect and use personal information when we have a **legal obligation or right** to do so. This includes:

- For consultation with worker representatives (where appropriate)
- To address legal claims or disputes
- To comply with government reporting obligations including taxation and accounting requirements
- To monitor and ensure diversity and equality of treatment and opportunity
- To provide accommodations or adjustments in connection with your Candidate Account, interviews or otherwise as part of the employment application process
- To safeguard property and assets by:
  - Reporting to regulators and public authorities where required
  - Monitoring compliance
  - Complying with equal opportunity, anti-money laundering, anti-corruption, and other laws
  - Protecting intellectual property and trade and business secrets
- To protect the security of Coca-Cola facilities and the individuals in them, such as through use of identity access management for secure areas (where permitted by law)
- To investigate an incident involving others and for grievance management
- To administer Coca-Cola's Ethics & Compliance tools & reporting
- To comply with other laws applicable to Coca-Cola, such as equal opportunity and public accounting laws

Some of the collected personal information is treated as sensitive personal information under applicable law, which may include details such as racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, and sexual orientation,

among other types of information. We comply with special legal protections that apply to sensitive personal information. When legally required, we will ask for your consent to process sensitive personal information and you may decide whether or not to give consent.

If you schedule an in-person interview, please note that Coca-Cola monitors facilities through closed-circuit television and other video monitoring for security purposes. These tools are primarily used at entrance and exit points, elevators, lobbies, around valuable equipment, and in other high-risk areas for theft or with highly sensitive assets. We do not use video monitoring in private areas, such as restrooms or in your interview room. Where required by applicable law, we will include the corresponding notices in the places that video monitoring takes place.

### **Cookies**

Coca-Cola also uses cookies and other data collection technology to recognize you and/or your device(s) when you access Coca-Cola Employment Application Systems. When accessing those systems, the applicant must accept the use of necessary cookies.

#### **What are cookies?**

Cookies are small text files that are sent to or accessed from your web browser or your computer's hard drive. A cookie typically contains the name of the domain (internet location) from which the cookie originated, the "lifetime" of the cookie (i.e., when it expires) and a randomly generated unique number or similar identifier. A cookie also may contain information about your computer or device, such as settings, browsing history and activities conducted while using the Coca-Cola Employment Application Systems.

Coca-Cola also uses "pixels" (sometimes called web beacons). Pixels are transparent images that can collect information about email opens and website usage across websites and over time.

Cookies that Coca-Cola sets in the Coca-Cola Employment Application Systems are called first-party cookies. Cookies set in the Coca-Cola Employment Application Systems by any other party are called third-party cookies. Third-party cookies enable third-party features or functionality on or through the Coca-Cola Employment Application Systems. The parties that set third-party cookies can recognize your device both when you use it to access the Coca-Cola Employment Application Systems and also when you use it to visit certain other websites.

To learn more about cookies generally, visit [www.allaboutcookies.org](http://www.allaboutcookies.org).

#### **Why does Coca-Cola use cookies and other tracking technology?**

Some cookies are required for the Coca-Cola Employment Application Systems to operate. Other cookies enable us to enhance your experience of the Coca-Cola Employment Application Systems.

The types of cookies served on through the Coca-Cola Employment Application Systems and why they are used is as follows:

- **Strictly necessary cookies** are required for the Coca-Cola Employment Application Systems to operate.
- **Performance or Analytics cookies** collect information about how the Coca-Cola Employment Application Systems are used so we can analyze and improve the Coca-Cola



Employment Application Systems. Performance or analytics cookies typically remain on your computer after you close your browser until you delete them.

Data collection technology enables Coca-Cola to monitor the traffic patterns from one webpage to another and to improve performance of the Coca-Cola Employment Application Systems.

### **Your Cookie Choices**

You have the right to decide whether to accept or reject cookies. You can set your browser to refuse all cookies or to indicate when a cookie is set. (Most browsers accept cookies automatically but allow you to disable them. If you disable them, some features of the Coca-Cola Employment Application Systems may not work properly.)

Certain jurisdictions also have cookie policies separate from this Privacy Notice and additional cookie management tools. Please contact us using the contact details set out in Section 10 for more information.

## **3. DOES COCA-COLA USE AUTOMATED PROCESSING?**

Where permitted by law, Coca-Cola may use automated decision-making and similar tools for automated processing of personal information of applicants in certain jurisdictions (collectively, “**automated processing**”). We provide notice and/or obtain consent for automated processing as required.

In certain jurisdictions, we may use automated processing in the following situations:

- To analyze certain personal information and professional details collected from or about applicants to better identify individuals with particular skills for particular roles
- To promote diversity, equity and inclusion
- To monitor use of Candidate Accounts and other Coca-Cola Employment Application Systems
- To comply with legal obligations and defend legal rights
- To prevent, investigate and/or detect unauthorized or illegal activity

Coca-Cola works to provide meaningful information about the logic involved in automated processing to help ensure that consent to automated processing is specific, informed and voluntary and to ensure that applicants are not adversely affected by a decision to withhold or revoke consent to automated processing.

## **4. HOW DOES COCA-COLA SHARE PERSONAL INFORMATION?**

Coca-Cola shares personal information with people and businesses that help us operate and carry our business functions and when legally permitted or required to do so. Specifically, Coca-Cola may share applicants’ or prospective applicants’ personal information with one or more of the following categories of recipients:

- Coca-Cola Affiliates subject to data sharing agreements that are designed to protect personal information in accordance with this Privacy Notice and applicable law
- Professional advisors, such as lawyers, accountants, and insurers
- Service providers to enable them to perform services on our behalf, including recruiting services, cloud storage, data analytics, benefit and compensation analyses, business travel partners, IT

support, data security and forensics, surveys and research services and other service providers that help us carry out our business. Service providers are contractually required to protect the personal information that Coca-Cola entrusts to them

- Potential or actual acquirers or investors and their professional advisers in connection with any actual or proposed merger, acquisition or investment in all or any part of our business. We will use our best efforts to ensure that the terms of this Privacy Notice apply to personal information after the transaction or that you receive advance notice of changes to personal information processing
- Competent law enforcement, government regulators and courts when we believe disclosure is necessary (i) to comply with the law, (ii) to exercise, establish or defend legal rights, or (iii) to protect the vital interests of applicants, business partners, service providers or another third party
- Other third parties with your permission

When Coca-Cola shares personal information, we require whenever possible that the recipients handle personal information in compliance with our confidentiality and security requirements and applicable law.

If legal requirements limit the sharing of your personal information, Coca-Cola will respect those requirements.

## **5. HOW DOES COCA-COLA PROTECT PERSONAL INFORMATION?**

Coca-Cola is committed to protecting the security of personal information. Coca-Cola uses various security detection, management and protection tools to help protect personal information from unauthorized access, disclosure or other use.

## **6. HOW LONG DOES COCA-COLA RETAIN PERSONAL INFORMATION?**

Personal information is retained in accordance with the applicable law and/or the company records retention policies/procedures. In general, Coca-Cola retains personal information during the application process and thereafter (for both successful and unsuccessful candidates) for as long as necessary to fulfill the purposes for which the personal information was collected or until you withdraw your consent if applicable or to comply with legal obligations, including to support and evidence our recruitment process in defense of legal claims.

## **7. DOES COCA-COLA TRANSFER PERSONAL INFORMATION TO OTHER COUNTRIES?**

Coca-Cola may transfer personal information across borders to any of the places where we and our affiliates and suppliers do business. Other jurisdictions may have data protection laws that are different from (and, in some cases, less protective) than the laws where you reside.

If your personal information is transferred across borders by us or on our behalf, we use appropriate safeguards to protect your personal information in accordance with this Privacy Notice. These safeguards include agreeing to standard contractual clauses or model contracts for transfers of personal information among the Coca-Cola affiliates and among our suppliers. When in place, these contracts require our affiliates and suppliers to protect personal information in accordance with applicable privacy laws.

To request information about our standard contractual clauses or model contracts and other safeguards for cross-border personal information transfers, please contact our Privacy Office at [privacy@coca-cola.com](mailto:privacy@coca-cola.com).

## 8. DO SPECIFIC PROVISIONS APPLY DEPENDING ON PLACE OF PERSONAL RESIDENCE?

Depending on where you live and work, and subject to applicable laws, you may have certain legal rights, such as:

- Right to Access - to find out whether Coca-Cola processes your personal information
- Right to Correct - to request that Coca-Cola corrects or updates inaccurate, incomplete or outdated personal information
- Right to Object – to request that Coca-Cola stops or to prevent Coca-Cola from processing your personal data
- Right to Erasure - to request that Coca-Cola deletes or erases your personal information
- Right to Restrict Processing - to request that Coca-Cola restricts use of your personal information
- Right to Withdraw Consent - to withdraw your consent
- Right to Data Portability - to request that Coca-Cola provide you with a copy of your personal information in a structured, commonly used and machine-readable format
- Right to request more information about our automated processing

Except as provided below in the relevant country-specific section, you can exercise data rights available to you by contacting emailing us using the contact information below:

- [hrhelp@coca-cola.com](mailto:hrhelp@coca-cola.com)

The below sets out your specific rights and additional privacy details where you reside in one or more of the following countries:

### Residents of Argentina

We do not collect or process any Background Screening data in Argentina.

The **Agency of Access to Public Information**, in its role of Regulating Body of Law 25.326, is responsible for receiving complaints and reports from residents of Argentina who believe that their privacy rights were violated.

The owner of the personal information has the right to exercise the right of access at intervals of not less than six months, unless a legitimate interest is demonstrated for this purpose in accordance with article 14, paragraph 3 of Law No. 25,326.

Interested parties may exercise their right of access, rectification or deletion by submitting a request to: Servicios y Productos para Bebidas Refrescantes SRL – Vedia 4090 – C.A.B.A. – Argentina- Attn: Responsable de Bases de Datos.

Natural persons must attach a copy of their National Identity Document and Legal Representatives must attach the documentation that proves the validity of the legal representation. Each request must explain the reason for the request. Coca-Cola will respond to an access request within ten (10) calendar days and

for requests to rectify, update or delete personal information, Coca-Cola will respond within five (5) business days.

### **Residents of Bolivia**

Our collection of your personal information requires your express consent.

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

### **Residents of Brazil**

In Brazil, Coca-Cola's handling of personal information will also be guided by the following principles

- ❖ Adequacy
- ❖ Necessity
- ❖ Access
- ❖ Quality
- ❖ Security
- ❖ Prevention
- ❖ Non-Discrimination
- ❖ Responsibility
- ❖ Legality

Coca-Cola Brazil will also collect the following Identification information: Labor ID and Tax ID. All Identification information collected by Coca-Cola will be processed in order to comply with the labor, tax, social security, and any other legal requirements established by applicable laws.

We do not collect or process any Background Screening data related to credit, criminal history, drug tests and/or medical physicals in Brazil.

All sensitive personal information collected will be processed only to comply with legal or regulatory obligations (including Lei Geral de Proteção de Dados – LGPD (Law nº 13.709/2018)) or based on specific consent given by you.

All consent will be collected prior to any activity that process personal information.

The personal information collected by Coca-Cola and shared with third parties will only be used for the purposes established in this Privacy Notice.

At any time, you can withdraw your consent for us processing your personal information and sensitive data by contacting us at the email address or physical address below. Please consider that if you withdraw your consent, you may not be able to apply to any open position on The Coca-Cola Company website, and we may be unable to continue evaluating your existing applications.

We will not delete any data that is required by law to fulfill our legal or regulatory obligations or if the data is necessary to exercise our legal rights.

In addition to the rights described at the beginning of this Section 8, you have the following right:

- Right to Confirm – confirm your personal information is processed by the Company

You can exercise your privacy rights by:

- E-mail: encarregado.lgpd@coca-cola.com
- Mail: Praia de Botafogo, 374, Botafogo, Rio de Janeiro/RJ, ZIP Code: 22.250-907, attn: Larissa Lourenço

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

### **Residents of California**

The following section applies to California residents and relates to personal information collected in the context of your application for employment with us.

#### *Collection*

A description of the personal information we collected in the last 12 months about job applicants and our reasons for doing so, is provided in Section 2.

We collect this information directly from you during recruitment or from service providers or third parties that assist us with our recruiting activities.

#### *Sensitive Personal Information*

Certain data elements we collect are deemed “sensitive” under California law. Those are race, ethnicity, sexual orientation, and government identification numbers (e.g., Social Security and driver’s license numbers). To the extent you provide us such information, it is used solely for purposes consistent with California privacy law.

#### *Selling and Sharing Data*

We do not sell applicant personal information or provide it to third parties for cross-context behavioral advertising (a concept known as “sharing” under California law). In certain circumstances, we use cookies for analytics purposes. If this usage constitutes a sale, we will provide you the opportunity to opt-out of the use of such cookies.

#### *Individuals Rights*

California law provides you with certain rights regarding your personal information, including:

- **Right to Know:** You can ask that we disclose to you the categories of personal information we collected about you, the categories of sources for the personal information we collected about you, our purpose for collecting your personal information, and the categories of third parties to whom we disclosed your personal information. You can also request that we provide you the specific pieces of personal information we collected about you.
- **Right to Delete:** You can ask us to delete the personal information that we have collected from you.

- **Right to Correct:** You can ask us to correct inaccurate personal information we maintain about you.

You can submit a request by contacting us at [talentnortamerica@coca-cola.com](mailto:talentnortamerica@coca-cola.com). Subject to some exceptions, we will honor verified requests. To verify a request, we may ask you to provide us information that we can match with other information we have about you. You can also have an authorized agent submit a request on your behalf, but we will require proof of authorization from the agent and you must verify your identity with us and confirm you gave the agent permission to submit the request.

## **Residents of Canada**

If you live in Alberta, British Columbia, or Quebec, you have certain rights in respect of your information. To access or correct your personal information, please contact [talentnortamerica@coca-cola.com](mailto:talentnortamerica@coca-cola.com). Please note we may verify your identity before we can act on your request.

If you have questions about the collection of your personal information, you can contact Larissa Barbara Lourenco by email at [privacy@coca-cola.com](mailto:privacy@coca-cola.com).

## **Residents of China**

### Personal Information and Sensitive Personal Information

Personal information refers to various types of electronic or otherwise recorded information related to identified or identifiable natural persons, excluding anonymized information.

In China, we do not collect or process the “sensitive personal information” as specified in section 2 “WHAT TYPES OF PERSONAL INFORMATION DOES COCA-COLA COLLECT, WHY DO WE COLLECT IT, AND WHAT LEGAL BASES DO WE RELY ON?” of the Applicant Privacy Notice, e.g. racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life and sexual orientation. However, we may collect your personal identity information (including your ID card and passport) for identity verification purposes and financial information (including bank account information) for reimbursement purposes. Such information may be identified as sensitive personal information under applicable laws and regulations in China. We restrict our process to the purposes described above and will take strict protection measures.

If you provide us with personal information of others, please make sure that the relevant individuals have consented to the processing of their personal information as described in this Applicant Privacy Notice.

### How Does Coca-Cola Share Personal Information?

Coca-Cola will share your personal information to third parties in accordance with section 4 “HOW DOES COCA-COLA SHARE PERSONAL INFORMATION?” of the Applicant Privacy Notice.

If it is necessary for Coca-Cola to transfer personal information in case of a merger, division, dissolution, declaration of bankruptcy, or other reasons, we will notify you of the name and contact information of the recipient. The recipient must comply with the Applicant Privacy Notice when processing your personal information.

### Does Coca-Cola Transfer Personal Information To Other Countries?

Coca-Cola is a global company which has legal entities in several countries. Your personal information may be transferred to The Coca-Cola Company.

- Contact information: Address: 1 Coca-Cola Plaza, Atlanta, GA 30313, USA; email: [privacy@coca-cola.com](mailto:privacy@coca-cola.com).
- Types of personal information transferred overseas: Please refer to Section 2 “WHAT TYPES OF PERSONAL INFORMATION DOES COCA-COLA COLLECT, WHY DO WE COLLECT IT, AND WHAT LEGAL BASES DO WE RELY ON?” of the Applicant Privacy Notice.
- Purposes of processing by the overseas recipient: Please refer to Section 2 “WHAT TYPES OF PERSONAL INFORMATION DOES COCA-COLA COLLECT, WHY DO WE COLLECT IT, AND WHAT LEGAL BASES DO WE RELY ON?” of the Applicant Privacy Notice.
- Method of processing by the overseas recipient: Collection, use, storage, deletion, provision, transmission.
- Retention period: Your personal information will only be stored overseas for as long as necessary for the relevant purposes described in the Applicant Privacy Notice and as permitted by the applicable Chinese laws.

Your personal information may be transferred to other global entities of Coca-Cola (please see Appendix 1 for a detailed list of these global entities) and third parties engaged by us who are located outside of China for the purposes described in the relevant sections of the Applicant Privacy Notice. For instance, in the process of our business operation, your personal information may be shared with our human resources service provider Workday. Processing methods may include collection, use, storage, deletion, provision, and transmission.

We will use a lawful transfer mechanism to transfer your personal information outside of China. We also adopt necessary measures to ensure the overseas recipient listed above can provide the same level of protection as specified in the Section 5 of this Applicant Privacy Notice “HOW DOES COCA-COLA PROTECT PERSONAL INFORMATION?” and as required under applicable Chinese laws.

If you want to exercise your rights against the overseas recipient, please contact [privacy@coca-cola.com](mailto:privacy@coca-cola.com).

### **Residents of Chile**

Applicants from Chile or to whom the Chilean data protection law applies have the following rights:

- To request information on the processing of their personal information;
- To request that incorrect, inaccurate or incomplete information be modified;
- To request that their personal information be deleted if they are stored without a legal basis or if they are out of date notwithstanding legal exceptions;
- To request the deletion or blocking of their personal information, if applicable, if the data have been provided voluntarily or if they are used for commercial communications and the user no longer wishes to be included in the relevant register, either permanently or temporarily;
- To oppose the use of their personal information for advertising, market research or opinion polling purposes; and
- To revoke their consent to the processing of personal information at any time with effect for the future. If you revoke consent, we may be unable to continue evaluating your application.

We do not collect or process any Background Screening data in Chile.

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

### **Residents of Colombia**

The controller of your personal information is:  
Coca-Cola Bebidas de Colombia S.A.  
Post: Attn: Privacy Officer  
Av. Carrera 45 N 103-60 Piso 8, Bogotá D.C.

In order to process your personal data, the data controller for Colombia will always obtain consent as required by applicable law.

Together with the rights mentioned above in this section, the data subject shall have the rights established in Article 8 of Law 1581 of 2012. Any exercise of the rights must be done to the addresses included in this section for Colombia, and must comply with the requirements established in Law 1581 of 2012 and its regulatory decrees. We will answer your queries as established in the applicable law.

The applicable Privacy Policy for Colombia can be requested at any time to the Privacy Officer of Coca-Cola Bebidas de Colombia S.A.

In the case that we collect sensitive information, note that the answer to the questions of sensitive information is optional.

In the case the changes to this Privacy Notice are considered as substantial by Colombian law, the data controller will obtain your specific consent to continue handling your personal data.

We do not collect or process any Background Screening data in Colombia.

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

### **Residents of Costa Rica**

Coca-Cola Industrias LTDA (the controller of your personal information) acknowledges and agrees to comply, as applicable, with local legal provisions and requirements regarding (i) collecting personal information and obtaining the consent of data subjects, (ii) processing of sensitive personal data, (iii) protecting privacy rights, (iv) transferring personal information and (v) maintaining security measures for collected personal information.

We do not collect or process any Background Screening data in Costa Rica.



For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

### **For Residents of Ecuador**

In Ecuador, Coca-Cola's handling of personal information will also be guided by the following principles:

- ❖ Lawfulness
- ❖ Fairness
- ❖ Purpose Limitation
- ❖ Data Minimization
- ❖ Proportionality
- ❖ Confidentiality
- ❖ Accuracy
- ❖ Storage Limitation
- ❖ Security
- ❖ Accountability
- ❖ Favorable Applicability
- ❖ Non-Discrimination

Coca-Cola Ecuador will also collect the following Identification information: Labor ID and Tax ID. All Identification Information collected by Coca-Cola will be processed in order to comply with the labor, tax, social security, and all the legal provision by applicable laws.

We do not collect or process any Background Screening data in Ecuador.

All sensitive personal information collected will be processed only to comply with legal or regulatory obligations (including the Ecuadorian Data Protection Law (*Ley Orgánica de Protección de Datos Personales - LOPDP*) or based on specific consent given by you.

All consent will be collected prior to any activity that process personal information.

The personal information collected by Coca-Cola and shared with third parties will only be used for the purposes established in this Privacy Notice.

At any time, you can withdraw your consent for us processing your personal information and sensitive personal information by contacting us at the email address or physical address below. Please consider that if you withdraw your consent, you may not be able to apply to any open position on The Coca-Cola Company website, and we may be unable to continue evaluating your existing applications.

We will not delete any data that is required by law to fulfill our legal or regulatory obligations or if the data is necessary to exercise our legal rights.

In addition to the rights described at the beginning of this Section 8, you have the following rights:

- Right to Know – you can ask to receive information concerning the purposes for our processing; the period for which your personal information will be stored; the applicable data protection rights; and the contact details for the controller and data protection officer, if applicable.

- Right to Object – you can object at any time to our processing of your personal information, as long as the law allows the objection, no third party's rights are not affected, and the processing is not related to public data or ordered by law.
- Right to the Suspension of Processing – you can ask us to suspend the processing when: (i) the personal information is inaccurate; (ii) the processing is unlawful; (iii) the controller does not longer require the personal information to fulfill their purpose; or (iv) the minimum requirements for processing health data are not fulfilled.
- Right to Object an Automated Individual Decision Making (profiling) – you can ask to not be subject to a decision based solely on automated processing, including profiling, which produce direct legal effects for you.

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

### **For Residents of European Economic Area, Switzerland and United Kingdom**

The data controller (i.e., the Coca-Cola entity that determines the purpose and means of processing your personal information) for your personal information is the Coca-Cola entity related to the Opportunity that interests you or that operates the website on which you created your Candidate Account.

The legal bases for our processing of your personal information depend on the context in which the personal information is collected and processed.

When Coca-Cola transfers personal information to third parties for processing in jurisdictions not deemed "adequate" by the European Commission and/ or the Government of the United Kingdom (as applicable), standard contractual clauses, the international data transfer agreement, and other appropriate safeguards are in place.

If you would like to access, correct, update, suppress, restrict, object to or delete personal information that you have previously provided to Coca-Cola as or if you would like to receive an electronic copy of your personal information for purposes of transmitting it to another company (where this right to portability is provided to you by law), please submit your request to us as follows:

- [hrhelp@coca-cola.com](mailto:hrhelp@coca-cola.com)
- Our EU Data Protection Officer is available at • [dpo-europe@coca-cola.com](mailto:dpo-europe@coca-cola.com)

In your request, please make clear what personal information you would like to have changed, whether you would like to have your personal information suppressed from our database or other limitations you would like to put on our use of your personal information. For your protection, we verify your identity and geographic residency before fulfilling your request. We will comply with your request as soon as reasonably practicable and within the time periods required by applicable law.

Please note that we often need to retain certain personal information for recordkeeping purposes and/or to complete any transaction that you began prior to submitting your request (e.g., when you make a purchase or enter a promotion, you may not be able to change or delete the personal information provided

until after the completion of the purchase or promotion). We also may not delete certain personal information for legal reasons.

*If you work or reside in the EEA:*

You have the right to lodge a complaint with the competent supervisory authority in the Member State of your habitual residence, your place of work or the location of the alleged infringement of your data protection rights if you believe that Coca-Cola's personal information processing violates the General Data Protection Regulation. The data protection regulators for the EEA jurisdictions are specified in Appendix 1.

*If you work or reside in the Switzerland:*

The Swiss regulator is specified in Appendix 1.

*If you work or reside in the UK:*

The UK data protection regulator is specified in Appendix 1.

## **Residents of India**

[GOCCI@coca-cola.com](mailto:GOCCI@coca-cola.com)

## **Residents of Indonesia**

Coca-Cola maintains and implements policies and procedures to protect personal information.

You understand and agree that Coca-Cola may transfer your personal information to a country outside of Indonesia. We will coordinate with the relevant authority before the transfer and where applicable, transfer of information to other jurisdiction will be done to a country with a data protection policy that is equal or stricter to the data protection regulation in Indonesia.

Coca-Cola will inform applicants regarding a data breach involving their personal information, as required by law.

You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

## **Residents of Japan**

The English version is the original and the Japanese version is for reference purposes. If there is any conflict or inconsistency between these two versions, the English version shall prevail.

We may jointly use Personal Information to the extent necessary for the following scope and purpose of use:

<Purpose of Joint Use>  
Addressed in Section 2

<Scope of Personal Information for Joint Use>  
Addressed in Section 2

<Persons for Joint Use>

Coca-Cola Affiliates

(Affiliate, as used in this section, means any corporation controlled by or under common control with Coca-Cola. For such purposes, "control" means the direct or indirect ownership of at least fifty percent of the voting interest in such corporation or the power in fact to control the management decisions of such entity.)

<Person Responsible for Managing Personal Information>

Coca-Cola (Japan) Company, Limited

## **Residents of Kenya**

In addition to the rights set out at the beginning of this Section 8, you shall have the right to:

- Object to the processing of your data via the Form DPG 1 outlined in Kenya's Data Protection Regulations, 2021.
- Send a data access request to [privacy@coke-cola.com](mailto:privacy@coke-cola.com) or [hrhelpwarsaw@coke-cola.com](mailto:hrhelpwarsaw@coke-cola.com) seeking confirmation as to whether or not your personal information is being processed and:
  - the purposes of the processing
  - the categories of personal information concerned
  - the recipients or categories of recipient to whom the personal information have been or will be disclosed, including recipients in other countries or territories
  - where possible, the envisaged period for which the personal information may be stored, or, if not possible, the criteria used to determine that period
  - where the personal information is not collected from the data subject, any available information as to the source of collection

Either you or a person you authorize in writing may exercise the rights you have under this Privacy Notice.

## **Residents of Malaysia**

In addition to the rights mentioned above, applicants may have the right to be notified, as required under the applicable laws, in the event of data breach affecting your personal information. You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

## **Residents of Mexico**

In Mexico, Coca-Cola's handling of personal information will also be guided by the following principles

- ❖ Legitimacy
- ❖ Consent

- ❖ Information
- ❖ Quality
- ❖ Purpose
- ❖ Loyalty
- ❖ Proportionality
- ❖ Responsibility

All consent will be collected prior to any activity that process personal information.

The personal information collected by Coca-Cola and shared with third parties will only be used for the purposes established in this Privacy Notice.

At any time, you can withdraw your consent for us processing your processing your personal information and sensitive personal information by contacting us at the email or address below. Please consider that if you withdraw your consent, you may not be able to apply to any open position on The Coca-Cola Company website, and we may be unable to continue evaluating your existing applications.

We will not delete any personal information that is required by law to fulfill our legal or regulatory obligations or if the data is necessary to exercise our legal rights.

In addition the rights described at the beginning of this Section 8, you have the following rights:

Exercise ARCO rights (access, correction, cancellation, opposition).

You have the right to Access the personal information that you have provided to us and to know the characteristics of the treatment given to them; to Rectify personal information if your personal information is inaccurate or incomplete; to request your personal information be Canceled when you consider that they are unnecessary for the purposes for which personal information were collected and it the personal information are not being treated in accordance with the principles and duties established by Law, as well as to Oppose to the treatment of your persona information for specific purposes and/or withdraw the consent you have given us for your treatment.

In order to exercise the aforementioned rights, you, as the data subject of personal information, sensitive personal information, and property or financial data, must submit the respective request, either personally (at the address specified earlier in Appendix 1) or by sending an email to the [Avisodeprivacidad@coca-cola.com](mailto:Avisodeprivacidad@coca-cola.com) containing the terms established by the Federal Law on the Protection of Personal Data Held by Private Parties (name of the owner and/or his legal representative; address or other means to receive a response; documents that prove their identity or legal representation, in case it is done by an agent; clear and precise description of the data with respect to which they seek to exercise their rights; and other elements or documents that facilitate the location of the data).

For any questions regarding the procedures to exercise your rights, you can send an email to [Avisoprivacidad.mexico@coca-cola.com](mailto:Avisoprivacidad.mexico@coca-cola.com) for assistance.

We do not collect or process any Background Screening data in Mexico.

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

### **Residents of New Zealand**

You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

### **Residents of Nigeria**

If you have questions about this Privacy Notice or need further information (such as the legal basis on which we collect and use your personal information), please contact us at [privacy@coca-cola.com](mailto:privacy@coca-cola.com).

### **Residents of Papua New Guinea**

You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

### **Residents of Philippines**

You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

### **Residents of Singapore**

In addition to the rights at the beginning of this Section 8, you have the right to be notified, as required under the applicable laws, in the event of data breach affecting your personal information. You also have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

In the event of a data breach, Coca-Cola must take steps to assess if notice is required. If the data breach likely results in significant harm to individuals, and/or is of significant scale, organizations are required to notify the Personal Data Protection Commission and the affected employees as soon as practicable.

### **Residents of South Africa**

Coca-Cola may transfer your personal information to a country outside of South Africa to any of the places where we, our affiliates, our suppliers, or our partners do business. However, if your personal information is transferred or otherwise transmitted across borders by us or on our behalf by processors or other third parties, we use appropriate safeguards to protect your personal information in accordance with this Privacy Notice and as set out in Section 7 of this Privacy Notice.

In addition to the rights described at the beginning of this Section 8, and in accordance with the Protection of Personal Information Act 4 of 2013, you have the right to:

- Request we confirm, free of charge, whether we hold any personal information about you, subject to you providing adequate proof of identity.
- Request we, within a reasonable time, at a prescribed fee, in a reasonable manner and understandable format, provide you a record or a description of your personal information, subject to you providing adequate proof of identity.
- Object to our processing of your personal information, unless applicable law provides for us to process such personal information.
- Lodge a complaint to the Information Regulator of South Africa via email at [POPIAComplaints@infoeregulator.org.za](mailto:POPIAComplaints@infoeregulator.org.za).

### **Residents of South Korea**

For residents of South Korea, Coca-Cola does not collect information that is not relevant to job performance.

In the event of any conflict between the provisions of the "COCA-COLA APPLICANT PRIVACY NOTICE" and "CCKC APPLICANT PRIVACY NOTICE", "CCKC APPLICANT PRIVACY NOTICE" shall prevail to the extent of such conflict.

한국코카콜라 유한회사(CCKC) 채용지원자의 개인정보처리방침은 아래의 링크(링크 추후 제공 예정)를 통해 확인해주시기 바랍니다. 만약, "COCA-COLA APPLICANT PRIVACY NOTICE"와 "CCKC 채용 지원자 개인정보 처리방침" 내용에 서로 다른 부분이 있거나 기타 상충하는 경우, 상충되는 부분에 한하여 "CCKC 채용 지원자 개인정보 처리방침"의 내용이 우선합니다.

### **Residents of Thailand**

#### **Types of Personal Information that Coca-Cola collects**

In addition to the items specified in the table under Identification information in Section 2, Coca-Cola also collects blood types, religion of the applicants as specified on the Thai national ID cards of the applicants.

#### **Cross-border Transfer**

Coca-Cola may transfer your personal information to a country outside of Thailand. However, we will only do so if we have determined that the other country's laws provide an adequate level of data protection, or if we have otherwise provided appropriate safeguards, such as entering into an agreement with the recipient that includes appropriate standard data protection clauses.

#### **Collection of Personal Information**

Any provision of your personal information is voluntary. You may choose not to give any information that we request. However, the failure to provide such information may result in Coca-Cola's inability to provide you with certain benefits, products, or services.

Some of the Personal Data collected by us may be considered "Sensitive Personal Data." For example, if you are a Thai national, we may ask for a copy of your Thai identification card, which may contain sensitive personal data (i.e., religion and/or blood type). We intend to collect sensitive personal Information only (1) upon your express consent when the information is reasonably necessary for our business operations; (2) as required by law, court orders, or orders of any government agencies, or (3) in cases where you intentionally disclose such data to the public. We intend to share sensitive personal information only when we deem that it is necessary to be collected, used, or processed for any of the following objectives:

- To prevent or suppress a danger to the life, body, or health of the data subject, when the data subject is incapable of giving the consent for whatever reason;
- To carry out legitimate activities, with appropriate safeguards, of foundations, associations, or any other not-for-profit bodies with political, religious, philosophical, or trade union purposes for their members;
- If the information is disclosed to the public with your explicit consent;
- To establish, comply with, exercise, or defend legal claims; or
- If it is necessary for compliance with the law to achieve purposes relating to scientific, historical, or statistical research, or for other public interests.

You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's processing of personal information violates the applicable law.

### **Residents of Vietnam**

You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

## **9. WILL THIS PRIVACY NOTICE CHANGE?**

We may update this Privacy Notice from time to time in response to changing legal, technical or business developments. When we update this Privacy Notice, we will change the Effective Date above. We also will take appropriate measures to inform you in advance of significant changes that we believe affect your privacy rights and as required by applicable privacy law. If your acknowledgement is required by applicable privacy law, we will ask you to acknowledge the changes before the revised Privacy Notice applies to your personal information.

## **10. WHO DO I CONTACT WITH QUESTIONS?**

If you have questions about Coca-Cola's processing of your personal information not addressed in this Privacy Notice, please contact [privacy@coca-cola.com](mailto:privacy@coca-cola.com).



## Appendix 1

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Algeria	EURL Beverage Services Algeria	Post: Algerian Business Center Pins Maritimes, 4th floor, El Mohammadia, Algiers, Algeria	Not operational yet
Angola	Coca-Cola Services Angola	Post: 6th Floor, Edificio Luanda, Belas Business Park, Talatona, Luanda, Angola	
Argentina	Servicios y Productos para Bebidas Refrescantes SRL	Post: Servicios y Productos para Bebidas Refrescantes SRL – Vedia 4090 – C.A.B.A. – Argentina- Attn: Responsable de Bases de Datos	Agency of Access to Public Information
Australia	Coca Cola South Pacific Pty Limited	Email: <a href="mailto:privacyofficerau@coca-cola.com">privacyofficerau@coca-cola.com</a> Phone: Call our Consumer Information Centre on 1800 025 123 (within Australia) Post: Attn: Privacy Officer Coca Cola South Pacific Pty Limited GPO Box 388 North Sydney, NSW 2059	Office of the Australian Information Commissioner Post: GPO Box 5218 Sydney NSW 2001 Address: 175 Pitt Street Sydney NSW 2000 Tel: 1300 363 992 Fax: 61 2 9284 9666 Email: <a href="mailto:foi@oaic.gov.au">foi@oaic.gov.au</a> Website: <a href="https://www.oaic.gov.au/">https://www.oaic.gov.au/</a>
Austria	Coca-Cola Ges.m.b.H.  Roemerquelle Beteiligungsverwaltungs GmbH	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Am Europlatz 2, 1120 Vienna, Austria	Austrian Data Protection Authority Address: Österreichische Datenschutzbehörde Barichgasse 40-42, 1030 Wien Telephone: 43 1 52 152-0 Website: <a href="http://www.dsb.gv.at/">www.dsb.gv.at/</a> Email: <a href="mailto:dsb@dsb.gv.at">dsb@dsb.gv.at</a>
Azerbaijan	Reps office in Azerbaijan "CocaCola Meşrubat Pazarlama Danışmanlık Sanayi ve Ticaret A.Ş."	Nargiza Albekova <a href="mailto:nalbekova@coca-cola.com">nalbekova@coca-cola.com</a>	
Bangladesh	Coca-Cola Bangladesh Limited	Coca-Cola Bangladesh Limited Doreen Tower, 6/A North Avenue, Gulshan-2, Dhaka-1212, Dhaka Bangladesh	
Bahrain	The Coca-Cola Export Corporation, Bahrain Branch	Post: 2 <sup>nd</sup> Floor, Office Number 22 of Unitag House (Govt. Avenue, Manama) PO Box – 11774, Kingdom of Bahrain	

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Belarus	Coca-Cola Belarus (Coca-Cola Ukraine Ltd Belarus Representation office)  Coca-Cola Belarus (Coca-Cola Soft Drink Consulting Representation office)	Internatsionalnaya 36-1, office 623, Minsk, 220030, Belarus	National Personal Data Protection Center of the Republic of Belarus  24-3 K. Zetkin Str. Minsk, 220004  info@cpd.by
Belgium	SA Coca-Cola Services NV	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: 1424 Chaussée de Mons, 1070 Brussels, Belgium	Data Protection Authority (DPA) - Autorité de la protection des données - Gegevensbeschermingsautoriteit (APD-GBA) Address: Rue de la Presse 35 – Drukpersstraat 35 1000 Bruxelles – Brussel Telephone: 32 (0) 2 274 48 00 / Fax: 32 (0) 2 274 48 35 Websites: <a href="https://www.autoriteprotectiondonnees.be">https://www.autoriteprotectiondonnees.be</a> <a href="https://www.gegevensbeschermingsautoriteit.be">https://www.gegevensbeschermingsautoriteit.be</a> Email: <a href="mailto:contact@apd-gba.be">contact@apd-gba.be</a>
Bolivia	Coca-Cola Bolivia	Av. Las Ramblas, esquina Los Cedros, Edificio Torre Alas, Piso 9 de la ciudad de Santa Cruz de la Sierra, Bolivia	
Bosnia & Herzegovina	Barlan B-H d.o.o.	<a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a>	Personal Data Protection Agency - Agencija za zaštitu ličnih podataka u Bosni i Hercegovini Address: Dubrovačka broj 6, Sarajevo Telephone: 00 387 33 726 250 Website: <a href="http://azlp.ba/">http://azlp.ba/</a> Email: <a href="mailto:azlpinfo@azlp.ba">azlpinfo@azlp.ba</a>
Brazil	Recofarma Indústria do Amazonas Ltda. Praia de Botafogo, nº374 – Botafogo, Rio de Janeiro/RJ CEP: 22250-907:	Coca-Cola Brazil Data Protection Officer information: Name: Larissa Lourenço e-mail: <a href="mailto:encarregado.lgpd@coca-cola.com">encarregado.lgpd@coca-cola.com</a> mail box: Praia de Botafogo, nº374 – Botafogo, Rio de Janeiro/RJ CEP: 22250-907	Autoridade Nacional de Proteção de Dados  <a href="https://www.gov.br/anpd/pt-br">https://www.gov.br/anpd/pt-br</a>

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Bulgaria	Coca-Cola Bulgaria EOOD	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: 8, Racho Petkov Kazandzhivata, Vitosha district, Sofia, 1715, Bulgaria	Commission for Personal Data Protection Address: 2 Prof. Tsvetan Lazarov Blvd., Sofia 1592 Telephone: 359 2 915 3580/+359 2 915 3548 / Fax +359 2 915 3525 Website: <a href="https://www.cpdp.bg/">https://www.cpdp.bg/</a> Email: <a href="mailto:kzld@cpdp.bg">kzld@cpdp.bg</a>
Canada	Coca-Cola Ltd.	335 King Street East, Toronto, ON, M5A 1L1, Canada Email: <a href="mailto:privacy@coca-cola.com">privacy@coca-cola.com</a>	
Cambodia	Representative Office of Coca-Cola Southeast Asia, Inc.	Email: <a href="mailto:privacy@coca-cola.com">privacy@coca-cola.com</a>	
China	Coca-Cola Beverages (Shanghai) Company Limited	Email: <a href="mailto:privacy@coca-cola.com">privacy@coca-cola.com</a>	Cyberspace Administration of China <a href="http://www.cac.gov.cn/">http://www.cac.gov.cn/</a>
Chile	Coca-Cola de Chile S.A.	Av. Presidente Kennedy 5757, Piso 12, Las Condes, Santiago, Chile	
Colombia	Coca-Cola Bebidas de Colombia S.A.	Post: Attn: Privacy Officer Av. Carrera 45 N 103-60 Piso 8, Bogotá D.C. Address: AK45 #103-60. Piso 8. Bogotá, Colombia. 110111 Phone 6386600 Email: <a href="mailto:repciondedocumentos@coca-cola.com">repciondedocumentos@coca-cola.com</a>	The data protection regulator is: Superintendencia de Industria y Comercio (SIC) Website: <a href="https://www.sic.gov.co/">https://www.sic.gov.co/</a> Email: <a href="mailto:contactenos@sic.gov.co">contactenos@sic.gov.co</a>
Costa Rica	Coca-Cola Industrias LTDA	Plaza Tempo, Oficinas Corporativas, Lobby A, San Rafael, Escazú, San Jose, Costa Rica.	Inhabitants Data Protection Agency (Prodhav). Official Website: <a href="http://www.prodhav.go.cr/">http://www.prodhav.go.cr/</a>
Cote d'Ivoire	The Coca-Cola Export Corporation (Abidjan Representative Office)	Post: Abidjan, Plateau, Angle Boulevard Botreau Roussel, private street CRRAE-UEMOA Building, 04 BP 483 Abidjan 04	
Croatia	Coca-Cola Adria d.o.o.	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Milana Sachsa 1, 10000 Zagreb, Croatia	Agencija za zaštitu osobnih podataka (Personal Data Protection Agency) (the "Agency") Selska cesta 136 HR - 10 000 Zagreb  Telephone: 00385 (0)1 4609-000 Email: <a href="mailto:director@azop.hr">director@azop.hr</a> Website: <a href="http://www.azop.hr">www.azop.hr</a>

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Czech Republic	Coca-Cola Ceska Republika spol.	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Českobrodská 1329, 198 00 Praha 9-Kyje, Czechia	The Office for Personal Data Protection (Úřad pro ochranu osobních údajů) (the "Office") Pplk. Sochora 27 170 00 Praha 7 Czech Republic  Telephone: +420 234 665 800 Email: <a href="mailto:posta@uouu.cz">posta@uouu.cz</a> Website: <a href="http://www.uouu.cz">www.uouu.cz</a>
Denmark	Coca-Cola Nordic Services ApS	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Philip Heymans Alle 17, DK2900 Hellerup, Denmark	The Data Protection Agency (Datatilsynet) (the "Agency") Carl Jacobsens Vej 35 DK-2500 Valby Denmark  Telephone +45 33 19 32 00 Email: <a href="mailto:dt@datatilsynet.dk">dt@datatilsynet.dk</a> Website: <a href="http://www.datatilsynet.dk">www.datatilsynet.dk</a>
Dubai	The Coca-Cola Export Corporation, Dubai Branch	Email: <a href="mailto:privacy@coca-cola.com">privacy@coca-cola.com</a> Post: Office Park Building, Block B, Fourth Floor, Knowledge Village, Dubai, United Arab Emirates P.O. Box: 501738	
Ecuador	COCA-COLA DE ECUADOR S.A.	Avenida República de El Salvador N36-230 y Av. Naciones Unidas, Edificio Citibank, Primer piso, Quito, Ecuador  Phone: 3982622  Email: <a href="mailto:privacy@coca-cola.com">privacy@coca-cola.com</a>  Data Protection Officer Information: Name: Larissa Lourenço e-mail: <a href="mailto:encarregado.lgpd@coca-cola.com">encarregado.lgpd@coca-cola.com</a> mail box: Praia de Botafogo, nº374 – Botafogo, Rio de Janeiro/RJ CEP: 22250-907	
Egypt	Atlantic Industries-Egypt Branch	Post: Nasr City, Freezone, 8th District, Cairo, Egypt	
El Salvador	Compania de Servicios (El Salvador), S.A.	89 Ave. Norte, Edif. World Trade Center, Torre 2, local 209, San Salvador, El Salvador	

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Estonia	Coca-Cola Balti Jookide AS	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Mustamäe tee 16, 10617 Tallinn	Estonian Data Protection Inspectorate - (Andmekaitse Inspektsioon) Address: Tatari 39, 10134 Tallinn Telephone: 372 6828 712 Website: <a href="http://www.aki.ee/">http://www.aki.ee/</a> Email: <a href="mailto:info@aki.ee">info@aki.ee</a>
Eswatini	Conco Limited	Post: Plot 467 Conco Crescent, Matsapha, Eswatini	Eswatini Communications Commission (ESCCOM) <a href="https://www.esccom.org.sz/contactus/">https://www.esccom.org.sz/contactus/</a>
Ethiopia	Coca-Cola Central East & West Africa Limited, Ethiopia Representative Office	Post: Addis Ababa, Sub city Kirkos, Kebele 20/21, H. No 1146(903)	
Finland	Coca-Cola Finland Oy	Email: <a href="mailto:Dpo-europe@coca-cola.com">Dpo-europe@coca-cola.com</a> Post: C/O Sinebrychoff, Sinebrychoffin aukio 1/ Korkeavarasto (building), 04250 Kerava, Finland	The Office of the Data Protection Ombudsman P.O. Box 800 00521 Helsinki Finland  Telephone: +358 (0)29 566 6777 Email: <a href="mailto:tietosuoja(at)om.fi">tietosuoja(at)om.fi</a> Website: <a href="http://www.tietosuoja.fi">www.tietosuoja.fi</a>
France	Coca-Cola Services France S.A.S.,	Email: <a href="mailto:Dpo-europe@coca-cola.com">Dpo-europe@coca-cola.com</a> Post: 9 Chemin de Bretagne, 92130 Issy les Moulineaux, France	Commission Nationale de l'Informatique et des Libertés (the "CNIL") 3 Place de Fontenoy TSA 80715 75334 Paris Cedex 07 France  Telephone: 00 33 1 53 73 22 22 Website: <a href="http://www.cnil.fr">www.cnil.fr</a>
Georgia	Reps office in Georgia "CocaCola Meşrubat Pazarlama Danışmanlık Sanayi ve Ticaret A.Ş."	Nargiza Albekova <a href="mailto:nalbekova@coca-cola.com">nalbekova@coca-cola.com</a>	

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Germany	Coca-Cola GmbH	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Stralauer Allee 4, 10245 Berlin, Germany	German Federal Commissioner for Data Protection and Freedom of Information (BfDI) - Der Bundesbeauftragte für den Datenschutz und die Informationsfreiheit Address: Graurheindorfer Straße 153, 53117 Bonn Telephone: 49 228 997799 0 / Fax +49 228 997799 5550 Email: <a href="mailto:poststelle@bfdi.bund.de">poststelle@bfdi.bund.de</a> Website: <a href="http://www.bfdi.bund.de/">http://www.bfdi.bund.de/</a>
Ghana	Coca-Cola Equatorial (Africa) Limited	Post: 19, Kofi Annan Street, Airport Residential Area, Accra, 233, Ghana	Data Protection Commission East Legon, Paw Paw Street, GPS: GA-414-1469, P.O. Box CT7195, Accra  +233-(0)302222927  <a href="mailto:info@dataprotection.org.gh">info@dataprotection.org.gh</a>
Great Britain	Beverage Services Limited	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: 1A Wimpole Street, London W1G 0EA	Information Commissioner's Office (ICO) Wycliffe House, Water Ln, Wilmslow SK9 5AF, United Kingdom Tel: 0303 123 1113 E-mail: <a href="mailto:icocasework@ico.org.uk">icocasework@ico.org.uk</a> Website: <a href="https://ico.org.uk/">https://ico.org.uk/</a>
Greece	Coca-Cola Hellas S.A.	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: 26 Kifissias Ave. & 2 Paradissou str., 15125, Maroussi, Greece	Hellenic Data Protection Authority Kifissias Av. 1-3 11523 Ampelokipi Athens Tel. +30 210 6475 600 Fax +30 210 6475 628 Email: <a href="mailto:contact@dpa.gr">contact@dpa.gr</a> Website: <a href="http://www.dpa.gr/">http://www.dpa.gr/</a>
Guatemala	Compania De Servicios Del Distrito Norte, S.A.	c/o Coca-Cola Interamerican Corporation, Av Las Americas 18-81 Zona 14, Edificio Columbus Center Piso 13, Guatemala City, Guatemala	
Hong Kong	Coca-Cola China Limited	Email: <a href="mailto:tedchang@coca-cola.com">tedchang@coca-cola.com</a> Floor 24, Cambridge House, Taikoo Place, Quarry Bay, Hong Kong	

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Hungary	Coca-Cola Hungary Services Ltd	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: 2330 Dunaharaszti, Némedi út 104, Hungary	Hungarian National Authority for Data Protection and Freedom of Information Address: Falk Miksa utca 9-11 H-1055 Budapest Telephone: 36 1 3911 400 Email: <a href="mailto:privacy@naih.hu">privacy@naih.hu</a> Website: <a href="http://www.naih.hu/">http://www.naih.hu/</a>
Indonesia	PT Coca-Cola Indonesia	Email: <a href="mailto:privacy@coca-cola.com">privacy@coca-cola.com</a>	Ministry of Communication and Informatics  Jl. Medan Merdeka Barat No.9, RT.2/RW.3, Gambir, Kecamatan Gambir, Kota Jakarta Pusat, Daerah Khusus Ibukota Jakarta 10110  Phone: (+62-21) 159
Israel	Refreshment Product Services, Inc., Israel Branch	Post: 111 Kahaneman Street, Bnei Brak 5155357, Israel	
Ireland	European Refreshments Unlimited Company	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Soutgate Dublin Road, Drogheda County Meath A92 YK7W	Data Protection Commission Address: 21 Fitzwilliam Square, D02 RD28 Dublin 2 Telephone: 353 76 110 4800 Email: <a href="mailto:info@dataprotection.ie">info@dataprotection.ie</a> Website: <a href="http://www.dataprotection.ie/">http://www.dataprotection.ie/</a>
Italy	Coca-Cola Italia S.r.l	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Viale T. Edison 110/B, Sesto San Giovanni (MI)	Garante per la Protezione dei Dati Personali (the "Garante")  Piazza Venezia n. 11 - 00187 Rome (Italy)  Telephone: (+39) 06.696771  Email: <a href="mailto:protocollo@gpdp.it">protocollo@gpdp.it</a>  Website: <a href="http://www.garanteprivacy.it">www.garanteprivacy.it</a>

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Japan	日本コカ・コーラ株式会社 Coca-Cola(Japan)Company, Limited	〒150-0002 東京都渋谷区渋谷 4 丁目 6 番 3 号 TEL:03-5466-8000 (大代表) 6-3, Shibuya 4-Chome, Shibuya-Ku, Tokyo 150-0002 <a href="https://www.cocacola.co.jp/">https://www.cocacola.co.jp/</a>	
Kazakhstan	Coca-Cola Kazakhstan LLP	Post: 97 Zholdasbekova str, Business Center Samal Towers, 16th floor, 050010, Almaty, Kazakhstan	
Kenya	Coca-Cola Central East and West Africa Limited	90 JGO, 3rd Floor, James Gichuru Road, Nairobi, Kenya	Office of the Data Protection Commissioner <a href="https://www.odpc.go.ke/">https://www.odpc.go.ke/</a>
Lithuania	UAB „Allied Beverages“	dpo-europe@coca-cola.com	The State Data Protection Inspectorate (the “Inspectorate”) L. Sapiegos st. 17 LT-10312 Vilnius Lithuania  Telephone: +370 5 271 2804 / 279 1445 Email: ada@ada.lt Website: www.vdai.lrv.lt
Malaysia	Coca-Cola Far East Limited (Malaysia Branch)	Email: <a href="mailto:pjtan@coca-cola.com">pjtan@coca-cola.com</a> Data Privacy Officer	<a href="#">Personal Data Protection Act 2010 – Jabatan Perlindungan Data Peribadi (pdp.gov.my)</a>  Official Portal of Department of Personal Data Protection
Mauritius	Coca-Cola Indian Ocean Islands Limited	Post: Orange Tower, 9 <sup>th</sup> Floor Cybercity Ebene, Mauritius	Data Protection Office Level 5, SICOM Tower, Wall Street, Ebene Cyber City, Ebene, Republic of Mauritius.  Tel: 4600251 Email Address: dpo@govmu.org
Mexico	SERVICIOS INTEGRADOS DE ADMINISTRACIÓN Y ALTA GERENCIA, S. de R.L. de C.V	Rubén Darío No 115 Col. Bosque de Chapultepec, Delegación Miguel Hidalgo, 11580 Ciudad de México.  Coca-Cola’s Mexico data protection officer is available by email at <a href="mailto:avisodeprivacidad@coca-cola.com">avisodeprivacidad@coca-cola.com</a>	The Mexico data protection regulator is: Instituto Nacional de Transparencia, Acceso a la Información y Protección de Datos Personales. <a href="https://inicio.inai.org.mx">https://inicio.inai.org.mx</a>
Mongolia	Coca-Cola China Limited Mongolia Representative Office	Post: MCS Coca-Cola plant, Gachuurt Road 104, Amgalan 13260, Bayanzurkh district, 10 Khoroo, Ulaanbaatar, Mongolia	



If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Morocco	The Coca-Cola Export Corporation - Morocco Branch	Post: CT 1029 Sidi Maarouf, BP 8062 Casablanca, Morocco	La CNDP <a href="https://www.cndp.ma/fr/">https://www.cndp.ma/fr/</a>
Myanmar	Coca-Cola Limited	No. 3/A Bogyoke Aung Sain Road, Level 14 Junction City Tower, Suite No. 16 - 19, Pabedan Township, Yangon, Myanmar	
Netherlands	Coca-Cola Netherland BV	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Marten Meesweg 25 3068 AV Rotterdam, Netherlands	Dutch Data Protection Authority Address: Hoge Nieuwstraat 8, 2514 EL The Hague - Autoriteit Persoonsgegevens, P.O. Box 93374, 2509 AJ Den Haag Tel. +31 70 888 8500 / Fax +31 70 888 8501 Website: <a href="https://autoriteitpersoonsgegevens.nl/">https://autoriteitpersoonsgegevens.nl/</a>
New Zealand	Coca-Cola Oceania Limited	Email: <a href="mailto:privacyofficerau@coca-cola.com">privacyofficerau@coca-cola.com</a> Phone: Call our Consumer Information Centre on 1800 025 123 (within Australia) Post: Attn: Privacy Officer Coca Cola South Pacific Pty Limited GPO Box 388 North Sydney, NSW 2059	Office of the Privacy Commissioner <a href="#">Office of the Privacy Commissioner   Enquiry Form</a>  PO Box 10 094, Wellington 6143 New Zealand 0800 803 909 <a href="mailto:investigations@privacy.org.nz">investigations@privacy.org.nz</a>
Nigeria	Coca-Cola Nigeria Limited	Pemberton Place, 16, Gerrard Road, Ikoyi, LAGOS, NIGERIA, Nigeria Email: <a href="mailto:dpo-africa@coca-cola.com">dpo-africa@coca-cola.com</a>	Nigeria Data Protection Bureau No. 5, Donau Crescent, Maitama Abuja, Nigeria. <a href="mailto:info@ndpb.gov.ng">info@ndpb.gov.ng</a>
Norway	Coca-Cola Norge AS	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Robsrudskogen 5, PO Box 460, Lorenskog N-1471, Norway	Norwegian Data Protection Authority Address: P.O. Box 458 Sentrum, 0150 Oslo Telephone: 47 22 39 69 00 Email: <a href="mailto:postkasse@datatilsynet.no">postkasse@datatilsynet.no</a> Website: <a href="https://www.datatilsynet.no">https://www.datatilsynet.no</a>
Pakistan	The Coca-Cola Export Corporation, Pakistan Branch	Post: 27-Q College Road Gulberg II, Lahore, Pakistan	
Papua New Guinea	Coca-Cola Papua New Guinea Limited	Ashurst PNG, Level 11 Mrdc Haus, Corner of Musgrave Street and Champion Parade, Port Moresby, National Capital District, Papua New Guinea	NICTA – National Information and Communication Technology Authority PO Box 8444, BOROKO, NCD, Papua New Guinea, Phone (675) 303 3200

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Peru	Coca-Cola Servicios de Peru S.A.	Post: 4050 Republica de Panama Avenue – Surquillo - Lima - Attn: Data personal compliance officer	Agency of Access to Public Information
Philippines	Coca-Cola Far East Ltd. (Philippines Regional Operating Headquarters)	mbernardino@coca-cola.com Data Privacy Officer	National Privacy Commission 5th Floor Delegation Building, PICC Complex, Roxas Boulevard, Manila. <a href="mailto:info@privacy.gov.ph">Email: info@privacy.gov.ph</a> <a href="http://www.privacy.gov.ph">Website: www.privacy.gov.ph</a>
Poland	Coca-Cola Poland Services Sp. z o. o.	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: ul. Prosta 67 00-838 Warszawa, Poland	Personal Data Protection Office - Urząd Ochrony Danych Osobowych Address: ul. Stawki 2, 00-193 Warsaw Telephone: 48 22 531 03 00 Email: <a href="mailto:kancelaria@uodo.gov.pl">kancelaria@uodo.gov.pl</a> <a href="mailto:dwme@uodo.gov.pl">dwme@uodo.gov.pl</a> <a href="https://uodo.gov.pl/">Website: https://uodo.gov.pl/</a>
Portugal	Sociedade de Serviços para Bebidas em Portugal, Unipessoal Lda.	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Rua Afonso Praça, 30, 7º e 8º pisos, 1495-061 ALGÉS Lisboa, PORTUGAL	Portuguese Data Protection Authority (CNPD) - Comissão Nacional de Proteção de Dados - CNPD Address: Av. D. Carlos I, 134, 1º, 1200-651 Lisboa Telephone: 351 21 392 84 00 / Fax +351 21 397 68 32 Email: <a href="mailto:geral@cnpd.pt">geral@cnpd.pt</a> <a href="http://www.cnpd.pt/">Website: http://www.cnpd.pt/</a>
Puerto Rico	The Coca-Cola Company - Puerto Rico Branch	Email: <a href="mailto:privacy@coca-cola.com">privacy@coca-cola.com</a>	
Romania	Coca-Cola Romania S.R.L.	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Sos.Bucuresti-Ploiesti no.1A , Imobil A1 , 2nd Floor, Bucharest, 013681, Romania	The National Supervisory Authority for Personal Data Processing – Autoritatea Națională de Supraveghere a Prelucrării Datelor cu Caracter Personal Address: B-dul Magheru 28-30, Sector 1 BUCUREȘTI Telephone: 40 31 805 9211 / Fax +40 31 805 9602 Email: <a href="mailto:anspdcp@dataprotection.ro">anspdcp@dataprotection.ro</a> <a href="http://www.dataprotection.ro/">Website: http://www.dataprotection.ro/</a>

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Serbia	Barlan S&M d.o.o.  Allied Beverages Adriatic d.o.o	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Batajnicki drum 18, 11080 Belgrade, 110810 Belgrade, Serbia	Commissioner for Information of Public Importance and Personal Data Protection Address: 15 Bulevar kralja Aleksandra street, Belgrade 11120 Office outside the Commissioner's head office 21 Vojvode Šupljikca street, Novi Sad 21101 Tel: +381 11 3408 900 / Fax: +381 11 3343 379 Email: <a href="mailto:office@poverenik.rs">office@poverenik.rs</a> Website: <a href="https://www.poverenik.rs/en/">https://www.poverenik.rs/en/</a>
Singapore	Pacific Refreshments Pte Ltd Coca-Cola Asia Pacific Pte Ltd	<a href="mailto:pjtan@coca-cola.com">pjtan@coca-cola.com</a> Data Privacy Officer	<a href="#">PDPC   PDPA Overview</a> Personal Data Protection Commission Singapore
Slovakia	Coca-Cola Slovakia s.r.o.	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: 830 06 Bratislava 36, Tuhovska 1, Slovakia	The Office for Personal Data Protection of the Slovak Republic (Úrad na ochranu osobných údajov) (the "Office") Hraničná 12 820 07 Bratislava 27 Slovakia  Telephone: +421/2/32313214 Email: <a href="mailto:statny.dozor@pdp.gov.sk">statny.dozor@pdp.gov.sk</a> Website: <a href="http://www.dataprotection.gov.sk">www.dataprotection.gov.sk</a>
South Africa	Coca-Cola Africa (Proprietary) Limited	Post: Building 1, 116 Oxford Road, Houghton Estate, Johannesburg, 2198	Information Regulator South Africa <a href="https://inforegulator.org.za/about/">https://inforegulator.org.za/about/</a> Address: JD House, 27 Stiemens Street, Braamfontein, Johannesburg, 2001. Phone: 010 023 5200 Email: <a href="mailto:enquiries@inforegulator.org.za">enquiries@inforegulator.org.za</a> Website: <a href="http://www.inforegulator.org.za">www.inforegulator.org.za</a>
South Korea	Coca-Cola Korea Co., Ltd. 한국코카콜라유한회사	18th floor, Heungkuk Life Insurance Building, 68 Saemunan-ro, Jongno-gu, Seoul (110-786) <a href="mailto:cocacolajourneykorea@gmail.com">cocacolajourneykorea@gmail.com</a>	Personal Information Protection Commission Website: <a href="#">PIPC, Korea</a>

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Spain	Compañía de Servicios de Bebidas Refrescantes S.L.	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Calle Ribera del Loira 20-22, 28042 Madrid, Spain	Agencia Española de Protección de Datos (the "AEPD") C/Jorge Juan, 6 28001 Madrid, Spain  Telephone: +34 900 293 183/ +34 900 293 621 Website: <a href="http://www.aepd.es">www.aepd.es</a>
Sri Lanka	Coca-Cola Beverages Sri Lanka Ltd	Coca-Cola Beverages Sri Lanka Ltd, Thekkawatte, Biyagama, Sri Lanka.	
Sweden	Coca-Cola AB	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Dryckesvagen 2C, 13650 Haninge, Sweden	Swedish Authority for Privacy Protection - Integritetsskyddsmyndigheten (IMY) Address: Drottninggatan 29 5th Floor, Box 8114, 104 20 Stockholm Telephone: 46 8 657 6100 / Fax +46 8 652 8652 Email: <a href="mailto:imy@imy.se">imy@imy.se</a> Website: <a href="http://www.imy.se/">http://www.imy.se/</a>
Switzerland	Coca-Cola Schweiz GmbH  Valser Mineralquellen GmbH	Email: <a href="mailto:dpo-europe@coca-cola.com">dpo-europe@coca-cola.com</a> Post: Thurgauerstrasse 132/134, Glattpark (Opfikon), 8152, Switzerland	Federal Data Protection and Information Commissioner (FDPIC) - Office of the Federal Data Protection and Information Commissioner FDPIC  Address: Feldeggweg 1 CH - 3003 Berne Tel: +41 (0)58 462 43 95 / Fax: +41 (0)58 465 99 96 Website: <a href="https://www.edoeb.admin.ch/edoeb/en/home.html">https://www.edoeb.admin.ch/edoeb/en/home.html</a>
Taiwan	Coca-Cola China Limited Taiwan Branch	Email: <a href="mailto:tedchang@coca-cola.com">tedchang@coca-cola.com</a> 14F.-2, 88 DunHua N. Rd., Songshan District, Taipei City, Taiwan	
Tanzania	Beverage Services Tanzania Limited	Post: Plot No. 370, 1st Floor, Oyster Pearl Galleria, Chole Street off Toure Drive Road, Oyster Bay/Peninsula Dar es Salaam, Tanzania	Not Operational

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Thailand	Coca-Cola (Thailand) Ltd.	Email: <a href="mailto:privacythailand@coca-cola.com">privacythailand@coca-cola.com</a>	Thailand Personal Data Protection Commission Ministry of Digital Economy and Society Address: No. 120, Moo 3, The Government Complex, Tower B, Changwattana Road, Lak Si, Bangkok, Thailand, Bangkok Tel: 662-142-1033, 662-141-6993 Email: <a href="mailto:pdpc@mdes.go.th">pdpc@mdes.go.th</a> Website: <a href="https://www.mdes.go.th/mission/82">https://www.mdes.go.th/mission/82</a>
Trinidad / Tobago	Caribbean Service Company Ltd. – Trinidad	BHP Billiton Building, 2nd. floor Invaders Bay- Audrey Jeffers Highway, Port of Spain, Trinidad	
Tunisia	Beverage Services Tunisia S.A.R.L.	Post: Rue du Lac Loch Ness, Immeuble les Arcades, Tour C, 1053 Les Berges du Lac, Tunis, Tunisia.	INPDP <a href="https://www.inpdp.tn/contact.html">https://www.inpdp.tn/contact.html</a>
Uganda	Allied Beverages Company Limited	Post: UAP Nakawa Business Park 3-5 Old Port Bell Road P.O. Box 21207 Kampala, Uganda	Personal Data Protection Office <a href="mailto:info@pdp.go.ug">info@pdp.go.ug</a> +256 417 801 008 +256 417 801 009 +256 417 801 011
Ukraine	Coca-Cola Ukraine Ltd	139 Velyka Vasylykivska Street, 13 floor, Kyiv, 03150, Ukraine	TBC
United Arab Emirates	The Coca-Cola Export Corporation, Dubai Branch	Email: <a href="mailto:privacy@coca-cola.com">privacy@coca-cola.com</a> Post: Office Park Building, Block B, Fourth Floor, Knowledge Village, Dubai, United Arab Emirates P.O. Box: 501738	
Uzbekistan	Reps office in Uzbekistan "CocaCola Meşrubat Pazarlama Danışmanlık Sanayi ve Ticaret A.Ş."	Nargiza Albekova nalbekova@coca-cola.com	

If you apply for a job in:	Then your Coca-Cola data controller is...	Coca-Cola Contact	Regulator Contact (if required)
Vietnam	The Representative Office of Coca-Cola Southeast Asia, Inc. In Ho Chi Minh City	Email: <a href="mailto:privacy@coca-cola.com">privacy@coca-cola.com</a>	<p>The Ministry of Public Security – Department of Cybersecurity and High-tech Crime Prevention and Control</p> <p>Address: No. 44 Yet Kieu Street, Hoan Kiem District, Hanoi City, Vietnam.</p> <p>Tel: (+84) 069 234 3647 - 069 234 1165</p> <p>Website: <a href="http://bocongan.gov.vn">Ministry of Public Security Portal (bocongan.gov.vn)</a></p>
Zimbabwe	Coca-Cola Central Africa (Private) Limited	Post: 127 Harare Drive, Mt Pleasant, Harare, Zimbabwe	<p>Postal and Telecommunications Regulatory Authority of Zimbabwe 1008 Performance Close Mt Pleasant Business Park P.O. Box MP843 Mount Pleasant Harare, Zimbabwe Tel.: +263 242 333032 Website: <a href="http://www.potraz.gov.zw">http://www.potraz.gov.zw</a></p>