

The Coca-Cola Company



ASSESSMENT SUMMARY REPORT (ASR) (Supplier Guiding Principles and Human Rights Policy Assessments)

Cosmos Factory No	R#	Facility Name		Facility Type	Product Category			
S-CHE-MK-0028246	GS.02-80351	PAGANI PENS SA - Converted from SEDEX		Marketing	Marketing - Promotional Items			
Facility Street Address		Facility WEB Site	City	State/Province	Postal Code	Region	Country	
LAMONE (HQ+ Production): Via Serta 22, 6814 Lamone (CH)		www.paganipens.com	LAMONE CADEMPINO	SWISS	6814	EMEA	Switzerland	
Facility Contact / Role			Facility Phone	Parent Supplier (if known)	TCCC Protocol			
Fausto Conti - Regulatory Affairs Manager			0041 919601202	NA	SGP "Supplier Guiding Principles"			
Assessment Date	Man Days	Number Of Auditors	Assessment Team + (APSCA)		Service Provider		How are wages determined	
December 16, 2020	1	1	BARBARA CARINI (RA 21700532)		Intertek			
Coca-Cola System Contact			Group		Business Unit & Department		OTHER	
Katie Massey			Europe Middle East and Africa		Central and Eastern Europe - Business Unit (CEE)			
Total Workforce (Total Employees + Total Non-Employee Workers)		Employees by gender	All Employees (Sum of 3 boxes to the right)	Production Employees	Sales & Distribution Employees	Other Employees	Average Wage (Local Currency)	
357		Men	210	166	3	41	3.639,00	
		Women	147	99	2	46		
Workers Present At Assessment	Workers Interviewed	NEWs by gender	All Non-Employee Workers (Sum of 3 boxes to the right)	Production (NEW Workers)	Sales & Distribution (NEW Workers)	Other (NEW Workers)	Minimum Wage (Local Currency)	
204	17	Men	0	0	0	0	2471	
		Women	0	0	0	0		
0 Audit Mode	Assessment Type	Desk		Mutual Recognition + Protocol		No SMETA	MONTHLY	
Score	Rating		GEO LOCATOR - FACTORY		Exchange Rate (USD)	1,0890		
0	Green (0) Fully Compliant - No Further Action Required		 Latitude 46243 Longitude		Access Denied?	Full Access Denied		No
	Yellow (1-7) Corrective Action Required (Send Supporting Evidence)					Partial Access Denied		No
	Orange (8-27) Corrective Action Required and Follow-Up Assessment					Employee Access Denied		No
	Red (28+) Corrective Action and Follow-Up Assessment is Required					Record Access Denied		No

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	Next Assessment	Re-Assessment: 1 to 3 years based on TCCC requirements	85554	Facility Access Denied	No
	Points Attributable to Employees of Facility				
	Points Attributable to Non-Employee Workers (NEWS)	0			
	Total Points	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)	Points	Suggested Time Frame (Days)	Agreed Time Frame
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GOOD PRACTICES

CODE	(Checked items indicated the assessors saw evidence of good practices in place that are beyond compliance.)	Observed?
Laws and Regulations		
A.4.1	Procedures are in place to ensure new or revised legal requirements are incorporated into business practices.	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.	Yes
Forced Labor		
C.4.2	Facility has a policy prohibiting human trafficking and forced labor.	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.	Yes
D.4.2	Management has established and communicated disciplinary procedures and record all disciplinary actions.	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.	No
D.4.4	Sensitivity training is provided to supervisors and security guards.	No
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.	Yes
F.4.2	Facility has policy to provide wages to workers that meet basic needs including food, clothing, housing, medical care, etc.	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.	Yes
G.4.2	Irrespective of the law, workers are provided one day off in seven-day period.	Yes
Health and Safety		

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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.	Yes
H.4.2	Process in place for management to receive and action safety concerns of the workers.	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.	Yes
I.4.2	Processor/mill evaluates social and environmental risks in supplying farms	Yes
I.4.3	Processor/mill has a sustainability program that covers farms	No
I.4.4	>50% of volume from farms for Processor/mill have SAGP recognized certifications?	No
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.	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.	Yes
J.4.3	Facility measures and tracks employee satisfaction/engagement.	No
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.	Yes
K.4.2	Policies and procedures are in place to accommodate religious expression.	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.	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.	Yes
L.4.2	Facility has procedures to protect workers who alert management to violations of the code of business conduct.	Yes
L.4.3	Facility is aware of Coca-Cola Code of Business Conduct.	Yes
L.4.4	Facility has an Anti-Corruption policy prohibiting employees from giving something of value to a government employee/official in exchange for a business advantage and has communicated the policy to employees.	Yes
L.4.5	Facility management and employees are aware of TCCC Anti-Bribery Policy (for Coca-Cola Company sites only).	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.	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.).	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.	No
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.).	No
N.4.2	Facility has adopted a written policy reflecting its commitment to respecting land rights of women and men	No
N.4.3	Facility demonstrates that alternatives to a specific land acquisition were considered to avoid or minimize adverse impacts.	No

A signature on this ASR signifies your agreement and understanding of the above findings and the Facility Action Plan.

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Facility Representative Signature and Title

Date

Auditor Signature

Date