The Coca-Cola Company

Workplace Assessment Report Follow-Up

(Version GS.2021.3.3)

Group, Operating Unit & Department:	Asia, Asean & South Pacific / Greater China	**Protocol:**	SGP "Supplier Guiding Principles"
Division Contact:	Shelia Fu		

Factory Number:	S-CHN-MK-0014006	**Report #:**	LRFU.GS.02R-66566.865.S-CHN-MK-0014006
Facility Name:	Dexing Shengshi Industrial&Trade Co., Ltd		
Contact Person/Title:	Cindy Huang - Sale Manager		
Contact Emails:	sales2@dxsschina.cn		
Facility Address:	Yinlu Industrial Zone		
Country:	China	**State/Providence:**	Jiangxi
City:	Dexing	**Postal Zone:**	334299
Phone	15297932338		
Parent Company Name or Bottler Group Name, Broker Name (Promotional Suppliers Only, e.g. ADM, Creata, Zecat):	Nil N/A		

Audit Team:	Martin Lin (CSCA 21701724)	**Audit Date:**	March 12, 2022
Time In:	N/A	**Time Out:**	N/A
Report Written by:	Martin Lin (CSCA 21701724)	**Service Provider:**	ESTS
Report Reviewed by:	Tonia Chen	**Audit Mode:**	Remote

Risk Analysis:

Laws and Regulations		**Health and Safety**	
Child Labor		**Environment**	
Forced Labor		**Work Environment**	
Abuse of Labor/Workplace Security		**Discrimination**	
Freedom of Association/ Collective Bargaining		**Business Integrity**	
Wages and Benefits		**Demonstration of Compliance**	
Working Hours and Overtime		**Land Rights**	

Previous Assessment		**Most Recent Assessment**	
Date:	February 28, 2022	Date:	March 12, 2022
Assessment Type	Re-Assessment	Assessment Type	Desk
Score	1	Score	0
Rating	Yellow	Rating	Green
		Next Assessment:	Re-Assessment: 1 to 3 years based on TCCC requirements

Audit Summary

Findings: List Findings and Recommendations separately as copied from CAP; include local laws as applicable

Finding	Local Law (If Applicable)	Finding Detail and Corrective Action (Preface with "NEW" if finding is applicable to non-employee-workers only)

The Coca-Cola Company

Workplace Assessment Report Follow-Up

(Version GS.2021.3.3)

Facility Workforce

WORKFORCE OVERVIEW

Total # of workers present on the day of the audit: 47

Worker Type	# Production Workers	# Sales & Distribution Workers (non-office only)	Other (e.g. cafeteria, security, janitorial)	Total	Total Interviewed
Direct Employees					
Male	29	2	1	32	0
Female	11	4	0	15	0
Non-Employee Workers					
Male	0	0	0	0	0
Female	0	0	0	0	0
Total	40	6	1	47	0

Wage Overview

Previous Average Wage: N/A

Current Average Wage N/A

Verification of Corrective Action

Previous Findings

Previous Violation	Corrective Action Made	Describe
Matrix Code: H.3.8 Local Law: Labor Law of the People's Republic of China, Article 55 Laborers to be engaged in specialized operations must receive specialized training and acquire qualifications for such special operations. Finding Detail: There were total 2 welding workers worked in the factory, but the factory did not provide the license of the one welding worker for review during the audit. Corrective Action: It is recommended that the factory should ensure that the welding worker has acquired qualifications before he fulfills his post.	**Yes**	This finding had been corrected based on the verification of this desk assessment. According to the photos provided by the factory, the factory provided the license of this welding worker for review, which was acceptable; also the factory established the management procedure and provided the training for the workers, the factory established the list document for the special license workers and appointed one staff to check it monthly.

AUDIT BACKGROUND (Include OPENING and CLOSING meeting notes, names & titles of facility management that participated in audit and any special situations and/or audit background.)

Assessment Process:

This desk assessment was conducted on March 12, 2022 to verify the corrective status of the findings identified during the Re-Assessment completed on February 28, 2022. During the desk assessment, the factory management, Ms. Cindy Huang/Sale Manager, provided sufficient evidences for review, which indicated that the factory had corrected all previous findings.

Opening Meeting Attendees and Titles:

N/A

Closing Meeting Attendees and Titles:

N/A

Guiding Principles for Suppliers to The Coca-Cola Company

Suppliers to The Coca-Cola Company and suppliers authorized by The Coca-Cola Company are required to meet the following standards, at a minimum, with respect to their operations as a whole:

Laws and Regulations

Suppliers to The Coca-Cola Company and suppliers authorized by The Coca-Cola Company are required to meet the following standards, at a minimum, with respect to their operations as a whole:

Child Labor

Supplier will comply with all applicable local and national child labor laws.

Forced Labor and Human Trafficking

Supplier will not use forced, bonded, prison, military or compulsory labor and any form of human trafficking.

Abuse of Labor

Supplier will comply with all applicable local and national laws on abuse of employees and will not physically abuse employees.

Freedom of Association and Collective Bargaining

Supplier will comply with all applicable local and national laws on freedom of association and collective bargaining.

Discrimination
Supplier will comply with all applicable local and national discrimination laws.

Wages and Benefits
Supplier will comply with all applicable local and national wages and benefits laws.

Work Hours & Overtime
Supplier will comply with all applicable local and national work hours and overtime laws.

Health & Safety
Supplier will comply with all applicable local and national health and safety laws.

Environment
Supplier will comply with all applicable local and national environmental laws.

Land Rights
Supplier will comply with all applicable laws and obtain community support through Free, Prior, Informed Consent, in acquiring the right to use land for its business.

Business Integrity
Supplier will comply with all applicable local and national laws and will not use bribes or fraudulent practices

Demonstration of Compliance
Supplier must be able to demonstrate compliance with the Supplier Guiding Principles at the request and satisfaction of The Coca-Cola Company

If the eight Fundamental Conventions of the International Labor Organization establish higher standards than local law, the ILO standards need to be met by the supplier. These minimum requirements are a part of all agreements between The Coca-Cola Company and its direct and authorized suppliers. We expect our suppliers to develop and implement appropriate internal business processes to ensure compliance with the Supplier Guiding Principles.