

ASSESSMENT SUMMARY REPORT

(Supplier Guiding Principles and Human Rights Policy Assessments)

Facility Name 2HHolinger s.r.o.		Coca-Cola Facility Number S-CZE-MK-0011652	Product Category Promotional Items		
Facility Street Address Prumyslova 1558/2		City Usti nad Labem	State/Province NA	Country Czech Republic	Postal Code 40001
Facility Contact/Role Jan Holinger/Sales and Marketing Department - Owner		Parent Supplier (if known) Moravia Propag s.r.o.			
Assessment Date December 12, 2014	Number Of Auditors 2	Assessment Team Michal Mrazik, Pavel Buchal		Service Provider Intertek	
Coca-Cola System Contact		Group		Business Unit & Department	
Total Workforce (Total Employees + Total Non-Employee Workers) 9		All Employees (Sum of 3 boxes to the right)		Production Employees	Sales & Distribution Employees (Female/Male)
	Men	6	2	2	Other Employees 2
	Women	3	2	0	1
Workers Present At Assessment 5	Workers Interviewed 3	All Non-Employee Workers (Sum of 3 boxes to the right)		Production NEW Workers	Sales & Distribution NEW Workers
	Men	0		0	0
	Women	0		0	0
Assessment Type	<input checked="" type="checkbox"/> Initial Assessment <input type="checkbox"/> On Site Follow-Up Assessment <input type="checkbox"/> Re-Assessment <input type="checkbox"/> Desk Assessment <input type="checkbox"/> Mutual Recognition (Also Indicate if Initial, Follow-Up, etc.)				
Score 0	Rating		Access Denied?		
	Green (0) Fully Compliant - No Further Action Required		<input type="checkbox"/> Full Access Denied		
	Yellow (1-7) Corrective Action Required (Send Supporting Evidence)		<input type="checkbox"/> Partial Access Denied		
	Orange (8-27) Corrective Action Required and Follow-Up Assessment or Desk Assessment Required		<input type="checkbox"/> Employee Access Denied		
	Red (28+) Corrective Action and Follow-Up Assessment is Required		<input type="checkbox"/> Record Access Denied		
			<input type="checkbox"/> Facility Access Denied		

Points Attributable to Employees of Facility:	0
Points Attributable to Non-Employee Workers:	0
Land Rights Score (Does Not Impact Overall Score):	0

FINDINGS

Finding Category	Code	Findings	Local Law (If Applicable)	Finding Detail and Corrective Action (Preface with "NEW" if finding is applicable to non-employee-workers only)	Suggested Time Frame	Agreed Time Frame

LAND RIGHTS FINDINGS

Finding Category	Code	Findings	Local Law (If Applicable)	Finding Detail and Corrective Action (Preface with "NEW" if finding is applicable to non-employee-workers only)	Suggested Time Frame	Agreed Time Frame

GOOD PRACTICES		
(Checked items indicated the assessors saw evidence of good practices in place that are beyond compliance.)		
Code Element	Good Practice	Observed?
Laws and Regulations		
A.4.1	Procedures are in place to ensure new or revised legal requirements are incorporated into business practices.	<input checked="" type="checkbox"/> Yes
Child Labor		
B.4.1	A remediation plan is in place for use in cases where children are found to be working on site.	<input type="checkbox"/> Yes
Forced Labor		
C.4.2	Facility has a policy prohibiting human trafficking and forced labor.	<input checked="" type="checkbox"/> Yes
Abuse of Labor / Workplace Security		
D.4.1	Policies and procedures are in place to safeguard worker privacy, including with regard to medical information.	<input checked="" type="checkbox"/> Yes
D.4.2	Management has established and communicated disciplinary procedures and record all disciplinary actions.	<input checked="" type="checkbox"/> Yes
D.4.3	Policies and procedures are in place to ensure security guards undergo criminal background checks, receive training on the use of force, and their duties are limited to protecting workers, the facility, and equipment.	<input type="checkbox"/> Yes
D.4.4	Sensitivity training is provided to supervisors and security guards.	<input type="checkbox"/> Yes
Wages and Benefits		
F.4.1	Policies and procedures are in place to ensure permanent employees are hired in lieu of long-term contract labor.	<input checked="" type="checkbox"/> Yes
F.4.2	Facility has policy to provide wages to workers that meet basic needs including food, clothing, housing, medical care, etc.	<input checked="" type="checkbox"/> Yes

Work Hours and Overtime		
G.4.1	Policies and procedures are in place to manage work hours. In countries with no or high limits ensure working hours are limited to 48 hours per week and 12 hours of overtime.	<input checked="" type="checkbox"/> Yes
G.4.2	Irrespective of the law, workers are provided one day off in seven-day period.	<input checked="" type="checkbox"/> Yes
Health and Safety		
H.4.1	Policies and procedures are in place to safeguard worker safety and ensure legal compliance (e.g. management systems systematically assess health and safety risks, implement preventive measures, and investigate all accidents). A person /committee is designated to manage such programs.	<input checked="" type="checkbox"/> Yes
H.4.2	Process in place for management to receive and action safety concerns of the workers.	<input checked="" type="checkbox"/> Yes
Environment		
I.4.1	A management system is in place to systematically assess environmental risks, implement preventive measures, and investigate all accidents. A person or committee is designated to manage such programs.	<input checked="" type="checkbox"/> Yes
Work Environment		
J.4.1	Policies and procedures are in place for workers to file grievances without penalty or retaliation and a management representative is designated to address grievances.	<input checked="" type="checkbox"/> Yes
J.4.2	Policies are in place to mitigate the impact of workforce reductions to the extent possible and communicate with employees in a timely manner.	<input checked="" type="checkbox"/> Yes
J.4.3	Facility measures and tracks employee satisfaction/engagement.	<input checked="" type="checkbox"/> Yes
Discrimination		
K.4.1	Facility has a policy to ensure employment decisions are based solely on someone's ability to do the job, without regard for other personal characteristics.	<input checked="" type="checkbox"/> Yes
K.4.2	Policies and procedures are in place to accommodate religious expression.	<input type="checkbox"/> Yes
K.4.3	Facility has implemented gender-sensitive recruitment and retention practices and proactively recruits and appoints women to managerial and executive positions and/or the corporate board of directors.	<input type="checkbox"/> Yes

Business Integrity		
L.4.1	Facility has a code of business conduct and procedures in place to investigate and reconcile violations of the code and communicates the code to workers.	<input checked="" type="checkbox"/> Yes
L.4.2	Facility has procedures to protect workers who alert management to violations of the code of business conduct.	<input checked="" type="checkbox"/> Yes
L.4.3	Facility is aware of Coca-Cola Code of Business Conduct.	<input checked="" type="checkbox"/> Yes
Demonstration of Compliance		
M.4.1	Facility management is familiar with and shares The Coca-Cola Company's Supplier Guiding Principles or Human Rights Policy (as applicable) and Human Rights Statement with employees.	<input checked="" type="checkbox"/> Yes
M.4.2	Facility requires subcontractors and labor contractors to comply with local law. (e.g. include labor standard clauses in contracts, monitor performance via workplace assessment, etc.).	<input checked="" type="checkbox"/> Yes
M.4.3	Facility has due diligence process to monitor social compliance performance of suppliers, subcontractors and labor contractors/brokers through workplace assessment, etc.	<input checked="" type="checkbox"/> Yes
Land Rights		
N.4.1	Facility management uses external resources and/or experts for guidance on land acquisitions (e.g. IFC Performance Standards, TCCC Checklist, etc.).	<input type="checkbox"/> Yes