

Everyone's welcome.

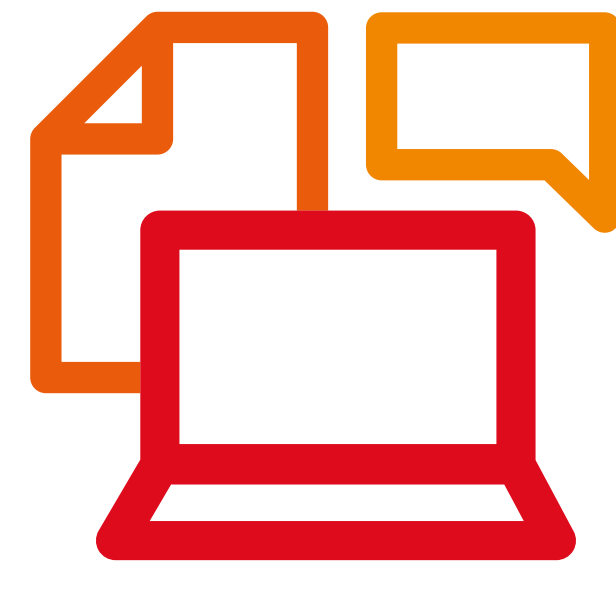
Be yourself, be valued, belong

Our commitment to inclusive recruitment

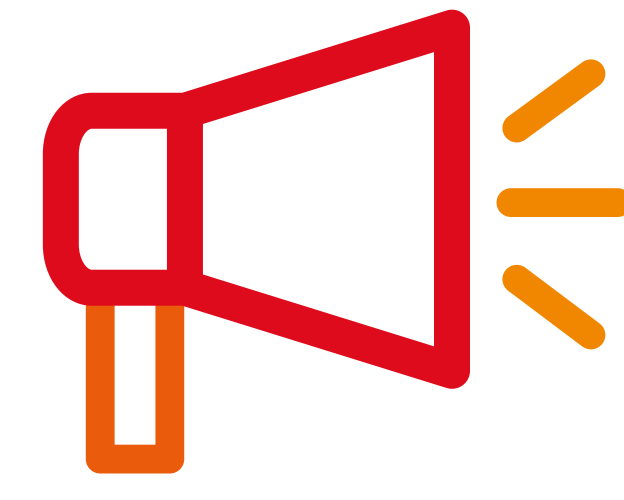
Inclusion, Diversity and Equity are at the heart of our values at CCEP. We aspire for our workforce to mirror the markets we serve. That goal starts with our inclusive recruitment strategies.

Candidate Charter

Our website, career pages and candidate materials will showcase real, diverse people at CCEP



We will reach out to under-represented communities through our targeted attraction strategies



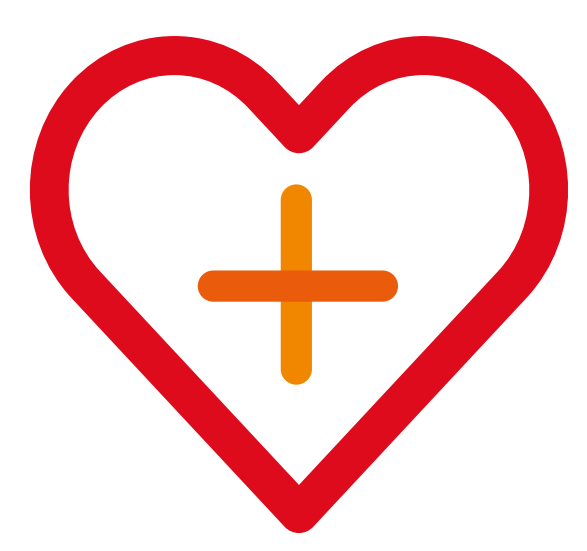
Job descriptions will be written clearly, gender neutral and inclusive for all candidates



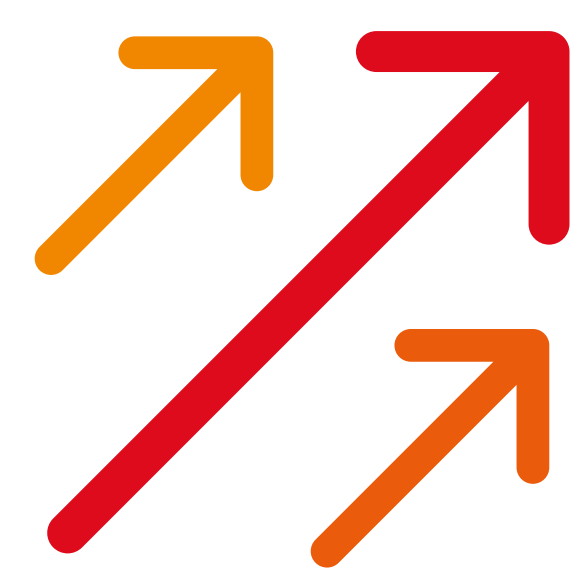
All candidates will be offered adjustments to ensure their application and interview process is equitable, fair and inclusive



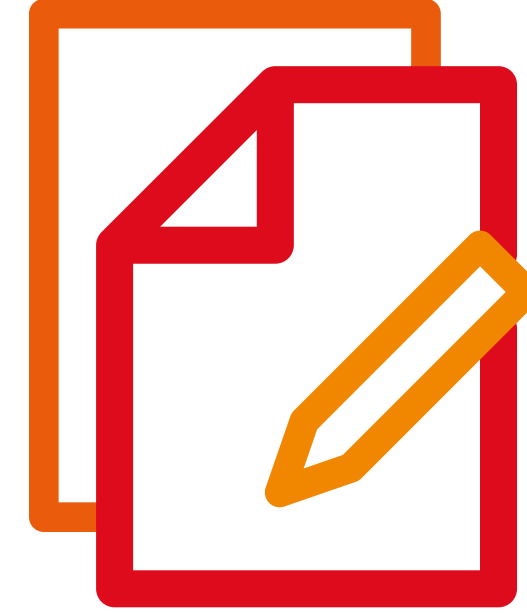
We will strive to have diverse candidate shortlists for every role, with a 50/50 gender split when possible



Our interview and assessment panels will be representative of the communities in which we are hiring



Every candidate will receive feedback following an interview with CCEP



Our hiring managers will be trained on unconscious bias and inclusive recruitment skills

