



Employee Safety & Health



A safe and healthy workplace is a fundamental right of every person and also a business imperative.

Our Workplace Rights Policy requires that we take responsibility for maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health hazards for all of our associates and contractors. In addition, we work with our bottling partners to help ensure health and safety risks are minimized for their employees and contract workers.

Embedding Health & Safety Across Our Operations

We seek to embed and improve health and safety across all aspects of our business. For example, we developed a Behavioral Based Safety program for the Coca-Cola system and suppliers

to adopt into their operations. This program incorporates the Human Factor Analysis and Classification System (HFACS) to examine why injuries occur and to analyze the influencers in the management system that may allow at-risk behaviors.

Our Quality, Safety & Environment (QSE) capability team has implemented programs designed to improve operational performance, such as the QSE Professional Excellence Program, an intensive training and development program, and the QSE College which provides online quality, safety and environmental training for business units of the company, as well as bottling partners globally.

Additionally, our Coca-Cola Operating Requirements (KORE) define the policies, standards and requirements for managing safety, the environment and quality throughout our operations. KORE goes beyond compliance to require that our manufacturing and distribution facilities implement two internationally recognized frameworks of occupational health and safety management systems and requirements designed to improve employee safety, reduce workplace risks and create better, safer working conditions, all over the world.

To support these programs and ensure continuous improvement, we also regularly conduct unannounced audits, including 237 in 2018, across our direct operations and bottling partners.

Improving Route-to-Market Safety

Our safety program addresses the movement of products and people between our bottling plants and our customers. Because everything from cars and trucks to canoes and motorcycles is used to distribute our products, often involving third-party partners, solutions must be developed and implemented at a local level.

Route-to-market safety encompasses the downstream storage and distribution of our products, as well as any movement of employees along public roadways. Bottling partners assess the risks involved with routes, and they ensure our drivers understand how to avoid collisions or incidents.

At the community level, The Coca-Cola Company is an active Board Member of the Network of Employers for Traffic Safety, a group of organizations that have similar fleet operations, to learn global best practices to improve infrastructure and operational behaviors.

See additional performance indicators in the [Data Appendix](#).

Coca-Cola Turkey Operations Recognized Externally in Safety Leadership

Coca-Cola Turkey operations were recognized by the British Safety Council for their dedication to excellent health, safety and well-being in 2018. In collaboration with our bottling partners, Coca-Cola İçecek, we focused on creating a culture that emphasizes a safe and healthy environment. In our Dogadan Tea facility, we implemented the Behavioral Based Safety program, which seeks to understand behaviors and perceptions, and to find ways to define breaking points in the system that cause at-risk behaviors. This has reduced lost time incident scores, and it has created more value for our employees.

