



CORPORATE POLICY

Occupational Health and Safety

Version	Description of changes	Approval	Effective Date
1.0	Initial Version	Miguel Angel Peirano	June 2022

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1. Objective

Taking care of the Occupational Health and Safety of all those who contribute to the development of Coca-Cola Andina's activities -employees, suppliers, service providers, customers, others involved in the value chain, members of the communities in which we operate- is a fundamental and priority principle for Coca-Cola Andina's success. The consolidation of a positive Occupational Health and Safety culture is only possible with the participation and involvement of all parties, with a collaborative attitude in this matter.

Therefore, Coca-Cola Andina is committed to maintain safe conditions in processes and facilities, to promote safe behaviors in all its scope of influence and to constantly reinforce the Occupational Health and Safety culture.

Senior management demonstrates its commitment to Occupational Health and Safety by reviewing the evolution of specific indicators and providing the necessary means (economic, organizational, technical and human) to:

- Ensure a safe and healthy work environment, guaranteeing the prevention of adverse health effects;
- Achieve compliance with legislation, Coca-Cola Company requirements and other international recommendations voluntarily undertaken by Coca-Cola Andina;
- Promote training and information for employees on the risks inherent to the activities and on compliance with Occupational Health and Safety standards and procedures;
- Provide facilities and equipment with effective protections, through the adoption of the best techniques, combined with the monitoring and updating of work procedures, in order to eliminate or minimize risks for employees, service providers and interested parties that may come into contact with our company's infrastructures;
- Ensure the participation and consultation of workers and their representatives in the planning, implementation and evaluation of Occupational Health and Safety management;
- Conduct timely and thorough investigations of possible safety incidents, capturing the lessons learned and correcting the underlying reasons that may have caused them.

The effectiveness of the Occupational Health and Safety Policy and continuous improvement in this area are possible through the participation of all levels of management and the support and contribution of all employees, service and supply providers, and other interested parties. In this sense, Coca-Cola Andina requires everyone to adopt practices in accordance with the principles of this policy. No situation or service urgency can justify putting anyone's health or safety at risk.



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Scope

This Policy applies to all Coca-Cola Andina's employees, to any person who is part of its value chain, or who acts on its behalf, regardless of their contractual status or function.

Compliance with Occupational Health and Safety standards, their management and measurement reach both employees of the Company, as well as all those service and resource providers and contractors with whom we work.

Occupational Health and Safety management is carried out in all the facilities where we operate, both in the production plants and administrative offices, as well as in the distribution centers, whether our own or those of third parties, in our customers' facilities and on public roads.

2. Statement of Occupational Health and Safety Principles

At Coca-Cola Andina we are committed to promoting a culture of Occupational Health and Safety through the development and application of policies, standards and practices appropriate to the risks and opportunities associated with our activities. These follow the guidelines of international Occupational Health and Safety Management standards such as ISO 45001 and ISO 9001, the corresponding legal framework, the specific standards of the Coca-Cola Company and the international guidelines of the ILO.

Our principles are:

1. Safe behavior is a fundamental axis of work to avoid injuries and occupational illnesses.
2. Each worker is responsible for his or her own safety, the safety of other workers and the safety of the people and communities with whom he or she interacts, to the extent within his or her means.
3. Coca-Cola Andina and its leaders have the responsibility and commitment to provide safe facilities, tools, training, communications and processes, in order to promote the culture of Occupational Health and Safety; understanding that our performance in this matter is essential for our business and the wellbeing of our collaborators.
4. Nothing we do here is worth getting hurt or causing an injury.
5. Occupational Health and Safety can and should be managed like other aspects of the business.

3. Safety Pillars

3.1. Rules and Procedures

At Coca-Cola Andina we are committed to maintaining an Integrated Management System that allows us, through the definition of clear rules, processes and procedures, to comply with: the legal framework of each operation; certifications and standards to which we apply (ISO; KORE Standards; etc.); internal audits; code of conduct; periodic safety evaluations and inspections; risk matrices, among others.

We define the following key management indicators:

Key Indicators: ACCIDENT RATE.

Definition	<p>The number of accidents and time lost due to accidents is measured. Four indicators are normally used:</p> <ul style="list-style-type: none"> ● Frequency Rate (Lost Time Injury Ratio or LTIR): number of accidents with lost time per 200,000 hours worked. ● Severity Rate (Lost Time Injury Severity Ratio or LTISR): number of days lost per 200,000 hours worked. ● Accident Rate: number of accidents with lost time per 100 workers. ● Fatality rate = number of fatalities per occupational accidents/number of workers x 100,000. ● Occupational illness rate = number of occupational illness/number of workers x 100. ● Average days lost due to accident = days lost due to accident/number of occupational accidents <p>Both own and third party accidents and M/H should be considered.</p>
Source of data	Safety Management Areas of each operation
Frequency	Monthly

3.2. Culture

At Coca-Cola Andina we believe that occupational injuries and illnesses are preventable, being safe behavior a fundamental work axis. We constantly seek to strengthen at all levels of our organization the incorporation of Occupational Health and Safety as a value in itself, promoting a culture of care and prevention.

3.3. Training and Communication

We firmly believe that training and communication with the members of the organization is a fundamental pillar to achieve the objectives and goals of zero fatalities and world-class accident rate indicators. In order to ensure the dissemination and development of the Occupational Health and Safety culture, involving the participation and commitment of the entire organization, we carry out the following activities in all our operations

- Definition of goals by area and periodic follow-up.
- Identification of Hazards and Risk Assessment.
- Communication of risk conditions.
- Periodic meetings with operational teams.
- Monthly reporting of results.
- Implementation and Maintenance of an Occupational Health and Safety Management System.
- Satisfaction surveys.
- Occupational Health and Safety observers.
- Occupational Health and Safety occurrence alerts for all units.
- Implementation of the Behavior Based Safety Program.
- Induction plan for all direct and indirect employees who provide services for and with Coca-Cola Andina.

3.4. Infrastructure and Technology

- i. The Company provides a safe and healthy workplace and complies with applicable laws, regulations and internal Occupational Health and Safety requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents and exposure to health risks.
- ii. Through direct employee involvement, we achieve continuous improvement of Occupational Health and Safety in the workplace, including identifying risks and addressing related improvement opportunities.
- iii. The Company includes in the design of its infrastructure the necessary requirements so that it is adequate to ensure the Occupational Health and Safety of its employees, and constantly performs maintenance of all facilities, technologically updating them.



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We have records, reports, statistics and information that help us follow up on the actions implemented and ensure compliance with standards and commitments.

3.5. Right Partners

At Coca-Cola Andina we are committed to ensure that contractors and third parties, internal partners, freight forwarders and transporters, as well as room stockers, comply with the Occupational Health and Safety standards, rules and processes implemented for this purpose. To this end, the Company includes clear targets and penalties for non-compliance in contracts with third parties, as well as an implemented selection, qualification and follow-up process.

3.6. Comprehensive Health

We face the care of Occupational Health and Safety of people, with a comprehensive approach, broader than the prevention of accidents at work, so we not only seek safety in terms of infrastructure and processes, but also in relation to physical and psychosocial health and quality of life of our employees, so we seek to implement programs that consider mental health and healthy living, monitor the work environment (noise and lighting, temperature, etc.), consider ergonomics in the workplace, control of illicit substances and control of working hours and overtime, a good working environment, and the extension of good practices to all areas of the lives of people and their families.

4. Responsibilities

The **Culture, Ethics and Sustainability Committee** is responsible for promoting the Occupational Health and Safety of people in the Company, monitoring operations and reporting to the Board of Directors on progress in this area.

The **Office of the Chief Executive Officer** is responsible for providing the leadership and resources necessary to ensure the implementation of this policy.

The **Corporate Human Resources Management Area** is responsible for monitoring key indicators and reports on Occupational Health and Safety, promoting improvement actions and proposing reforms or modifications to this policy for its continuous improvement. We report our OHS performance in our Integrated Annual Report as part of our commitment to achieve excellence in these areas.



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The **General Managers** of each operation are responsible for monitoring, identifying and adopting the necessary measures to ensure that the activities of all employees and executives of the Company adhere to the values and principles defined in this policy.

The **Occupational Health and Safety Managers** of each operation are responsible for the definition and implementation of plans, certifications, training, risk matrices, response to audits, and measurement and reporting of KPIs to the corporate office.

Coca-Cola Andina employees at all levels and in all functions of the organization are responsible for the successful implementation of this policy and related programs.

5. Transition standard

The guidelines established in this standard must be implemented within 15 days from the date of publication.

6. Track Changes

Version	Description of main changes (for more information, contact: politicascorporativas@koandina.com)	Approval	Effective date
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