By building an inclusive workplace, The Coca-Cola Company seeks to leverage its worldwide team—rich in diverse people, talent and ideas—to create value and win in the marketplace.

In North America, The Coca-Cola Company was listed as one of the “40 Best Companies for Diversity” by Black Enterprise magazine in 2009. This marks the Company’s fourth consecutive year appearing on the list.
Creating an Inclusive Workplace

“The Coca-Cola Company is a model employer for diversity and inclusion within its own work force and as a member of the larger business community. Its leadership on lesbian, gay, bisexual and transgender equality in the workplace is not only reflected in its long-standing achievement of 100 percent on the Corporate Equality Index, but in its principled support of anti-discrimination legislation that would protect every worker in the United States from being judged on the basis of their sexual orientation or gender identity.”

Joe Solmonese  President, Human Rights Campaign

Associate satisfaction is very important to our Company. We believe that associates who are inspired and valued create superior results. We strive to be a great place to work for all of our 92,400 associates globally by fostering safe, open, inclusive and healthy work environments. We also believe that every associate has the right to work in a place that is fair and respectful.

Our Workplace Rights Policy and Human Rights Statement establish a consistent approach to managing our business around the world in accordance with high standards of integrity. They confirm the Company’s commitment to abide by applicable laws and regulations with regard to labor practices. They also state the Company’s principles concerning freedom of association; forced labor; child labor; discrimination; work hours and wages; occupational health and safety; and workplace security. Associates receive education and training with regard to our workplace standards and have the right to report any violation without fear of retaliation.

One of our top people priorities is to achieve true diversity throughout our business. In keeping with the intrinsic diversity of the Coca-Cola system, diversity also is one of the Company’s seven core values.

In 2009, our Company was named one of the “Best Companies to Work For®” by the Great Place to Work® Institute in Argentina, Australia, Brazil, Chile, France, Ireland, Mexico, Peru and the United Kingdom. Coca-Cola France received the organization’s Gold Award.

To people around the world, Coca-Cola is more than just a beverage. It is a moment of refreshment and connection that transcends cultural differences and helps tie our diverse world together. Our ongoing workplace efforts in diversity, inclusion and fairness—along with our focus on multicultural marketplaces, customers, consumers, communities and supplier diversity partners—are critical components for sustaining our business. The extraordinary diversity of ideas, cultures and beliefs of our global workforce is undeniably one of the most important competitive advantages we have as a system.

We also strive to create an inclusive work environment free of discrimination and physical or verbal harassment, where every associate is treated fairly, with dignity and respect.

To learn more, visit

www.workplace.thecoca-colacompany.com
Managing Workplace Safety

At The Coca-Cola Company, we are committed to providing a safe and healthy work environment through implementation of our Occupational Safety and Health policies and requirements. Our vision is to make and deliver our products and provide services, with a goal of zero work-related injuries and illnesses on the part of our associates, contractors and others.

In 2008, while our overall incident rate improved, we were saddened by the death of one Company associate and five contractors. Our one Company associate death was the result of a work-related traffic accident. Three of our contractors also died in traffic accidents and two died while performing work in our operations. As we do with all incidents, we are learning from these unfortunate events to help strengthen our programs going forward.

We seek to continually improve our safety and health programs and records. We believe visible, demonstrated leadership commitment and a strong health and safety culture are key drivers of this improvement. In 2008, leaders from across the Coca-Cola system jointly developed our strategy for advancing our health and safety performance. We are working to improve our systemwide reporting and data accuracy; enhance safety training and best practice sharing; and intensify our focus on fleet safety.

Additionally, we continue to monitor the safety performance of our operations through routine independent assessments against our internal standards and requirements as well as applicable laws and regulations.

To learn more, visit www.safety.thecoca-colacompany.com.

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<th>COMPANY WORK-RELATED INJURY AND ILLNESS RATES</th>
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<td>Lost Time Incident Rate</td>
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Data above reflects the total collected data for associates and casual contractors of The Coca-Cola Company and Company-owned bottling operations, not the Coca-Cola system. For 2007, we have 23 percent more associates represented in the data versus 2006 due to increased data collection, new hires and acquisitions. For 2008, we have 21 percent more associates represented in the data versus 2007 due to increased data collection, new hires and acquisitions.

Lost Time Incident Rate (LTIR)—Based on lost-time incidents per 200,000 hours worked. Our definition of incidents is inclusive of those with days lost, restricted or transferred.
Managing Supplier Relationships

Having a sound, stable and ethical supply base is important for our growth and the footprint we leave in local communities around the world. Our suppliers provide our system with materials, including ingredients, packaging and machinery, as well as goods and services. As a company, we have a responsibility to hold our direct suppliers and bottling partners to standards commensurate with our own operations. We also have an opportunity to support community development by purchasing goods and services from minority- and women-owned business enterprises (MWBEs).

Our suppliers are expected, at a minimum, to conduct business in an ethical manner and comply with all applicable laws and regulations. Our Supplier Guiding Principles (SGPs) communicate our values and expectations for our bottling partners and business partners. The SGPs are a part of all supplier agreements, and a pre-certification system is in place for trademark marketing suppliers. Suppliers also are provided training and assistance programs on an as-needed basis for areas where they need to improve their operations.

As a part of our SGPs, we perform routine supplier audits. If we find that a supplier fails to uphold any aspect of our SGPs, the supplier is expected to implement corrective actions or risk contract termination. In 2008, we conducted 1,898 supplier audits, a 45 percent increase over 2007.

Just as diversity is essential in our workplace, it also is important in our supplier base. Supplier diversity helps create long-term growth and competitive advantage for our Company. We seek procurement opportunities and build relationships with MWBEs as suppliers, contractors and subcontractors of goods and services. Since 2000, we have tracked and grown our spending with MWBEs. In 2008, we spent $413 million with first- and second-tier MWBEs, a 13 percent increase over 2007.

CHILD LABOR
We are taking steps to address child labor in sugarcane harvesting because we are a significant buyer of sugar worldwide. We recently hosted two convenings of experts on this topic to seek advice on the most constructive role that we can play in addressing this complex issue. These convenings included representatives of the U.S. Departments of State and Labor, the International Labour Organization, Save the Children, CARE and socially responsible investors.

As a result of these discussions, we developed an action plan focused on raising awareness at the international level and taking concrete actions at the country level in collaboration with our suppliers, local government and industries to address child labor in sugarcane harvesting.

To learn more, visit www.suppliers.thecoca-cola.com.