



Safety & Health

## Ambition

- Become one of the safest places to work in the industry

## Initiatives

- Include actions to ensure 95% of compliance on SH&E Group Audit in 2018/2019 at every plant
- Include actions to improve safety and reduce the number of accidents

## KPI target

- LTA > 1 day ( # 100 Average FTE)
- 2020 BU: 0,5
  - 2020 group: 0.9



Great place to work

- People here enjoy working together, respect and trust each other. We are a great place to work

- Include initiatives to improve great place to work outcome (i.e. trustindex) by setting actions and engage employees. Feel free to refer to the HR section if described already in there.

## Trust index score

- 2020 BU: 68%
- 2020 group: 60%







Contribute to communities




- On every location at least one action per year of Refresco takes place that contributes to local community, including a link with the business.

- Describe initiatives planned for contribution to local community

## Avg. no. of initiatives per locations

- 2020 BU: 2 per year
- 2020 group: 1 per year

	Ambition	Initiatives	KPI target
 <p>Sustainable packaging</p>	<ul style="list-style-type: none"> <li>Minimize our impact on the environment by decreasing the total packaging used in our production and by increasing recycled materials in our packaging.</li> </ul>	<ul style="list-style-type: none"> <li>Include initiatives to increase the % recycled content in PET bottles</li> </ul>	<p>% of rPET</p> <ul style="list-style-type: none"> <li>2020 BU: 35%</li> </ul>
 <p>Natural resources</p>	<ul style="list-style-type: none"> <li>Make sure our impact on the environment is as low as possible.</li> </ul>	<p><b>Include initiatives to reduce:</b></p> <ul style="list-style-type: none"> <li>Water ratio (e.g. optimization of water plants, supply chain planning, CIP processes and dry lubrication etc.)</li> <li>Energy ratio (e.g. pasteurization process, LED lighting, solar cells, reduction of high and low air compressors etc.)</li> </ul>	<p>Water ratio (L/Lpb)</p> <ul style="list-style-type: none"> <li>2020 BU: 1,98 L/Lpb</li> </ul> <p>Energy ratio (MJ/Lpb)</p> <ul style="list-style-type: none"> <li>2020 BU: 0,44 MJ/Lpb</li> </ul>
 <p>Waste</p>	<ul style="list-style-type: none"> <li>Use natural resources as efficiently as possible.</li> </ul>	<ul style="list-style-type: none"> <li>Describe initiatives to reduce waste (e.g. optimization supply chain planning, overfill and brix etc.)</li> </ul>	<p>Nett waste % (€)</p> <ul style="list-style-type: none"> <li>2020 BU: 2,4%</li> </ul>
 <p>Transport</p>	<ul style="list-style-type: none"> <li>Less road miles and greener transport</li> </ul>	<ul style="list-style-type: none"> <li>Policy to select carriers that use Euro 5 and 6 engines</li> </ul>	<p>No. of carriers that use Euro 5/6 engines</p> <ul style="list-style-type: none"> <li>2020 BU: 100%</li> </ul>

 Food safety	<b>Ambition</b> <ul style="list-style-type: none"> <li>Become an industry leader in food safety excellence and ensure a common standard.</li> </ul>	<b>Initiatives</b> <ul style="list-style-type: none"> <li>Include your certifications on food safety such as IFS/BRC and actions to achieve a higher level (if not achieved yet)</li> <li>Include initiatives to improve food safety / product quality and reduce the number of recalls.</li> </ul>	<b>KPI target</b> <p>No. of complaints per 1 million products</p> <ul style="list-style-type: none"> <li>2020 BU: 0,30</li> </ul>
 Sustainable sourcing	<ul style="list-style-type: none"> <li>Align the ambition for purchasing sustainable materials with the needs of our customers and secure long-term availability of our key raw materials.</li> </ul>	<ul style="list-style-type: none"> <li>Include initiatives to improve sustainable sourcing and describe expectations from customers on purchasing sustainable materials etc.</li> </ul>	<p>%age juice produced under sustainable labels</p> <ul style="list-style-type: none"> <li>2020 BU: 35%</li> </ul>
 Nutrition	<ul style="list-style-type: none"> <li>Increase number of products with no/low calories for retail in line with the EU roadmap</li> </ul>	<ul style="list-style-type: none"> <li>Describe initiatives planned to reduce the added sugar in products we produce for retail customers</li> </ul>	<p>%age sugar (added) in grams per liter sold</p> <ul style="list-style-type: none"> <li>2020 BU: 7,5% reduction</li> </ul>