

2024

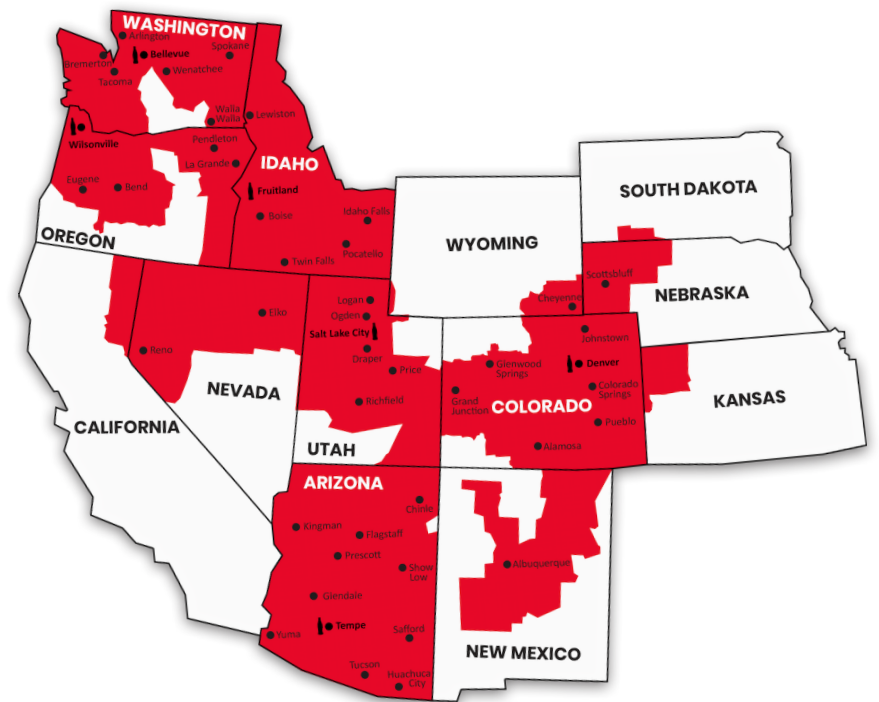


*Coca-Cola*

SWIRE COCA-COLA

# Sustainable Development Report





## INTRODUCTION

Swire Coca-Cola, USA is proud to manufacture, distribute, and sell Coca-Cola products and a wide range of other beverages across 13 states, serving more than 31 million consumers throughout the American West.

Although we are one of the largest Coca-Cola bottlers in the United States, we remain deeply rooted in the local communities we call home. We are committed to serving our customers while caring for our people, planet, partnerships, and communities.

Here at Swire Coca-Cola, USA, we believe that when we help the world to thrive, we all thrive. That belief drives our efforts to be responsible stewards of the environment and active contributors to the well-being of the communities in which we operate. We work to reduce the environmental impact of our production, sales, and distribution processes, while also investing in local initiatives through sponsorships, donations, and volunteerism.

This report highlights our goals and 2024 performance across the key focus areas of our 2030 sustainable development strategy, **“Our Choice, Our Future!”** In each area, we share measurable outcomes and examples of how Swire Coca-Cola, USA is advancing its sustainability commitments to support our planet, our products, and our people.



## 2030 Sustainable Development Goals



### Water

- **100%** Continue to return to nature 100% of the water used to produce our products, including 'high water stress' locations.
- Monitor the watersheds where our water is sourced through source vulnerability assessments and source water protection plans.
- Further improve water efficiency in our manufacturing by 15% by 2030.

### Climate

- Reduce scope 1 & 2 emissions by 70% by 2030.
- Reduce scope 1, 2 & 3 emissions by 30% by 2030.<sup>1</sup>
- **100%** Have 100% renewable electricity for core operations by 2030.

### Packaging and Waste

- Actively support the circularity of our packaging through collecting, recycling, and increasing recycled content.
- **50%** Use 50% recycled material in our primary packaging (PET and aluminum) by 2030.
- Achieve and maintain zero waste certifications for manufacturing facilities by 2025.

### Our People

- **6.15** Total Incident Rate of 6.15 by 2025.<sup>2</sup>
- 0 work-related fatalities.
- 100% compliance to Workplace Rights Policy.

### Our Community

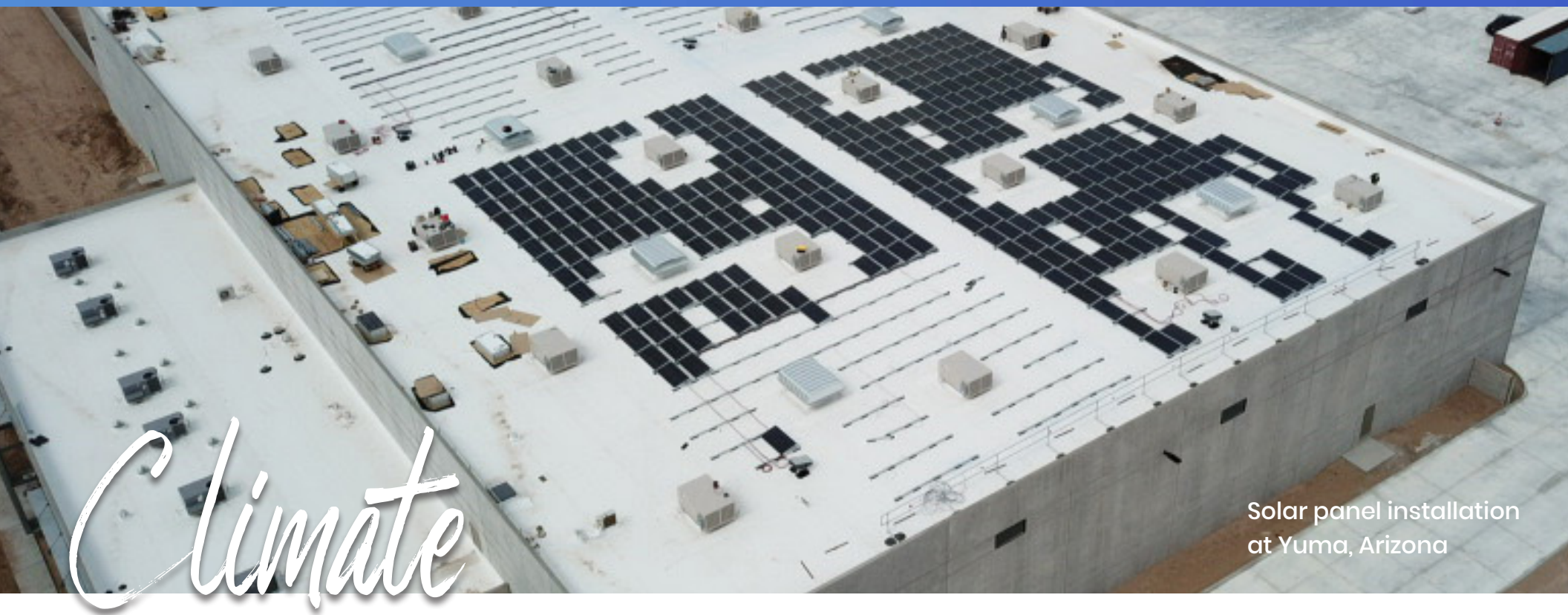
- **11,000** employee volunteer hours by 2025.
- Invest a portion of our profit in each community we serve.

### Product

- Reduce average sugar content by 20% by 2025.
- **100%** Front of pack nutrient labeling.<sup>3</sup>



Planet



Solar panel installation  
at Yuma, Arizona

The year 2024 was the hottest on record, underscoring Swire Coca-Cola, USA's commitment to curbing our greenhouse gas emissions and preparing for the impacts of a changing climate. As temperatures rise and extreme weather becomes more frequent, not only are our local communities affected, risks to water availability and agricultural yields could disrupt our operations and supply chain. In response, we are taking proactive steps to do what's right for the planet and to ensure our business is resilient for the future.

To meet our climate goals, Swire Coca-Cola, USA is focused on reducing both direct (Scope 1 and 2) and indirect (Scope 3)

emissions. Our strategy includes investing in energy-efficient technologies, optimizing operational processes, transitioning to renewable electricity, and collaborating with suppliers and recyclers to reduce emissions across our value chain.

### Case Study: Remanufacturing in Draper

At our Draper distribution center, our remanufacturing facility plays a key role in reducing our climate impact through refurbishing old equipment. When vending machines, soda fountains, and cooling equipment from locations such as gas stations and restaurants can't be repaired on-site, they are sent to Draper to be restored to as-good-as-new. In 2024, over 6,000 units were remanufactured!

## 2024 Highlights:

**331%** of the electricity used at our Colorado Springs facility was generated by solar energy.

**11%** reduction in emissions from Cold Drink Equipment.

**4%** reduction in Scope 2 emissions using Swire Coca-Cola-owned renewable electricity.



Upon arrival, technicians assess each unit to determine what components need to be replaced and identify opportunities for upgrades. These upgrades include replacing outdated parts and high-impact refrigerants with more energy-efficient and environmentally safe options. These efforts contributed to an 11% reduction in emissions from cold drink equipment in 2024. In circumstances where parts cannot be reused, Remanufacturing's robust recycling efforts ensure that as much material as possible is responsibly processed at the end of its lifecycle.

These processes not only reduce costs, but they also reduce greenhouse gas emissions by decreasing the need for new raw materials and equipment manufacturing. Innovative practices like these are helping us meet our science-based targets and protecting the climate for future generations.



**I got a son that works here now, and I got young kids that are still in school ... I want to leave the world ... a better place for them...what we're doing here is sustainability.**

*– Mike Miera: Remanufacturing Supervisor*

<sup>1</sup> Scope 1 and 2 emissions are direct emissions resulting from sources owned/controlled by an organization and from the generation of purchased energy. Scope 3 includes all other indirect emissions that occur across the organization's value chain.

<sup>2</sup> TIR is a metric used to assess a company's safety performance over the course of a year. It evaluates the frequency of recordable incidents per 100 full-time workers annually. A lower TIR indicates better safety performance.

<sup>3</sup> Except Root Beer.





Soda Creek, Colorado

At Swire Coca-Cola, USA, we recognize that water is not only essential to life but also fundamental to our business. As an irreplaceable ingredient in our beverages and a critical component of our manufacturing processes, water stewardship is central to our sustainability strategy. However, both globally and locally, water scarcity remains a significant challenge to sustainable development.

Three of our manufacturing facilities are in regions classified as medium-high to high water stress. To reduce our impact and to support the communities where we operate, we are focused on three key areas:

### 1. Enhancing Water Efficiency

We are committed to improving the water efficiency of our operations. We do this by tracking our Water Use Ratio (WUR), the

amount of water used to produce one liter of finished product, and by investing in efficient technologies and practices.

### 2. Source Vulnerability Assessments (SVAs)

All our manufacturing plants undergo regular SVAs to evaluate source water availability in the region and potential risks to the water supply. Through comprehensive monitoring of our watershed and water use, we develop strategies and Water Management Plans that help protect the water resources essential to us and our communities.

### 3. Replenishing Water to Nature

In partnership with The Coca-Cola Company, we aim to replenish at least 100% of the water used in our production process back to nature. In 2024, we successfully replenished 329% of our water use by supporting innovative projects and solutions.

## 2024 Highlights:

1.65 L/L

Achieved a company-wide WUR of 1.65 L/L.

1.36 L/L

Wilsonville, OR plant reached a WUR of 1.36 L/L.

300  
*million liters*

Supported three new replenishment projects with an estimated annual return of 300 million liters.



## Case Study: Replenishment Projects

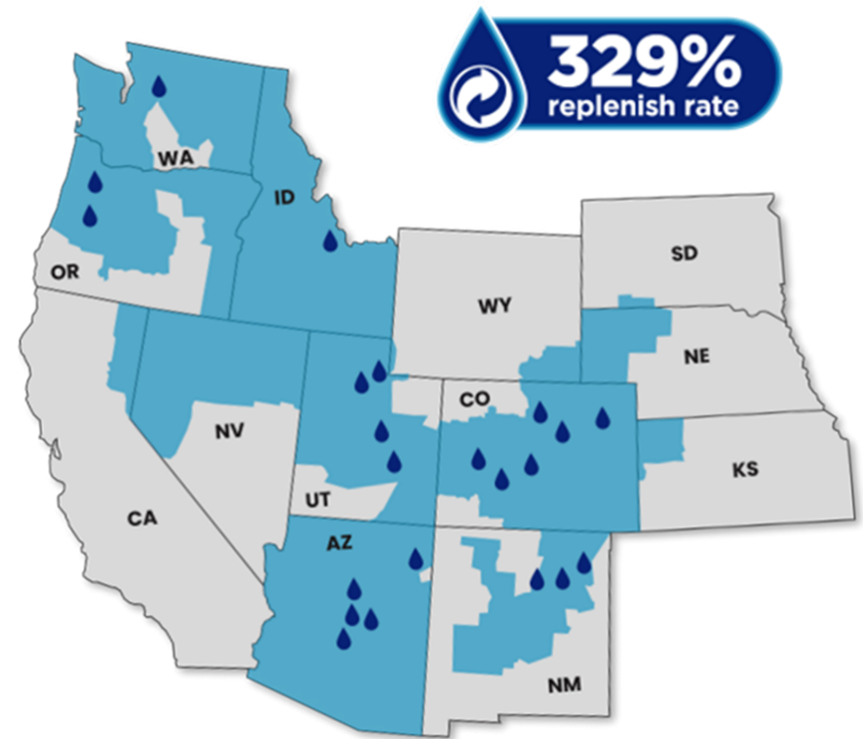
**37 projects have been funded within Swire Coca-Cola, USA's territory. In 2024, three new projects were supported:**

### Haigler Forest Project, Arizona:

This initiative focuses on improving forest health and water security through forest thinning and mastication—a process that enhances biodiversity, supports native species, and improves tree health. By removing dead vegetation and other wildfire fuels, the project also reduces fire risk and increases the retention of snow and runoff, ultimately boosting the region's water yield.

### Sacred Springs Project, Arizona:

This project combines traditional ecological knowledge and modern scientific practices to restore the watersheds and springs in the Pinaleno Mountains. Water retention structures and strategic re-vegetation efforts are employed to repair landscape that has been damaged by erosion and improve habitat for endangered species.



### Chapman Campground Riparian Restoration Project, Colorado:

Spanning 115 acres, this initiative uses low-tech restoration techniques to revitalize wetland and riparian habitat in the Colorado River Basin. This restoration aims to improve water quality, increase biodiversity, and strengthen flood control mechanisms.

In collaboration with NGOs and local stakeholders, these projects exemplify Swire Coca-Cola, USA's commitment to protecting vital ecosystems and critical water resources.



# Packaging and Waste

As a beverage manufacturer and distributor, a large focus of our sustainability efforts involves our packaging and waste management. We are guided by the principles of a circular economy—aiming to keep materials and products in use for as long as possible to minimize waste and environmental impact.

To support this vision, we are actively working to reduce waste generated through our operations. One key strategy is lightweighting—designing our bottles and cans to use less material without compromising quality. Additionally, we are making strides to increase the amount of recyclable content in our primary packaging. For example, switching from green to clear PET has improved the recyclability of our bottles, making it more likely they will be reused in new packaging. To minimize waste in our tertiary packaging this year, we also worked with Atlantic Packaging to reduce the amount of stretch film plastic used in wrapping our pallets.

Another major focus is diverting materials from landfills and incineration. We aim to achieve and maintain Zero Waste certification across all manufacturing facilities; partner with local communities to promote recycling; and find innovative ways to reuse—such as upcycling syrup barrels into owl habitats and rainwater collection systems!

## 2024 Highlights:

**56%** recycled content in primary packaging (PET bottles and aluminum cans).

**96%** of manufacturing waste diverted from landfill.



TRUE Zero Waste Certification achieved at our Bellevue, WA plant.

## Case Study:

### Bellevue, WA – TRUE Certified for Zero Waste

In 2024, Bellevue achieved the TRUE (Total Resource Use and Efficiency) Certification from Green Business Certification Inc. (GBCI). To earn this certification, a facility must divert over 90% of its waste from landfills, annually submit accurate diversion data, meet all federal, state, and local recycling laws, and maintain contamination levels below 10%. In addition, a minimum of 31 TRUE credits must be earned by completing a variety of zero waste projects.

Bellevue has demonstrated excellence in these areas, maintaining an impressive 98% recycling rate over the past three years and earning 35 Zero Waste credits through enhancements to their waste management practices. For example, Bellevue implemented a color-coded barrel system to improve material sorting, allowing the facility to expand beyond recycling to include composting of organic materials. Bellevue has also sought out ways to minimize waste generation, such as reducing the use of plastic shrink wrap and adopting reusable plastic pallets.

Achieving TRUE certification is no small task, requiring meticulous data tracking, reporting, and collaboration across the facility. Employee engagement and community involvement played a vital role in fostering a culture of sustainability and encouraging recycling.

Swire Coca-Cola, USA is proud of Bellevue's accomplishments and looks forward to certifying all manufacturing plants in 2025!



**We have all worked really hard at improving this program to get it to where it is now. We still have room to improve, but this is a great incentive to continue to do more.**

*– Jackie Kleser: EHS Field Manager at Bellevue, WA*





## People



# Employees

At the heart of our organization are the nearly 8,000 dedicated employees who bring our vision to life and support the operations of our business. Their commitment ensures our products reach consumers while upholding the values and high standards of quality that define us.

Recognizing their vital role, we prioritize investing in our people by fostering a safe and inclusive working environment for all. This is reflected in our continuous focus on safety and in cultivating a culture where everyone feels a sense of belonging.

### Case Study: Inclusion Networks

As part of our commitment to fostering a culture of belonging in the workplace, we are proud to have launched two employee-led inclusion networks in 2024: the Women Inclusion Network (WIN) and the Multi-Cultural Inclusion Network (UNITE).

Open to all employees, these groups are dedicated to empowering individuals in their careers and providing meaningful opportunities to connect and collaborate.

Through regular virtual meetings, guest speakers, in-person gatherings, and local volunteer activities, members gain valuable lessons and experiences to develop professionally and grow their community.

These networks not only support individual growth but also help break down silos across teams, regions, and generations—bringing employees from all backgrounds together to connect, and strengthening our culture of inclusion at Swire Coca-Cola, USA.

## 2024 Highlights:

**11%** Achieved an 11.5% improvement in our Total Incident Rate (TIR).

Introduced the PACE (Plan Ahead, Analyze Surroundings, Communicate, Execute) defensive driving program to reduce motor vehicle collisions.

The creation of 2 new inclusion networks.



**“As the co-lead of our inclusion network, I’ve had the privilege of witnessing how community conversations and gatherings have broken down barriers. Women have come forward to share deeply personal and emotional experiences — and in doing so, they’ve found not only support and encouragement, but also the powerful realization that they are not alone. It’s in these moments that our culture of belonging truly comes to life.**

*– Sukriti Singh: Co-lead of WIN*



# UNITE



Community  
Champions



Dollars  
for Doers



At Swire Coca-Cola, USA, our purpose is to serve our customers with excellence and create joy for our consumers—every day. For us, this commitment is more than just providing products to our consumers, it also means being an active contributor to positive change in our communities. We believe our success as a company is deeply connected to the wellbeing of the environment and communities where we operate.

To create a lasting impact, we invest in 3 key areas:

### 1. Corporate Social Responsibility (CSR):

We dedicate a portion of our profits to a CSR fund that supports impactful community projects and initiatives.

### 2. Employee Volunteerism:

We encourage our employees to give back by offering annual volunteer leave and promoting a culture of service.<sup>4</sup>

### 3. Community Partnerships:

We collaborate with local nonprofits and government organizations to address critical issues and amplify our collective impact.



Swire Coca-Cola employees  
assembling school supply kits

## Case Study: Season of Service

To end the 2024 year and showcase our commitment to serving the communities around us, Swire Coca-Cola, USA held a “Season of Service” campaign. From September 1 to December 31, employees contributed an impressive 6,871 volunteer hours.

Through our Community KOnnect portal and the leadership of over 75 Community Champions, 1,750 employees participated in 124 service projects, in partnership with over 54 nonprofit organizations.

### Volunteer activities included:

- Assembling care kits, holiday meals, and beverages for military personnel and their families.
- Creating school supply kits and building educational robots for local youth.
- Supporting food banks and pantries.

This successful Season of Service exemplifies the generosity, passion, and dedication of our employees to making a meaningful difference in the communities we serve.

\*All full-time, regular, non-union Swire Coca-Cola employees are eligible to receive one day of paid volunteer leave per year.

## 2024 Highlights:

**660+** Participated in 660+ volunteer events.

**10,986** Contributed 10,986 volunteer hours.

**4.6**  
*million dollars* Donated \$4.6 million in monetary and in-kind product donations across 13 states.



**130+** Supported 130+ nonprofit partners.



Senior Leadership Team  
tree planting



## Product

The final component of our sustainability strategy here at Swire Coca-Cola, USA is to meet evolving consumer preferences by offering the beverages they want, in the packages they prefer. This means responding as consumer tastes and expectations shift. For instance, in the United States, there is a growing demand for low- and no-calorie beverages. In response, we are actively reducing sugar content across our portfolio, introducing new low- and no-sugar options, and offering smaller package sizes.

We are also committed to being responsible producers. This includes responsible marketing practices and upholding the highest standards for product safety and quality.

Furthermore, we continue to expand our beverage portfolio to include a diverse range of options: still and sparkling soft drinks, water, dairy, fruit juices, sports drinks, teas, and coffees. We believe that delivering refreshment means offering a wide variety of high-quality products to satisfy consumer preferences.

### 2024 Highlights:

**206** low and no-sugar beverages by flavor.

**34** beverages have been reformulated to reduce sugar since 2020.

**45%** of overall sales volume is low and no-sugar products.





YOUR **LOCAL** BOTTLER