

# Refresh the World. Make a Difference.

## Workplace and Economic Inclusion



**At The Coca-Cola Company, we strive to be as inclusive and diverse as our millions of consumers around the world, and we are committed to fostering equal opportunity in our workforce and in the communities we serve.**

We also know that having a diverse workforce and unleashing the power of multiple perspectives is critical to us because it drives innovation and sustainable growth. That is why achieving true diversity and inclusion is an overarching priority for The Coca-Cola Company. This aspiration guides our views on issues related to the diversity of our workforce and supply chain, and the work we do in our communities. Here's how we are making progress in these critical areas:

## Building a Diverse Workforce and Supply Chain

### Workforce

Cultivating a diverse, equitable and inclusive workplace is a strategic business priority that fuels greater creativity, innovation, and connection for The Coca-Cola Company—and a sense of belonging for our employees. Our diversity, equity and inclusion strategy comprises of three long-term ambitions that help us make a difference in people's lives and in communities:

1. We aspire for our diverse workforce to mirror the markets we serve.
2. We strive for equity for all people.
3. We celebrate uniqueness and create an inclusive environment.

To support and enable our three ambitions, we focus our efforts within and across five broad dimensions of diversity: Gender, Culture & Heritage, Ability & Wellness, Generations & Life Experiences, and LGBTQ+.

#### ACTIONS:

We have announced three 2030 aspirations to support this objective:

- Mirror the diversity of the markets we serve.
- Align our race and ethnicity representation to census data across all job levels in the United States.
- For our company to be 50% led by women globally.



## Supply Chain

A diverse supplier base is a competitive advantage and capability that drives our revenue growth and supports the economic development of the communities we serve.

### ACTIONS:

The Coca-Cola system spent approximately \$800 million with diverse suppliers in the U.S. in 2021, closing in our goal of spending \$1 billion annually.

Diverse suppliers include businesses owned by minorities, women, disabled veterans, and people who identify as LGBTQ+.



# ~\$800M

spent by the Coca-Cola system with diverse suppliers in the U.S. in 2021

## Attracting the Best Global Talent

In the United States we seek to employ the best and brightest to drive innovation and growth. This approach has led us to be named one of America's Best Employers for Diversity by Forbes in 2021, Best Employers for Women by Forbes in 2021, and one of the World's Most Innovative Companies by the Boston Consulting Group in 2021. As a U.S.-based company with a global footprint, we realize that talent comes from all over the world. That is why we have long supported meaningful immigration reform that helps maintain and boost America's competitiveness.

### ACTIONS:

We continue to support the creation of a modern immigration system with rational laws and regulations. The Coca-Cola Company supports bipartisan efforts in Congress to preserve and update DACA because it helps support U.S. business competitiveness and equal and full access to the American Dream for people who were brought to the United States in their youth.



# In Our Communities

## Advocating for Inclusion & Equality

The Coca-Cola Company has a history of supporting national and local policies that help advance inclusion and equality for our employees and the communities we serve.

### ACTIONS:

- For over a decade, The Coca-Cola Company has offered transgender-inclusive health insurance coverage and in 2015, we began assisting with the costs of taxes imposed on eligible U.S. employees whose same-sex spouse or partner was enrolled in health benefits and who lived in states that did not recognize same-sex marriage.
- The Coca-Cola Company has earned a top score of 100 by the Human Rights Campaign (HRC) in its Corporate Equality Index since 2006. To achieve a perfect score, companies must have fully inclusive equal employment opportunity policies, provide equal employment benefits, demonstrate their commitment to equality publicly and exercise responsible citizenship.



**The Coca-Cola Company has earned a top score of 100 by the Human Rights Campaign (HRC) in its Corporate Equality Index since 2006.**

## Supporting Social Justice

COVID-19 and the multiple social injustices witnessed globally in 2020 brought DEI to the forefront of communities around the world, including ours, challenging us to take a hard look at where we were and where we needed to be. In response, The Coca-Cola Company developed a Global Social Justice Framework for Action with four pillars: Listening, Leading, Investing and Advocating.



### ACTIONS:

- By 2024, Coca-Cola North America plans to nearly double our spending with minority-owned media companies to account for 8 percent of the total annual media budget.
- Over the next 5 years, The Coca-Cola Company plans to spend \$500 million with Black-owned suppliers, more than double the company's current spend.
- The Coca-Cola Company has publicly supported legislation to increase penalties for crimes committed out of prejudice. We urged lawmakers in Georgia to pass a hate crimes bill in 2020, and will seek ways to support efforts for similar hate crimes legislation in states without such laws.
- Developed a holistic U.S. Racial Equity Plan for the company's operations in the United States.

As part of our U.S. Racial Equity Plan, we've made important investments in the diversity of our communities:



# \$500M

**\$500 million** earmarked for increasing spending with Black owned business over the next **5 years, more than double** the company's current spend



# \$5.64M

**\$5.64 million** in grants, donations, employee matching programs in response to social justice causes from The Coca-Cola Company and the The Coca-Cola Foundation throughout **2020**

To learn more about our Racial Equity Plan, go to [CokeURL.com/racialequity](https://CokeURL.com/racialequity).