

US corporate human rights index: Tracking changes in company commitments to human rights

Findings as of July 2025

The Coca-Cola Company

Indicator	Finding	Source	Source Link
Policies and commitments			
<u>General</u>			
Human rights policy - UNGPs	We commit to the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises across our business operations and value chain. We respect all internationally recognized human rights enshrined in the International Bill of Human Rights, the International Labor Organization's core conventions, and the ILO Declaration on Fundamental Principles and Rights at Work.	Global Human Rights Policy, pg 2	https://www.coca-colacompany.com/content/dam/company/us/en/social/human-rights/Global-Human-Rights-Policy-December-2023.pdf
Human rights policy - ILO Core Labor Standards	See above		
Forced labor & prison labor	We prohibit any and all use of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor or any form of human trafficking	Global Human Rights Policy, pg 3	https://www.coca-colacompany.com/content/dam/company/us/en/social/human-rights/Global-Human-Rights-Policy-December-2023.pdf
Human rights defenders & civic space	We take all reasonable measures to protect human rights defenders and other stakeholders with whom we engage from violence, intimidation or other acts of retaliation	Global Human Rights Policy, pg 6	https://www.coca-colacompany.com/content/dam/company/us/en/social/human-rights/Global-Human-Rights-Policy-December-2023.pdf
Gender equality and women's empowerment	We recognize the heightened responsibility we have to our most vulnerable stakeholders, including minority communities, women, migrant workers, and children, among others	Global Human Rights Policy, pg 2	https://www.coca-colacompany.com/content/dam/company/us/en/social/human-rights/Global-Human-Rights-Policy-December-2023.pdf
	A signatory of Women's Empowerment Principles since 02 February 2012	Webpage - WEPs Signatories	https://www.weps.org/companies
Indigenous Peoples	See Land Rights		
<u>Natural resources</u>			

Land rights	We respect communities' legal and customary property rights. We do not tolerate land grabs, and indigenous communities must be adequately informed and properly consulted in the land acquisition process, in line with the principle of Free, Prior and Informed Consent.	Global Human Rights Policy, pg 4	https://www.coca-colacompany.com/content/dam/company/us/en/social/human-rights/Global-Human-Rights-Policy-December-2023.pdf
Free, Prior, and Informed Consent (FPIC)	See Land Rights		
<u>Living wage</u>			
Living wage, own operations	Workers must be fairly compensated in alignment with national law, industry standards and local labor markets, and in accordance with the terms of any applicable collective bargaining agreements. All overtime is paid at an appropriate premium, and all workers are entitled to reasonable rest periods and days off.	Global Human Rights Policy, pg 4	https://www.coca-colacompany.com/content/dam/company/us/en/social/human-rights/Global-Human-Rights-Policy-December-2023.pdf
Living wage in supply chain	See above		
Human rights due diligence and supply chain			
Process for assessing human rights risks and impacts	<p>In line with the UN Guiding Principles on Business and Human Rights, we carry out human rights due diligence to identify actual or potential human rights impacts across our value chain. We regularly assess our key human rights risks to ensure that we are taking steps to identify and address them and support remediation where appropriate.</p> <p>We work with our bottling and supplier partners to complete human and workplace rights assessments and audits annually. These audits are a vital human rights due diligence instrument to the company and the system.</p>	<p>Website - Human Rights Governance</p> <p>Website - Supplier Guiding Principles</p>	<p>https://www.coca-colacompany.com/about-us/human-rights/human-rights-governance</p> <p>https://www.coca-colacompany.com/policies-and-practices/supplier-requirements#accordion-9cbfaacc4-item-a8c229b764</p>
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	No evidence		
Affected stakeholder engagement	We regularly engage with communities, workers, human rights defenders and other stakeholders to ensure that their perspectives inform our decisions	Global Human Rights Policy, pg 6	https://www.coca-colacompany.com/content/dam/company/us/en/social/human-rights/Global-Human-Rights-Policy-December-2023.pdf

Human rights requirements in supplier code/requirements	The Supplier Guiding Principles communicate our values and expectations and emphasize the importance of responsible workplace policies and practices that comply, at a minimum, with applicable environmental laws and with local labor laws and regulations. The principles outlined below reflect the values we uphold in our own policies, and we expect our direct suppliers to follow the spirit and intent of these guiding principles to ensure respect for all human rights.	Supplier Guiding Principles, 2011	https://www.coca-colacompany.com/content/dam/company/us/en/policies/pdf/human-workplace-rights/supplier-guiding-principles/sgp-brochure-eng.pdf
---	--	-----------------------------------	---

Access to remedy

Grievance mechanism for own employees	In line with the UN Guiding Principles on Business and Human Rights, we work to ensure access to appropriate remedies for anyone who suffers an adverse human rights impact linked to our operations. Our KO Ethics Line allows anyone—whether an employee, a worker in our supply chain, a member of an impacted community or any other person—to report human rights or ethics concerns. It is accessible online and by phone in 23 languages.	Global Human Rights Policy, pg 6	https://www.coca-colacompany.com/content/dam/company/us/en/social/human-rights/Global-Human-Rights-Policy-December-2023.pdf
Grievance mechanism for workers - supply chain	See grievance mechanism for own employees		
Grievance mechanism for external individuals & communities	See grievance mechanism for own employees		

Governance and staffing

Board and/or C-Suite-level oversight	This Policy is overseen by our Global Vice President for Human Rights, who reports regularly to the Company's Chief Executive Officer and Board of Directors. The Global Human Rights department (GHR) spearheads the Company's human rights strategy and programs, providing regular updates to the Board on our salient risks, performance, and evolving expectations across our global value chain.	Global Human Rights Policy, pg 5	https://www.coca-colacompany.com/content/dam/company/us/en/social/human-rights/Global-Human-Rights-Policy-December-2023.pdf
Senior level responsibility for human rights	See above		

Reporting and transparency

Human rights reporting (integrated or stand-alone)	Latest report: 2023 Human Rights Data Update	2023 Human Rights Data Update	https://www.coca-colacompany.com/content/dam/company/us/en/reports/2023-data-updates/2023-human-rights-update.pdf
--	--	-------------------------------	---

Memberships

RBA	No	RBA	https://www.responsiblebusiness.org/about/members/
RSPO	Yes	RSPO	https://rspo.org/search-members/

WEPs (signatory)

Yes

WEPs

<https://www.weps.org/companies>

Lobbying and ethics

Public statement or endorsement in support of mandatory human rights and environmental due diligence

No evidence

Anti-bribery and anti-corruption policy

We do not tolerate acts of bribery or corruption. And we never offer or accept anything of value in order to get business, keep business or gain an unfair advantage.' [Code of Business Conduct 2019, 29]
Suppliers acting on behalf of The Coca-Cola Company must comply with the U.S. Foreign Corrupt Practices Act and the UK Bribery Act, as well as all local laws dealing with bribery of government officials. In connection with any transaction as a supplier to The Coca-Cola Company, or that otherwise involves The Coca-Cola Company, the supplier must not transfer anything of value, directly or indirectly, to any government official, employee of a government-controlled company or political party, in order to obtain any improper benefit or advantage. [Supplier Code of Business Conduct]

Code of Business Conduct 2019

<https://www.coca-colacompany.com/content/dam/journey/us/en/policies/pdf/corporate-governance/code-of-business-conduct/coca-cola-coc-external.pdf>

Supplier Code of Business Conduct 2018

<https://www.coca-colacompany.com/content/dam/company/us/en/policies/pdf/human-workplace-rights/supplier-code-of-business-conduct/coca-cola-supplier-code-final-english.pdf>

//END//