

COCA – COLA

HELLENIC

MENTAL

WELLBEING

POLICY

Effective date: 15 February 2021



Introduction

At Coca-Cola HBC, the secret ingredient of our success is our people. It is vital for our business, our workforce and our communities that we provide an environment where everyone can thrive. This includes ensuring the mental wellbeing of our employees, and acting as ONE TEAM, where we care for each other.

This policy outlines the commitments of the company to ensure a workplace that safeguards mental health and supports our people when mental wellbeing issues arise.

Scope

This policy covers all employees of Coca-Cola HBC ('the company').

Our commitment

The company commits to taking all reasonable steps to:

- promote an environment where employees feel able to talk about their mental health without fear of judgement
- keep all matters relating to mental health strictly confidential
- support employees experiencing mental health issues, including making reasonable adjustments where required
- raise awareness of mental wellbeing; and
- develop organizational capability to promote and manage mental wellbeing.



Manager responsibilities

Managers have a responsibility to:

- learn how to spot early warning signs of mental health issues
- become familiar with the EAP Manager Toolkit
([Link to the EAP Manager Resource Guide](#));
- support employees who raise mental health issues, making reasonable adjustments where needed; and
- know how to manage confidential information relating to an employee's health.

Review and Monitoring

Human Resources will:

- ensure this policy is accessible to all employees.
- provide advice and support to employees and managers in relation to this policy.
- review the effectiveness of this policy on an annual basis and monitor measures to promote mental wellbeing.

This policy may be amended at any time.

Additional sources of support

[Link - Manager Guide on Mental Wellbeing](#)

