

## **Data Privacy Notice and Consent**

Speak Up (“Speak Up”) is a web and phone-based reporting system provided by Coca-Cola Europacific Partners Services Europe Limited, Pemberton House, Bakers Court, Uxbridge, UB8 1EZ (CCEP, “we”) to our employees, vendors, suppliers and business partners and those of our subsidiaries for reporting suspicions or concerns of a possible violation of our Code, policies or law. In certain countries the use of these channels are limited to financial, accounting, auditing and bribery matters. Before you make a report through Speak Up, please read the terms contained below. If you prefer not to make your report through Speak Up or depending on the nature of the possible violation you may report this matter directly to a member of the Ethics and Compliance team or Code of Conduct Committee, your line manager, your local People & Culture or Legal representative, alternatively the Chief Compliance Officer or the General Counsel.

### **1.General**

Speak Up is operated on our behalf by NAVEX Global, Inc. We are committed to maintaining stringent privacy and security practices including those related to notice, choice, onward transfer, security, data integrity, access, and enforcement. Accordingly, we have entered into contractual commitments with NAVEX Global, Inc. to ensure that the information you provide is kept secure in accordance with applicable law. You may contact CCEP with any questions relating to Speak Up as follows: [ethics@ccep.com](mailto:ethics@ccep.com)

### **2.Use of Speak Up**

Use of Speak Up, is entirely voluntary. You are encouraged to report possible violations directly to a member of the Ethics and Compliance team or Code of Conduct Committee, your line manager, your local People & Culture or Legal representative, alternatively the Chief Compliance Officer or the General Counsel. If you feel that you are unable to do so, you may use Speak Up to make your report, depending on the nature of the possible violation, in line with your country’s laws and regulations.

Please be aware that the information you supply about yourself, your colleagues, or any aspect of the company’s operations may result in decisions that affect others, e.g. warning letter, termination, prosecution. Therefore, we ask that you only provide information that you believe is true. You will not be subject to retaliation for any report of a suspected violation that is made in good faith, even if it later turns out to be factually incorrect. Please be aware, however, that knowingly providing false or misleading information will not be tolerated. The information you submit will be treated confidentially except in cases where this is not possible because of legal requirements, court proceedings, or in order to conduct an investigation, in which case the information will be handled sensitively. We encourage you to identify yourself in order for us to follow up with questions we may have.

### **3.What personal data and information is collected and processed?**

We collect the following personal data and information that you provide when you make a report: (i) your name and contact details (unless you report anonymously) and whether you are employed by us; (ii) the name and other personal data of the persons you name in your report if you provide such information (i.e.: description of functions and contact details); and (iii) a description of the alleged misconduct as well as a description of the circumstances of the incident. Note that depending upon the laws of the country in which you are residing or where the incident occurred, the report may not

be made anonymously; however, your personal information will be treated confidentially and will only be disclosed as set out below.

#### **4.How will the personal data and information be processed after your report and who may access personal data and information?**

The information that you provide will be used for the purpose of processing and investigating your report and subject to the provisions of local law, the personal data and information you provide may be accessed, processed and used by the relevant functions of CCEP, including People & Culture, Finance, Internal Audit, Legal, Corporate Compliance, management, external advisors (e.g. legal advisors). We may share the information that you provide with our service providers for the purpose of managing or administering certain aspects of our Service. Those individuals may be located in the United States, the United Kingdom or elsewhere. We will take all reasonably necessary steps to ensure that your personal data is treated securely at all times and in accordance with the Privacy Policy. Personal data and information you provide may also be disclosed to the police and/or other enforcement or regulatory authorities. The relevant bodies that receive and process personal data can be located in another country outside the EEA. We will take all reasonably necessary steps to ensure that your personal data is treated securely at all times and in accordance with the Privacy Policy. The personal data you provide will be kept as long as necessary to process your report, or, if applicable, as long as necessary to initiate sanctions or to meet our legal or financial needs.

For more information regarding the processing of your personal data, please see CCEP Employee Privacy notice available on Genie or [Privacy notice](#) available on our corporate website.

#### **5.Accessing information concerning the report**

We will promptly notify any person who is the subject of a report to Speak Up except where notice needs to be delayed to ensure the integrity of the investigation and preservation of relevant information. With some exceptions, the subject of the report may access information concerning the report (with the exception of the identity of the person making the report) and request correction of personal data that is inaccurate or incomplete in accordance with applicable law. Similarly, with some exceptions, where you make a report, you may also access information about the report and request corrections of your personal data in accordance with applicable law. To make any such corrections, please contact the Ethics and Compliance team: [ethics@ccep.com](mailto:ethics@ccep.com).

#### **6.Special Country Regulations**

Throughout much of the European Union and surrounding areas, reports may be limited in topics, to concerns about accounting, auditing, bribery, competition law, discrimination and harassment and environment, health, hygiene, and safety matters. Any issues or concerns relating to topics not permitted by law to be reported via Speak Up should be reported directly to a member of the Ethics and Compliance team or Code of Conduct Committee, your line manager, your local People & Culture or Legal representative; alternatively the Chief Compliance Officer or the General Counsel as appropriate for the subject matter of the possible violation. In some countries, anonymous reports may not be permitted under the law.