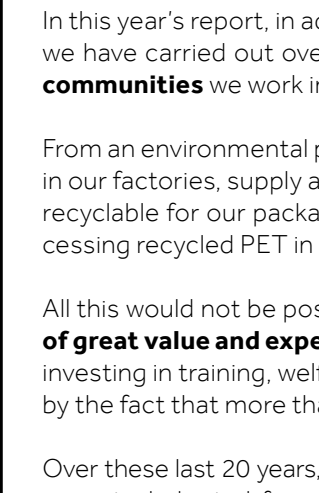


# Coca-Cola HBC Italia SUSTAINABILITY REPORT 2023 ABSTRACT

20th edition

## DEAR READER



It is with great satisfaction that we present the **20th edition of the Coca-Cola HBC Italia Sustainability Report 'Let's Celebrate Tomorrow's World Together'** an important milestone of transparent reporting, published in accordance with the international GRI Standards and audited by Deloitte & Touche S.p.A.

Back in 2004, long before environmental awareness became an urgent topic for discussion, we were one of the first companies in Italy to introduce the Sustainability Report, because we believe that the growth of our business is inseparable from a strategy that guarantees sustainability in its threefold meaning: **environmental social economic**.

In this year's report, in addition to the targets and figures for 2023, we also wanted to describe the projects that we have carried out over the last 20 years with a focus on **protecting the environment**, our **people** and the **communities** we work in.

From an environmental perspective, circularity is the key: in addition to **reducing our CO<sub>2</sub> footprint** by investing in our factories, supply and distribution chains, we have researched materials and solutions that are increasingly recyclable for our packaging, we **innovate** to make them easier to collect, and we give them a new life by processing recycled PET in our Gaglianico production plant.

All this would not be possible without the daily commitment of our people: **more than 2,000 men and women of great value and experience**, to whom we aim to guarantee a welcoming and stimulating workplace every day, investing in training, welfare and safety. One of our priorities is gender equality, certified by IDEM and confirmed by the fact that more than 40% of managerial positions are occupied by women.

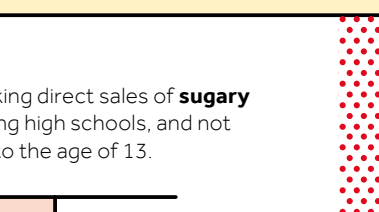
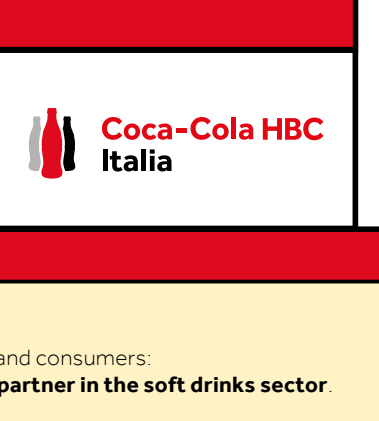
Over these last 20 years, we have also become active citizens of the territories and communities that host us with projects dedicated, for example, to introducing under-30s into the world of work with **#YouthEmpowered**, supporting the LGBTQIA+ community, or working alongside local and national non-profit associations, such as our historic partnerships with **Banco Alimentare** and **Special Olympics**, which involve our colleagues as volunteers.

Aware and proud of the path we are following, we want to continue pioneering and set an example for the entire supply chain, **by investing in the territory and the people** and weaving virtuous alliances with all the partners who walk alongside us, since their trust is our most precious asset.

Thank you for your attention and your continued support, the detailed report is available on [www.lanostraricetta.it](http://www.lanostraricetta.it)

Let's celebrate the world of tomorrow together!

Best Regards  
**Giangiaco Pierini**,  
Corporate Affairs & Sustainability Director  
Coca-Cola HBC Italia



**IDENTITY**

As **Coca-Cola HBC Italia**, we are the main producer and distributor of **The Coca-Cola Company** branded products in Italy.

**71%**

Of the products in the Coca-Cola portfolio in Italy are **low, reduced or zero-calorie**

**WE FOSTER** development and change throughout the supply chain, leading the way towards **sustainable and inclusive growth**.

The **2023 Sustainability Mission** encompasses our commitments and our actions.

**WE INNOVATE** to satisfy our customers and consumers: **we are the leading 24/7 partner in the soft drinks sector**

**WE PROTECT** **young people** by not making direct sales of sugary drinks to schools, including high schools, and not marketing to children up to the age of 13.

We operate with **over 2,000 employees** in our **6 production plants** and at our **headquarters**.

Please note that the CCH CircularPET plant in Gaglianico (BI) is owned by Coca-Cola HBC Italia

In **2022**, Coca-Cola in Italy\* distributed **EUR 1.2 billion** in shared value and generated **more than 26,000** direct and indirect jobs.

\*Coca-Cola Italia, Coca-Cola HBC Italia and Sibeg are the three companies that represent Coca-Cola in Italy

**ENVIRONMENT**

All plastic bottles are made of **100% recycled PET (rPET)** from preforms produced in the **Gaglianico (BI)** factory.

**PACKAGING WEIGHT REDUCTION**

**PET bottle 1.5 L** (vs 2007) **-21.5%**

**PET bottle 0.5/0.45 L** (vs 2007) **-21.9%**

**Can 0.33 L** (vs 2009) **-18.3%**

**NRG bottle 0.33 L** (vs 2016) **-35.5%**

From 2023, the main brands in the Coca-Cola portfolio have had **Tethered Caps** caps which are **attached to the bottle** to facilitate collection and recycling.

**IN 2023** we reduced the Scope 1 and Scope 2 market-based emission intensity by **38%** compared to the 2010 value.

**100%** of electricity purchased from the grid in 2023 comes from **renewable sources**

**NEL 2023** **70.2%** of refrigerated display cases on the market are **energy-efficient** (+10% vs. previous year).

All our beverage factories and the Fonti del Vulture (FZ) plant are certified **Gold Alliance Level for Water Stewardship** which recognises responsible water resource management.

**99.97%** of waste from bottling processes sent for recycling.

**PEOPLE**

**More than 57,000** hours of training delivered in 2023 to over **2,000 employees**

**IN 2023 TOP EMPLOYER ITALIA** for the 8th year running

**top EMPLOYERS ITALIA 2023**

**HEALTH AND SAFETY:** with the **'Zero is Possible'** project, we aim to achieve zero accidents.

**More than 9 out of 10** of our people are proud to work at Coca-Cola HBC Italia.

We guarantee up to **12 days** of remote working per month and with the **'Galateo dello Smart Working'** we promote its proper management.

**Over 40%** of the managerial positions at Coca-Cola HBC Italia are occupied by **women**.

**COMMUNITY**

**Over 1 million** meals donated to Banco Alimentare in 2023. **€72,000** donated by our employees

**WE BELIEVE AND INVEST IN YOUNG PEOPLE**

**48,000** under-30s reached in 2023 by the **#YouthEmpowered** programme to support their **career path**

**WE PROTECT THE RIGHTS OF THE LGBTQIA+ COMMUNITY**

outside and within the organisation, collaborating with the main **Pride events in the regions** where we operate, such as the ones in Milan, Naples and Turin, and with the Padua Pride Village, jointly developing projects in the communities with a focus on **shelters**

**135,000** products donated in 2023 to local associations to support social projects.



ENVIRONMENT	PEOPLE	COMMUNITIES
		<b>1995</b> PRIOR TO THE CSR REPORT
		<b>2004</b> FIRST SUPPORT GIVEN TO SPECIAL OLYMPICS ITALIA
		<b>2005</b> COCA-COLA HBC ITALIA FOUNDATION ESTABLISHED
		<b>2006</b> START OF COLLABORATION WITH BANCO ALIMENTARE
		<b>2007</b> WATER SAVING PROJECT, TO REDUCE THE PLANTS' WATER CONSUMPTION
		<b>2008</b> THE BILATERAL EQUAL OPPORTUNITIES COMMISSION WORKS TO PROMOTE GENDER BALANCE IN THE COMPANY
		<b>2009</b> FIRST STUDY ON REDUCING THE WEIGHT OF PLASTIC (PET) BOTTLES CARRIED OUT
		<b>2010</b> THE COLLABORATION WITH THE ITALIAN RED CROSS IS STRENGTHENED DURING THE EARTHQUAKE IN ABRUZZO
		<b>2011</b> -25% ACCIDENTS (VS 2010) THANKS TO CONSTANT RESEARCH WORK AND DIALOGUE
		<b>2012</b> SINGLE TIME STAMPING INTRODUCED FOR MORE FLEXIBILITY IN WORKING HOURS
		<b>2013</b> THE ANNUAL PEOPLE PERFORMANCE AND DEVELOPMENT MANAGEMENT PROCESS IS ENHANCED WITH THE PM&D CYCLE
		<b>2014</b> MARRIAGE LEAVE AND HEALTHCARE EXTENDED TO HOMOSEXUAL COUPLES
		<b>2015</b> THE #YOUTHEMPPOWERED PROGRAMME IS LAUNCHED GLOBALLY TO SUPPORT UNDER-30s ENTERING THE WORLD OF WORK
		<b>2016</b> INTRODUCTION OF THE HELO COLLEAGUE TRAINING PLATFORM
		<b>2017</b> COCA-COLA ANNOUNCES "WORLD WITHOUT WASTE", INTERNATIONAL PACKAGING CIRCULARITY PROGRAMME
		<b>2018</b> THE COCA-COLA HBC WELFARE PLATFORM IS ESTABLISHED THE ASSESSMENT AND DEVELOPMENT PROCESS IS RENEWED WITH P4G - PERFORMANCE 4 GROWTH
		<b>2019</b> PART OF THE SOFT DRINK RANGE IS PACKED IN 100% RECYCLED PET (RPET) PACKAGING
		<b>2020</b> WITH THE "IN CALABRIA...OGNI LATTINA VALE" PROJECT WE SUPPORT THE CIAL CONSORTIUM IN RECYCLING ALUMINIUM
		<b>2021</b> BEACH CLEANING PROJECT WITH MAREVIVO
		<b>2022</b> WITH THE "ZERO IS POSSIBLE" PROJECT OUR AIM IS TO REACH ZERO ACCIDENTS IN THE WORKPLACE
		<b>2023</b> 100% RPET AND TETHERED CAPS ON THE ENTIRE SOFT DRINK RANGE
		<b>2023</b> COCA-COLA HBC ITALIA WON THE BENEMERENZA MEDAL FOR OFFERING SUPPORT TO THE COMMUNITY IN ABRUZZO DURING THE COVID-19 EMERGENCY

