

sustainable
business
report
2015



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About our report

Reporting period and scope

This report covers Britvic's global operations for the financial year ending 27th September 2015. It contains data for wholly-owned companies and subsidiaries, excluding franchises and co-packers, unless specifically stated. Where we refer to a 'business unit', this means our business at a country level. The International business unit covers India and the US. Where we reference Plc within the report it relates to all business units unless otherwise stated. Our latest acquisition, Empresa Brasileira de Bebidas e Alimentos SA "Ebba", is not included within the scope of this report.

Environmental data

Our waste data refers to manufacturing sites, warehouses and offices where we have operational control (exclusions

apply). Water and carbon emissions data relates solely to our manufacturing sites.

Britvic's climate change disclosures were made in conformance with the Climate Disclosure Standards Board framework requirements. We follow the standards of the Greenhouse Gas (GHG) Protocol to establish our GHG inventory, which includes scope 1, 2 and 3 emissions. We also refer to our response to the CDP Investor Information Request, which contains comprehensive details of the Group's climate change disclosures and performance.

Contact us

We hope you find this report engaging and informative and we continue to welcome your input and views at sustainablebusiness@britvic.com

November 2014

90% of us complete the Great Place to Work survey. Results reveal an increase in our Trust Index and Diversity scores across our business units (p12)



November 2014

Ireland completes its second submission to Bord Bia's sustainability programme, Origin Green



February 2015

We launch our "Drink more water" campaign in GB and Ireland (p17)



January 2015

SQUASH'D is voted drinks Product of the Year by consumers



February 2015

Fruit Shoot becomes official sponsor of Mini Mudder, inspiring kids' sense of adventure and teamwork (p19)



2015 at a glance

2015 has been an exciting year for us with many highlights in support of our sustainable business programme. A summary of some of the major achievements this year are set out below as we continue our journey towards our 4 star Business in the Community CR Index goal.

March 2015

Robinsons Squash re-launches with new flavours and packaging. By discontinuing the added sugar variant we remove nearly 7bn calories from the category (p17)



April 2015

Britvic achieves 2 stars in the Business in the Community CR Index



March 2015

J20 Spritz, a lower calorie, sparkling version of J20, is launched



March 2015

Work commences on the installation of a new super-efficient PET line in Leeds



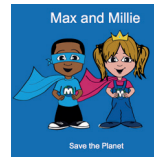
June 2015

Robinsons' 80 year partnership with Wimbledon is extended for a further five years, providing the perfect platform to inspire families to play actively



July 2015

CSR educational toolkits launched



July 2015

Work experience programme launched at GB manufacturing sites (p21)



August 2015

Great Place to Work champions appointed across the business



August 2015

Sustainable Business Roadshows tour all GB sites



September 2015

Responsible Marketing Code is launched including strict guidelines around marketing to children (p19)



September 2015

Tango Orange Sugar Free is launched



September 2015

Reformulated Robinsons Fruit Shoot My-5 and Hydro are re-launched (p17)



September 2015

Great Place to Work survey completed





CEO and Chairman's statement

2015 has been a milestone year for the business, a major highlight of which has been achieving two stars on the Corporate Responsibility (CR) Index, Business in the Community's annual benchmark of responsible business.

To be recognised by Business in the Community is an affirmation of the advances we have made in delivering sustainable growth with integrity and an acknowledgement of our positive contribution to our local communities and society more broadly.

It has been a memorable year for another reason; this summer we continued our international expansion with the acquisition of the Brazilian soft drinks company Empresa Brasileira de Bebidas e Alimentos SA 'Ebba'. We are excited by the opportunities presented to us in the Brazilian market and a key focus of the coming year will be integrating Ebba into the wider group.

In GB, we have invested £25 million into the installation of a new PET line at our Leeds site. The line which is now close to being operational will greatly improve productivity and marks the start of an investment programme to ensure the supply chain is fit for purpose for the years ahead, with further investment planned for 2016.

There will be clear environmental benefits, such as less waste and greater energy efficiency, as a result of ongoing investments at our sites.

The past year has seen increased attention on the role of sugar in people's lives, especially in GB and Ireland.

We believe that all of our drinks can be enjoyed as part of a balanced diet and healthy lifestyle, but recognise that collaboration and shared responsibility can offer the best long term solution.

We have taken significant steps in providing greater choice for consumers, actively reducing the calorie count across our portfolio, providing clear front of pack labelling and introducing a global Responsible Marketing Code.

We are proud of the fact we have removed more than 18 billion calories from our portfolio by delisting added sugar Robinsons this year and added sugar Fruit Shoot in 2014 as well as through reformulation activity over the past three years.

We remain committed to encouraging healthy and more active lifestyles and are harnessing the power of our brands to help achieve our ambitious 2020 target of inspiring 20 million people to actively play together.

Earlier this year, in partnership with international events organiser Tough Mudder, we launched 'Fruit Shoot Mini Mudder', a unique event designed to inspire children to enjoy activity whilst exploring their adventurous side and experiencing the power of teamwork. More than 6,500 children took part in events in the UK, Ireland and US and with further expansion planned for 2016, Fruit Shoot Mini Mudder is central to our ambition of promoting active play.

People are at the heart of the business and our employees' commitment in delivering our sustainable business goals is a source of much pride. We would like to thank them and our suppliers and partners for their hard work and efforts this year in helping us achieve our sustainable business goals.

Simon Litherland
Chief Executive Officer

Gerald Corbett
Chairman of the Board



Integrating sustainability into our business

Our purpose is to make life's everyday moments more enjoyable and we have a clear strategy that is designed to realise our ambition to become the most dynamic, creative and admired soft drinks company in the world.

Central to this vision is our understanding that our profitability depends on healthy communities, prosperous economies and the responsible use of natural resources. We integrate these considerations into our business model through five pillars:



Building iconic brands loved by **consumers**



Being the most valued by our **customers and partners**



An inspiring place to be for our **employees**



Delivering consistently superior returns for **shareholders**



Trusted and respected in our **communities**

Whilst success across all pillars is supported by our sustainable business programme, the core ambition of being trusted and respected in our communities is formally measured and reported using the Business in the Community CR Index.

Each business unit is required to build strategic plans to support our trusted and respected ambition and contribute towards our company goals. This requirement filters down throughout the organisation and all teams and individuals are accountable for delivering our targets, in alignment with our operating model based on the principles of simplicity, focus and accountability.

Focusing on what matters most

This year, for the second year running, we conducted a stakeholder survey to establish the social and environmental issues of greatest importance to our stakeholders and re-affirm our programme focus areas.

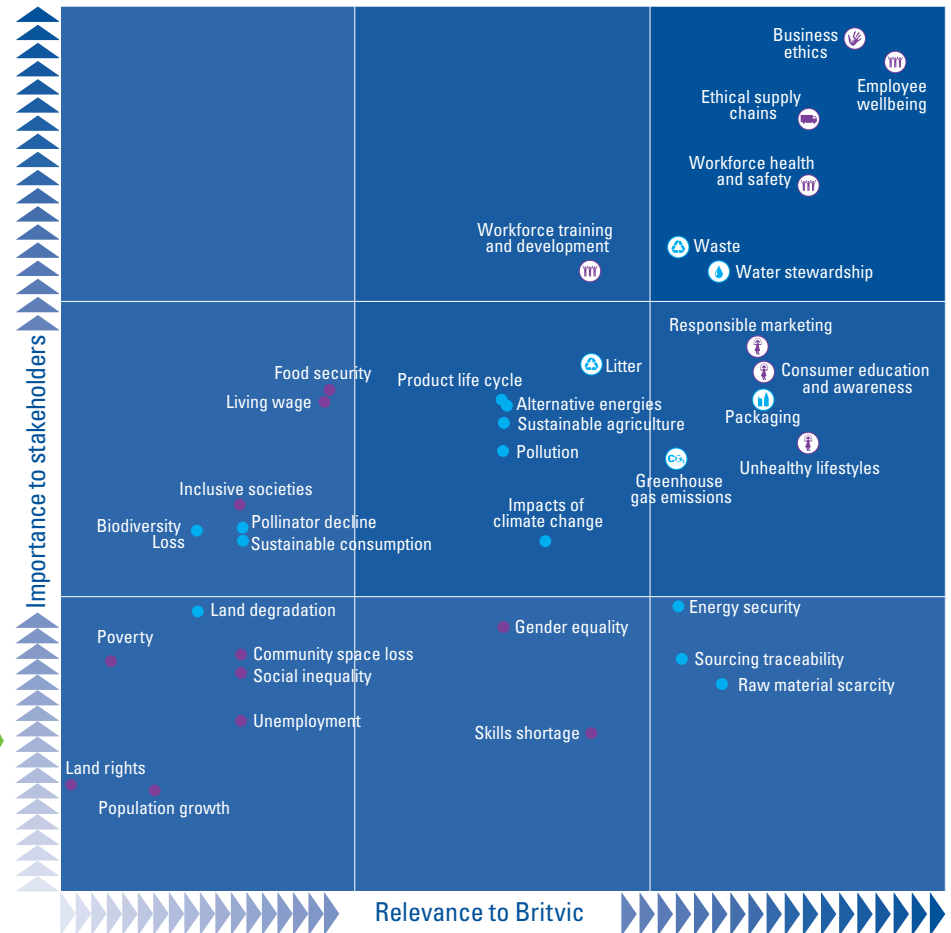
We built on last year's survey, extending our reach to a wider range of stakeholders, including the financial community, customers, NGOs, the media, regulators, suppliers and employees. We received more than 500 responses to the survey from our GB and Irish markets and the results gave us some powerful insight into which issues different stakeholder groups are most interested in.

Using the information sourced through the survey, together with a review by the Sustainable Business Committee to establish the business relevance of the issues identified, the 2015 materiality matrix was produced. This matrix excludes the employee stakeholder group since this was the largest group size and we wanted to avoid the results being unfairly skewed, however we are using these results for internal communication purposes.

The matrix confirms our Sustainable Business programme is generally focused on the most material issues but we have updated a number of pillars to reflect the findings.

Materiality matrix

Materiality is about identifying the issues that matter most to our business and to our stakeholders. We plot the social and environmental issues that are of most concern to our stakeholders (importance), against the impacts they may have on our business (relevance). Together, the results show the material issues our business faces.



We acknowledge that all issues carry a degree of importance and we have a responsibility to consider and improve our performance wherever we can. However, to maximise our positive impact, our programme for 2016 will focus on the following core issues:

People

-  Educating and encouraging healthy lifestyles
-  Promoting employee wellbeing
-  Supporting our local communities
-  Responsibly sourcing

Planet

-  Minimising waste
-  Addressing water issues
-  Innovating packaging to minimise impact
-  Reducing greenhouse gas emissions

Some of the most significant issues identified, namely workforce health and safety and business ethics are covered in existing business programmes and processes and are therefore excluded from the scope of initiatives within the Sustainable Business programme.

For the purposes of this report we have structured our content in accordance with the findings from our previous 2014 materiality survey and our subsequent focus areas for 2015.

Sustainable Development Goals

At the end of September 2015, the UN's Sustainable Development Goals were launched, setting the 2030 agenda for sustainable development.

At Britvic, we are committed to contributing to the realisation of the goals and over the course of the next year will be incorporating the most relevant goals into our sustainable business strategy



Stephen Timms MP, Alison Rothnie - Senior Sustainability Manager, Richard Royal - Senior Corporate Affairs Manager, Mark Pawsey MP and Laura Flynn - Corporate Affairs Advisor at the BSDA Defra Soft Drinks Sustainability Roadmap Parliamentary event

Listening to our stakeholders

We understand the importance of maintaining an effective dialogue with our stakeholders; it helps us to understand expectations and build trust.

It brings value to our business in the shape of collaborations and partnerships and improves our decision-making process and ultimately our long-term success. Our global engagement activities with stakeholders are co-ordinated by the Britvic Corporate Affairs team and delivered through a variety of mechanisms, including regular stakeholder meetings. Our individual business units engage with stakeholders at a country level. The outcomes of these engagement activities are taken into account during the strategic development of our business policies and action plans for the following year.

Our global stakeholder network is vast, ranging from people we engage with regularly during our operations to those whose public positions influence our activities. Through our stakeholder mapping we identify the following groups as fundamental to our continued business success:

- Academia
- Communities
- Consumers and the general public
- Customers
- Employees
- Governments and regulators
- Industry and trade associations
- NGOs
- Reporting agencies
- Shareholders and the financial community
- Suppliers

We take a multi-pronged approach to engagement with these groups, tailoring our engagement strategies to our different stakeholder communities to optimise reach.

We recognise that our stakeholders have different interests and priorities and to deliver mutual value to all a standardised approach is not always appropriate.

This year we set out to establish an advisory forum to provide external expertise and insight on a wide range of sustainability issues.

In consultation with some of our stakeholders it was established that a more tailored approach to specific issues is a more effective way of gaining insight and that bespoke working groups with stakeholder input would deliver greater value to both parties. We therefore have not progressed with the formation of the advisory forum.

Working with our customers

This year we were delighted to be recognised for our corporate social responsibility initiatives helping our major pub group customer Wetherspoon to reduce their carbon footprint. Through our engagement activity with them, we gained a good insight into their key challenges and were able to address their concerns in relation to carbon emissions through the installation of our new eco coolers in approximately 20% of their estate together with a programme to replace existing estate machines too.



Phil Smith and Steven Kent from our account team collecting our award from Paul Hine, Wetherspoon Purchasing & Distribution Director (centre)

Governance

The Sustainable Business Committee was established in 2013 to be the principle group for governing the sustainable business programme.

The committee is made up of senior managers from across the business, representing all business divisions and departments. The committee is tasked with overseeing the development and implementation of the company’s sustainable business strategy, challenging performance against targets and recommending actions to embed the strategy further.

Over the past year the committee has met on three occasions and has agreed the following actions:



John Lackington – Director of Procurement, Mario Yiannopoulos – HR Director, Alison Rothnie – Senior Sustainability Manager, Graham Dale – Director of Quality, Safety & Environment, Susan Turner – Director of Corporate Affairs, Clive Hooper – GB&I Operations Director, Matt Barwell – Chief Marketing Officer (chair), Jim Long – International Corporate Affairs Manager, Laurreta Lamont – CSR Manager, Guillaume Asselin – France Operations Director, Elaine Conwell – Director of Audit & Risk, Nigel Paine – GB Commercial Director

Further information about our Sustainable Business Committee members can be found on our website.

Issue	Outcome
Formation of an independent advisory panel	The creation of an independent stakeholder sustainability panel was brought before the Committee. Concept was generally well received by the Committee, however in light of the complexity of the existing governance structures it was agreed that independent advice would be sought on a project basis with no need for a formal governance panel at this time.
Prompt payment code	The Committee agreed that Britvic needs to review its procurement practices to reflect the principles set out within the Prompt Payment Code to which we are a signatory. Subsequent working groups established to action this.
Business in the Community CR Index scope	Proposal brought before the Committee to extend the scope of the BITC CR Index to Plc from 2017 in line with our 2020 ambitions. Committee approved proposal to scaled systematic approach to implementation.
Materiality survey	Proposal brought before the Committee to commission second materiality survey. Objective was to establish stakeholder views from across business units to re-affirm sustainable business programme is targeting the issues of greatest importance. Committee approved proposal.
Co-packer impacts	The Committee recognised the increasing use of co-packers in our business and the need to include the environmental impacts associated with this within our reporting scope going forward. 2015 SB Report content reflects this.
Courtauld Commitment 2025	Proposal brought before the Committee to continue with our signatory of the Courtauld Commitment 2025. The Committee were unconvinced by the programme’s value above and beyond our internal projects and with uncertainty over the cost structure agreed that we would not proceed with the CC2025 agreement at this time.

Business ethics

Working in a responsible and ethical manner is paramount to our business and we have a strong set of values that underpin our vision of being the most dynamic, creative and admired soft drinks company in the world.

Our Responsible Business Policy incorporates the principles set out within the U.N. Global Compact and focuses on ensuring our business is conducted appropriately across the following key areas:

- **Avoiding bribery and corruption** (including the rules on giving and receiving gifts and hospitality and how this should be recorded)
- **Conducting business** (acting with respect, integrity and equality)
- **Managing personal activities and interests**
- **Responsible trading** (Britvic's standards regarding human rights, business integrity, health and safety and environmental responsibilities and what we expect of our suppliers and other trading partners)

The Policy also covers whistle blowing: how to report a concern at work (including a breach of the Ethical Business Policy or any other Britvic policy) and all employees have undertaken compulsory training on the policy.

Training and communication

Effective communication is critical to delivering our sustainable business programme. We use a variety of mechanisms to communicate and engage with our employees including inductions, annual roadshows, internal newsletters and other publications and on-line training modules.



Our values

Be proud
Be bold
Be disciplined
Act with pace
Be open
Win together



Risk management

We believe the long term sustainable growth of our business depends on effective risk management. We have a specialist risk management team that oversees our corporate risk management process, however all risk identification, analysis and mitigation planning is undertaken at all levels of the business through functional and operational teams.

Risks associated with our sustainable business programme are reviewed and managed through the Sustainable Business Committee and high-level risks are escalated to the Executive Committee where appropriate. An example of some of the identified sustainability risks that could have a significant impact on our business are set out below.

	Risk	Mitigation
Increasing negative attention on sugar (and by association sugary soft drinks) as the leading cause of obesity	The degree of media interest and discussion on the impact of sugar on public health outcomes continues to intensify with calls for sugar taxes and sugar caps on soft drinks. Failure to develop products and innovation that responds to any changing consumer preferences in response to this could adversely affect our business.	We are committed to playing a leading role in encouraging people to live healthier lifestyles. We have a clear health strategy, with 2020 goals, and have recently launched our Responsible Marketing Code which bans advertising to under-12s. In the past year we have delisted full sugar Fruit Shoot and Robinsons and have continued to build on our low sugar strength with launches such as MiWadi Zero. The key levers to achieving our ambitions will be new low sugar innovations, reformulation and mix.
Unacceptable ethical/environmental standards within our supply chain	Ethical/environmental malpractice identified within our supply chain.	We have our responsible sourcing programme in place to ensure all suppliers sign up to our Ethical Business Policy and monitor compliance through audits. We continue to be an active member of the AIM Progress group aimed at collectively improving the standards across the FMCG supply chain and are broadening our programme to include our indirect supply chain.
Employee wellbeing	Employees suffer wellbeing issues including physical, emotional, mental and financial that affect their ability to work productively and/or cause absenteeism.	Employee wellbeing programme in place that offers support for potential health issues including a 24 hour employee assistance programme. Health, Safety & Wellbeing Committee in place to monitor wellbeing issues and implement mitigation activities where necessary.
Unsustainable packaging	Innovation in the packaging landscape in support of more sustainable packaging materials/formats moves faster than our ability to respond. Risks include regulatory, sourcing (pricing/availability), competitor developments and stakeholder expectations.	Sustainable packaging strategy in place that sets out minimum requirements for all packaging to comply with. Packaging taskforce established to monitor legal and best in class packaging developments to ensure strategy fit for purpose. We continue to work with suppliers to develop sustainable packaging innovations.
Climate change impacts	The impacts of climate change affect our ability to operate either directly within our manufacturing sites (e.g. severe weather affects the transportation of goods) or indirectly within our supply chain (e.g. changes to weather patterns affects the ability to source fruits/juice from certain regions).	We review and manage the resilience of our sites to significant events and put protection in place where practical and beneficial to the business to do so. In addition we have discussions with our strategic partners on business continuity and discuss climate related issues where relevant.
Failure to meet stakeholder expectations with regard to corporate social responsibility	External stakeholder expectations on how we as a responsible business address the sustainability issues do not align with our sustainability focus or level of performance.	Regular materiality surveys conducted to establish stakeholder views on sustainability programme. Ongoing communications with stakeholders to build confidence in our programme. Sustainability considerations built into strategy and planning process.



People

We are driven by our business purpose 'to make life's everyday moments more enjoyable'. Key to delivering this is understanding what matters to the people we touch and gaining their trust and respect as a responsible business.

For the purposes of this report we have structured our content around the different stakeholder groups we interact with – our employees with the Great Place to Work programme, our consumers through our brands' efforts to inspire healthy lifestyles, our suppliers through our responsible sourcing programme, and the wider community through our charitable activity. This section will focus on the actions we have taken this year on our people priorities and will also provide an update on our plans for next year.





Employees

Building a Great Place to Work

We currently employ over 3000 (excluding Ebba) people around the world and have a talented and dedicated workforce. We want Britvic to be an inspiring place to be and for our people to realise their ambitions.

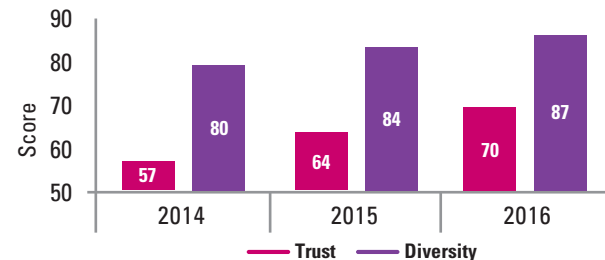
We recognise that our people are central to our success and to achieving our future ambitions. If people are engaged and happy at work they are likely to be more loyal, stay longer, be ambassadors for Britvic and its brands, and take greater care of our organisation's resources as well as our planet and communities.

Our employees are guided by our purpose and a common set of values that encourages continuous improvement and the freedom to learn and grow. To help us achieve our 2020 vision of becoming the most dynamic, creative and admired soft drinks company in the world we focus on investing in and developing our people.

Our involvement in Great Place to Work has helped us to understand Britvic's strengths and identify some improvement areas where we need to engage more and involve our workforce. The last survey conducted at the end of 2014 gave us very encouraging results early in 2015, showing that across both our Trust Index and Diversity scores, each of our business units had increased its scores. We have subsequently changed the survey timing to align better with our business year and have therefore also completed the 2016 survey during September 2015. The results of this latest survey also show a significant improvement in our Trust Index scores (see chart).

We are proud to boast an 87% response rate and via our Sustainable Business roadshows we actively promote the survey and the importance of completing it honestly to help

OVERALL TRUST AND DIVERSITY INDEX SCORES WITHIN GREAT PLACE TO WORK SURVEY



us identify the areas we need to improve upon to reach our 2020 goals. We believe that through these Sustainable Business roadshows we effectively communicate our programme to employees and this is reflected in the CSR score within the Great Place to Work survey which has improved by 16% this year.

We continued our focus on our priority areas of strategy and direction, value and ethics and communication and involvement, introducing a number of initiatives across the business to help Britvic become an even greater place to work. More than 100 engagement champions were recruited to help implement the initiatives and drive improvements, such as the introduction of Employee of the Month and an annual team-building day at our Nangor Road site in Ireland. In GB some sites set up 'breakfast clubs' with teams attending and sharing ideas around Great Place to Work.

"I find working on the International team empowering, fun and I feel I am making a difference"

Britvic Americas, International

"At Britvic you can move into management and technical roles based on your ability and not your academic background."

Operations, GB

"I personally think this is a great place to work. It is a fair place with many opportunities to learn more. The majority of people are kind. The only small downfall is that people do not get enough credit and acknowledgement for the work they do and the effort they put in."

Operations, Ireland

"Britvic has by far the friendliest and most welcoming culture of all the companies I've worked in. I very much enjoy coming into work, the people definitely make the place."

Category Planning, GB

GREAT PLACE TO WORK®

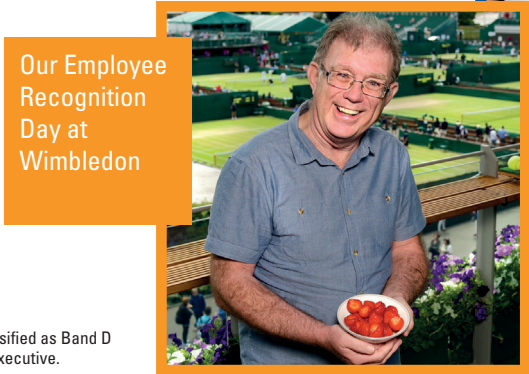
Our French business set up an employee working group at the Fruité factory as a result of the Great Place to Work survey findings. The group has shared and implemented a number of ideas for improving the three areas of focus. Their achievements include establishing a daily news bulletin which is distributed to all employees, along with a monthly HR help point session for all teams. 'Live my Life' enables employees to get a taste of colleagues' roles and a better understanding of the business by spending the day in other departments.

Diversity

We recognise the importance of having diversity in the workplace and were proud of the progress we made on the diversity measure within the Great Place to Work survey, with an 8% improvement on our score over the last two years. We are committed to treating all employees fairly regardless of their race, age, gender, disability or sexual orientation and were pleased to see the results reflect this.

We actively seek employees with a wide range of skills and attributes who will help us to achieve our business objectives. Britvic is committed to gender equality in the workplace and addressing the gender pay gap. Over the past year we have participated in the UK government's consultation on the gender pay gap and will be publishing full information on this in our next report. We pride ourselves in being transparent on our pay and bonus structure and further information can be found in our policies available on our website.

Our 2020 diversity goal is to have at least 40% female representation within senior management levels*. This year our proportion grew to 37%, an increase of 2% on last year. Following changes to the Board in the past year and the resignation of Silvia Lagnado, our current female representation on the Board is one (12.5%). Across the wider workforce, females make up 42% (not including supply chain). We continue to investigate ways of improving our intake of females into engineering and field based roles to create more gender balance across the business.



Our Employee Recognition Day at Wimbledon

Reward and Recognition

Britvic Stars is our scheme to recognise employees who have gone the extra mile, or inspired those around them in support of our business values. This year we launched it globally and the response was remarkable with over 1,200 nominations. The top 100 winners received company-wide recognition, whilst the Top 25, including one 'ultimate star', each received an extra week's holiday and a special employee recognition day out at Wimbledon's tennis tournament. In addition we are in the third year of our Sustainable Business Awards which we promote via our annual roadshows.

These awards recognise and reward teams and individuals that have made a significant contribution toward our sustainable business ambitions. Last year's winners enjoyed a lunch hosted by our Chief Marketing Officer whilst collecting their awards which included a donation to a charity of their choice.



Marc Edwards, Winner of this year's Sustainable Business Award

Marc launched a campaign with his peers to improve the fuel efficiency of all Technical Service Representatives (TSRs) and reduce CO₂ emissions. This involved encouraging a change in driving styles and cutting the weight carried, as well as running a fuel efficiency challenge for the first 24 new vans issued.

Marc's work has resulted in a reduction of CO₂ emissions, increased fuel efficiency, and a greener and more cost-effective fleet. He is now working with HR towards ensuring the TSR vans are carbon neutral in support of our environmental ambitions.



Sustainable Business roadshow

*senior managers are classified as Band D and above, including the Executive.



Charity fundraising at Mica Point

Employee Community Fund

Just one of the many initiatives that help make Britvic a great place to work is our site employee community fund.

Our employees are a key stakeholder community to us and we actively encourage them to enjoy life's everyday moments via the roles they can play in their communities.

Now into its second year, our employee community fund supports both community giving and healthy lifestyle activities across our GB sites, with a small committee of employees managing events such as charity sports matches, family fundraising days, and themed giveaways in return for charitable donations. Our equipment site at Mica Point held a charity cricket match against a local supplier and a charity race night which raised £7002 for their chosen charity - St. Giles Hospice, whilst other sites used their fund to give employees free on-site musculoskeletal massages and install gym equipment.



Employees participating in the driver safety awareness day held at our Head Office

Green and safe travel

We recognise that a large proportion of our workforce make many business journeys and this year we have focused on raising awareness of driver safety, hosting safe driving sessions at a number of our GB sites. Previously, all drivers within the business completed basic risk assessments but this year we have launched a new driver risk assessment e-learning module which identifies high risk and high mileage drivers to receive on-road training. This latest development has been launched to all new starters within GB with plans for a further roll-out in 2016.

We have also spent the year encouraging the use of greener, lower emission and electric vehicles and were one of the first companies to include a hybrid car as our benchmark within our company car list.

With benefits including a larger lease allowance, over and above the tax benefits, we have seen our average fleet vehicle emissions (CO₂ g/km), including light commercial vehicles, decrease by 5.2% from 124.2g/km to 117.7g/km since the beginning of 2014. Since increasing the choice within our electric and hybrid vehicle offering, together with the installation of free charging points at our Head Office, we have seen an increase in the amount of orders being made and expect this to continue into 2016, with the average car on order emitting just 102g/km of CO₂.



Upgraded canteen facilities at our Teisseire site in Crolles, France



Wellness@Work

We continue to offer and promote our 24-7 Employee Assistance Programme across GB and Ireland business units, which now offers many self-help programmes, as well as online calculators for things like ideal weight and BMI.

In France we have upgraded our canteen facilities to provide a more comfortable atmosphere together with a wider menu choice. Employees have been involved with the project from the start and refurbishment has now been completed.

We work alongside our health partners such as Change4Life in the UK to continue to support our employees with their programmes such as Sugar Swaps, as well as promoting programmes such as Stoptober to help smokers quit, or Dry January encouraging people to give up alcohol after the festive season.

Health, safety and wellbeing

Our people have the right to work in a healthy and safe working environment and we have a dedicated corporate Executive Health, Safety and Wellbeing Committee, with cross functional representation from all business units and central business functions supported by health and safety specialists. This committee, alongside the Executive team, received specialist external training to assist them in their health and safety responsibilities during the year.

The committee provides the strategy and direction across all elements of health and safety to enable a culture of Britvic being an 'inspiring and safe place to be'. Over the course of the year the committee has overseen:

- **The revision of the health, safety and wellbeing policy** and roll out as part of our new policy tool in July.
- **The ongoing improvement plan** to bring all of our older operational equipment up to date with the latest machinery safety standards. We have invested approximately £2 million over the last year.
- **The development of 16 new internal Safety Standards** to assist operational sites in managing their health, safety and wellbeing risks.
- **The refresh of our driving for work risk assessment and training programme.**

As we grow internationally, all of our new overseas offices have completed health and safety audits, and we have successfully rolled out the new USA safety policy and toolbox. All employees travelling overseas now benefit from enhanced pre-travel risk assessments and management and in-country support through our world leading systems partner, International SOS.

In France we have focussed on improving the culture and management of health and safety issues. Effective engagement of senior managers has resulted in health and safety considerations being embedded in everyday activity.

This has driven a significant reduction in our accident rates to well below the French industrial average of 1.2 severity rate, with Britvic France achieving a severity rate of 0.54 and a -45.8% fall in the number of accidents.

SUMMARY OF OUR HEALTH AND SAFETY PERFORMANCE

	GB	Ireland	France	PLC
Accident frequency rate	1.51	0.95	13.94	3.47
Incident rate	0.24	0.18	1.80	0.54
Severity rate	0.04	0.07	0.54	0.13

GB and Ireland also achieved considerable improvements in our health and safety performance this year, with a 24% reduction in the accident frequency rate and a 1.3% reduction in the accident severity rate.

Engagement of our employees in health, safety and wellbeing is crucial and a significant area of focus has been monthly communication of our safety golden rules in our manufacturing sites across all business units, plus special health, safety and wellbeing days in the offices.

This year, we recognised the special contribution of employees that champion health and safety even though it is not a specific part of their role with a Health and Safety Star Award that included a tour and lunch at the House of Lords in London.

Our now established e-learning platform enables us to deliver health and safety training to everyone within the business regardless of where they work and this has been used to particular effect in improving our management of the correct use of computers and laptops.

Some of our health and safety stars at Westminster





Consumers Inspiring healthy lifestyles

Around the world consumer health issues are becoming a greater concern. We believe that all of our drinks can be enjoyed as part of a balanced diet and healthy lifestyle, but recognise that collaboration and shared responsibility can offer the best long term solutions.

We are committed to taking a leading role in the soft drinks industry in inspiring and encouraging people to make informed choices to live healthier and more active lives. Our health strategy, launched in 2013, affirms our intent and commits us to stretching ambitions.

We are committed to reducing the average calories per 250ml serve across our portfolio by 20% by 2020 and to using the power of our brands to inspire 20m people to actively play together.

Working in partnership with the UK government and through our own initiatives, we are proud of the significant steps we have taken in providing greater choice for consumers, actively reducing the calorie count across our portfolio, providing transparent information and marketing our drinks responsibly.

Jane Ellison, UK Public Health Minister recently said of us: "I am encouraged to see Britvic listening to and supporting their customers and urge all businesses to extend this approach of resetting the default to healthy."

Providing a wide choice

We recognise that choice is important for consumers and we will continue to provide a wide range of soft drinks and pack sizes for consumers to choose from to suit their needs and tastes. Our low and no sugar product portfolio is growing in response to consumer demand and we have committed to ensuring 60% of new products will be lower-sugar or nutritionally enhanced.

In the last year, we have launched Tango Orange Sugar Free, a no added sugar variant of Tango Orange, and J20 Spritz, a lower calorie, sparkling version of J20 in GB. In Ireland we launched MiWadi 0% sugar, the first dilute in the Irish market with 0% sugar, and Ballygowan Sparklingly Fruity – a range of flavoured soft drinks made with Ballygowan water and low in calories and sugar.

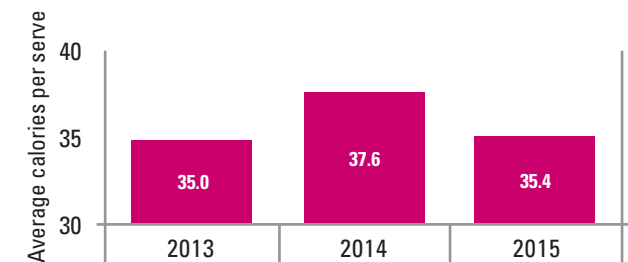


Britvic Ireland was also awarded the Global Supplier of the Year award by our customer Subway and our 'no added sugar' range was called out as a reason for our success.

Reducing calories

We have set stretching goals to reduce the average number of calories consumed per serve by 20% by 2020 and in the last year we have made significant progress against this ambitious target. Across the business, we reduced our average number of calories per serve by 5.8%, achieving an average calorie per 250ml serve of 35.4.

CALORIE REDUCTION ACROSS THE BUSINESS



*Calorie content based on calorie calculation standard methodology in the country of sale. Average number of calories is calculated using a weighted average. Calories associated with our dilutable drinks are based on the dilution rate as stated on pack. Pepsi regular calories for 2015 have been updated with the latest revision to the UK Beverage References despite no change to the formulation. Previously Pepsi regular had 43 calories, as of 2015 this has been revised to 41 calories. Previous year data has not been updated. Where products are available in both dispense and pre-packaged format the volume is combined, which may result in a lower calorie per serve figure; however this does not significantly affect year on year comparatives



As a result of our ambition to promote healthier lifestyles and in response to changing consumer preferences, in the spring of this year we ceased production of added sugar Robinsons and now only sell and produce Robinsons No Added Sugar squash for the UK market. The move is expected to remove 6.9 billion calories* from the soft drinks market and follows the withdrawal of added sugar Fruit Shoot from the UK market in 2014. We are proud of the fact we have removed an estimated 18 billion calories from our existing portfolio by delisting the current 'added sugar Robinsons' range this year and 'added sugar Fruit Shoot' in 2014, as well as through reformulation activity over the past three years.

We also re-launched Robinsons Fruit Shoot My-5, a juice drink made with fruit juice and water, and Hydro, Fruit Shoot's range of flavoured spring water soft drinks, in a further effort to reduce calories and sweetness levels across our portfolio.

In line with all of Robinsons Fruit Shoot's core range, both Hydro and My-5 contain no added sugar, artificial colours or flavourings.

Another of our brands to get a new look and feel was V Water, as we re-launched our multi-vitamin-packed range of six flavours.



A 200ml bottle of Fruit Shoot My-5 is now made with 75% juice content and constitutes one of the five recommended portions of fruit and vegetables per day, also complying with UK Government regulations on drinks in schools.

Hydro has also been reformulated to reduce its sweetness levels.



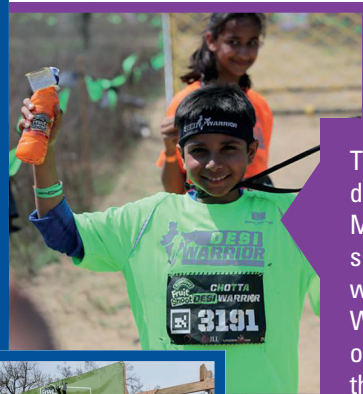
Our new V-Water range contains 0g of sugar and less than 10 calories per 500ml thanks to the use of Stevia – a naturally sourced plant derived sweetener.

No added-sugar or low and zero calorie products featured strongly in many launches across our international markets too, helping to significantly balance the portfolio with lower calorie products. New flavours of Fruit Shoot No Added Sugar and Fruit Shoot Hydro were launched in the US, whilst Teisseire Mix & Go was re-launched in our European markets.

During 2015, our French brand Teisseire expanded into new territories (UK, Netherlands, Nordics) with the re-launch of a premium dilutes range with exciting flavours in 0% sugar options such as Pink Grapefruit. Teisseire is Britvic's first 'no added sugar' premium dilute launch in the UK.

A full list of our GB and Irish products and their nutritional values can be found on our website at www.britvic.com/health-and-nutrition/product-information.

In the spring of this year we ran an impactful marketing campaign in GB and Ireland to remind consumers that, with only five calories on average in a glass of no added sugar Robinsons or MiWadi squash, adding Robinsons and MiWadi to water is a low calorie and tasty way for families to drink more water. The campaign appeared on billboards and in national newspapers across the UK and Ireland and is an example of how we are leveraging our brands to encourage healthier lifestyles.



Taking inspiration from the development of Fruit Shoot Mini Mudder, this year our Indian team successfully linked Fruit Shoot with the inaugural Chotta Desi Warrior, India's own world class obstacle run for kids, becoming the official beverage partner. We have exciting plans to sponsor further events in 2016 to support the active play message.

In France, Fruit Shoot is the main sponsor of 'The Mud Day Kids by Fruit Shoot' which, like Fruit Shoot Mini Mudder, is an event that aims to get kids active and muddy! More than 2,500 children have taken part at one of the four events.



Promoting active lifestyles

We have continued to encourage active lifestyles through our marketing campaigns and brands and this year have inspired 2.6 million people to actively play together in support of our 2020 goal of inspiring and encouraging 20 million people to actively play.

In February 2015, we launched a flagship global partnership between Robinsons Fruit Shoot and international events organiser Tough Mudder to jointly hold a series of unique 'Mini-Mudder' events for children.

The events, which have been designed to inspire children to enjoy activity, explore their adventurous side and experience the power of teamwork, were held across the UK, Ireland and the US. More than 13,000 attended the events, with 6,500 children having participated and we have plans to expand the format and inspire more children to get active in 2016.

In Ireland, Ballygowan and Energise Sport, became the official hydration partners of Dublin GAA in a three year deal. Under the new partnership, Ballygowan and Energise Sport will support Dublin hurling and football teams across all age groups including Under 21s and senior.

Marketing responsibly

As a responsible business, we recognise the influence of our marketing activity on our consumers; particularly young people and we are committed to marketing our drinks responsibly. For this reason, we include no and low sugar products in all our above-the-line (ATL) advertising. In fact, our no or low sugar ATL advertising spend increased by 75% from 2014 to 2015. Sugar free Pepsi Max continues to lead all Pepsi advertising in the UK and Ireland.

This year we launched our responsible marketing code across the business. The code builds on our previous marketing to children policy and incorporates new guidance which will be implemented globally. We have committed to not advertise to under-12s, use licensed characters in our advertising, associate our brands with online games or gaming (advergames) or engage in any in-game marketing. We also ensure that marketing campaigns aimed at families promote active lifestyles, such as Fruit Shoot Mini Mudder.

Britvic continues to support Media Smart, a not for profit organisation that develops and provides free of charge educational materials to primary and secondary schools in the UK in order to help children think critically about advertising in the modern world. Ahead of the October half term break, Media Smart launched a parent guide on advertising and social media complementing the secondary school resource released in July on the same subject. The resources are intended to aid conversations between parents/guardians and children around advertising. It has been launched on both the Media Smart and Teaching, Education and Support websites and we will be promoting this through our own platforms.



RIGHT TO PLAY

We have chosen Right To Play as our charity partner for Fruit Shoot Mini Mudder. Right to Play is a global charity which transforms the lives of over one million disadvantaged children globally every week through the power of sport and play.

For every Fruit Shoot Mini Mudder ticket sold in the UK we donated £1 to Right to Play, while for every ticket sold in the US and Ireland we donated \$1 and €1 respectively.

In addition, in September 2015, 14 Britvic employees took on the Tough Mudder challenge, a 13 mile military-style obstacle course, to raise money for the Right to Play charity partner. The Britvic team successfully completed the gruelling course in 3.5 hours and raised over £2,400.



We harness Teisseire's sponsorship of the Tour de France and Robinsons' 80 year partnership with Wimbledon to promote active play.





Communities

Supporting our local communities

We encourage our people to support local communities by offering three paid days per year or two hours per month to volunteer.

This year nearly 50%* of our GB employees volunteered, following a promotional call for help to facilitate sessions with disadvantaged young people. Our 2015 figures have not yet been verified by London Benchmarking Group (LBG) whom we use to measure our community giving, however, we estimate that almost 4,000 hours volunteering have been dedicated – that’s nearly double what we achieved last year.

GroceryAid

We were recently awarded the annual Bronze Achievement Award by GroceryAid, a charity that helps people in need, who work, or have worked, in the grocery industry, and who require financial support.

We received this award as recognition for the great contribution we have made to the charity during 2015, attending events, providing prizes and raising £171,000 for the local GroceryAid region.

Gillian Barker, GroceryAid Director General commented: “During the last year we spent £4 million on welfare provision either through our confidential Helpline or with direct financial support. Without the support of Britvic none of this would have been possible.”

Whilst our ‘total cash-led’ (including volunteering time and in-kind donations) contributions are slightly down this year to £822,609, we believe our volunteering activity made a significant contribution to our communities and a difference to the lives of those young people participating in our programme.

Although a lot of our employee volunteering involves working with young people we allow employees the choice to work with any charity important to them. Across the business we have seen a variety of charities benefit from the volunteering and fund-raising activity of our employees. For example, in GB, our Convenience Commercial Director completed a Vietnam-Cambodia cycle challenge alongside other industry partners in aid of The Mines Advisory Group. The 20-man team cycled 500km across South East Asia and raised an impressive £134,444 in support of helping clear land mines.

To further support employee volunteering, we have developed a number of new educational resources for employees to use in their communities or if volunteering at schools. The Max and Millie toolkits have been designed to help children understand the importance of good nutrition and exercise as well as protecting our planet by recycling and reducing waste. The toolkits fully comply with our new Responsible Marketing Code and as such, there is no branding within them. These toolkits are available on our website as a free educational resource.



Trick or Treat for Temple Street

In October 2014, for the third consecutive year, MiWadi, Ireland’s number one dilute brand**, supported ‘Trick or Treat for Temple Street’ to raise much-needed funds to help provide care and lifesaving equipment for children who need it most. The results exceeded expectations, as well as last year’s €235,000, with a total of €320,000 raised!

*Based on records of 904 GB employees volunteering however there may be some double counting of employees included in this figure due to multiple recording systems. Figure still to be verified by LBG

** *Based on Nielsen ScanTrak total squash sales in October 2015



Students and employees supporting the IGD's Feeding Britain's Future campaign at our Beckton Learning Zone

Enabling young people

Again this year we supported many programmes to help young people develop their overall life skills and build employability skills.

For the second year we supported the IGD's Feeding Britain's Future campaign with a group of young people spending the day at our Beckton manufacturing site learning about nutrition and the importance of hydration. During the visit, they had a factory tour and got to speak with Britvic employees and learn about their careers at Britvic. They then spent time discussing employability skills and what aspirations they had for the future.

Our in-house Learning Zones have welcomed teachers and students to our enterprise and employability workshops, reaching 500 teachers and more than 30,000 students in total since 2009. Laretta Lamont, CSR Manager responsible for these programmes said "I feel incredibly proud to have developed these programmes to such an extent that we won an IEBE (Institute for Education and Business Excellence) Award and received really positive feedback from the schools we've worked with and the young people we've helped inspire."

We are committed to building upon the foundations set by our Learning Zone programme and, whilst the enterprise workshops with schools will not continue next year, we will

STEM work experience

This year we launched a STEM work experience pilot with our manufacturing sites, and two students from Selby College - Luke Rippon and Corey Harrison are now on our Leeds' apprenticeship scheme following their successful work placement with us.

Both 18 years old, Luke and Corey were selected as candidates and invited to Britvic for a period of two weeks work experience in June 2015, where they worked with the engineering team at Leeds to gain an insight into the day-to-day responsibilities of a Production Engineer.

Having enjoyed their experience, Luke and Corey decided to apply for an apprentice position at Britvic Leeds and both were successful due to their proven interest and commitment.

Following the work experience Selby College's Work Placement Coordinator Rebecca James commented that: "The students really enjoyed their time at Britvic, and the fact that it was in the working environment gave them a real opportunity to see how a large organisation works. It definitely raised their aspirations and motivated them into thinking about different career options."

Luke and Corey also gave positive feedback, stating the opportunity had improved their confidence, built on their work-related skills, and better prepared them for the job market.

Simon Collis, Engineering Planner at Britvic Leeds, concluded: "Both Luke and Corey have now settled well into the apprenticeship programme since starting in August and will be a beneficial addition to the engineering team as they develop over the next four years."

be adapting the programme to focus on building impactful relationships between industry and the education sector through career inspiration days. These days will be hosted across Britvic's Learning Zones and aim to inspire talented young people on their career choices by giving them a real 'world of work' experience. The programme will be aimed at those studying either STEM subjects looking for careers in engineering or Business Studies where they are perhaps considering a career in marketing.



Leeds apprentices Luke Rippon (left) and Corey Harrison (right)



This year our French business investigated potential charity partners in support of our wider communities programme. They selected 'Les Apprentis d'Auteuil' - a charity with a 150 year history in France, supporting and building education and training programmes. These programmes annually enable 50,000 vulnerable young people and families worldwide to regain confidence and find their place in society. We will be developing projects in support of this charity during 2016.

Apprenticeship scheme

This September we celebrated the graduation of our second cohort of engineering apprentices, with five of the graduates offered full time engineering technician roles within Britvic. The four-year, award-winning programme, which combines studying with on-the-job training, aims to address the shortage of engineering skills in the UK. Over the course of the programme, apprentices earn many qualifications and graduate with at least an NVQ Level 3 qualification. In addition to receiving support from a mentor, technical buddies also help guide the apprentices.

Nick Boles MP, Minister of State for the Department for Business, Innovation and Skills, said: "Britvic has clearly recognised the huge value apprentices bring to its business, and this new intake of apprentices can look forward to high quality training and a regular wage as they set up for a rewarding career.

"All industries need to invest in skills to be competitive in a global market, and Britvic is setting a prime example for the food and drinks industry with its commitment to growing a skilled workforce."

Gaynor Waring, GB Director of HR, commented: "We are extremely proud of our graduates and are confident their talent will help to drive the continued success of Britvic. Skilled electrical and mechanical engineers are at the



heart of our business, which is why we invest so much in their training and development."

Britvic currently has nineteen apprentices participating in our apprenticeship scheme across four GB sites.

Street League

Britvic is proud to support Street League, a UK national charity which uses the power of football to help young people from the most disadvantaged communities get into work, education and training by developing their skills at the Street League Britvic Academies. Street League's programmes have seen tremendous results over the last two years, with approximately 81% of Academy graduates moving into employment or training. Through our partnership, we aim to help nearly 18,000 young people by 2020. Britvic will play its part in this not only with financial support, but also in providing valuable resources such as nutritional and healthy lifestyle modules, work experience, volunteers and free soft drinks. To date Britvic's partnership with Street League has directly improved the lives of 186 young people.



On Saturday 26 September, a team of 12 employees took part in the very first Street League overnight charity walk. The cross functional Britvic team walked 13 miles through central London and with Britvic's matched giving support successfully raised over £3,000.

Suppliers

Responsibly sourcing our materials and services

We source a wide variety of materials from across the globe and are committed to ensuring these not only meet our stringent quality and safety standards but are also sourced in an ethical and environmentally responsible manner.

Our supplier quality assurance programme is designed to ensure our suppliers consistently provide materials that meet our stringent specifications in accordance with the Britvic Technical Code of Practice. The Technical Code of Practice ensures any potential risks to the safety, legality and quality of the final product, originating from raw materials (including packaging) are fully understood and managed accordingly.

In addition to internal regulatory checks and laboratory tests on new raw materials, all new suppliers are required to provide detailed information on their manufacturing and quality and food safety control processes for risk assessment purposes. Where deemed necessary, Britvic conducts audits of the suppliers against the requirements of the Technical Code of Practice.

We recognise that our responsibility to ensuring ethical business practices are followed extend to our wider supply chain. Our responsible sourcing programme has been developed to manage this compliance.

We use the Sedex (Supplier Ethical Data Exchange) portal to share information with our direct materials suppliers and prioritise suppliers for third party ethical audits using the SMETA 4 Pillar audit protocol.

This year we have focused on getting more of our supply chain using the Sedex system and linked to us, with a 20% increase target set. Over the course of the year we worked with Sedex to on-board an additional 170 supplier sites onto the system, significantly increasing our supply base using the system to 77%.



In addition, we also focused on monitoring compliance through auditing. This year we instructed over fifty supplier sites to undergo third party ethical audits. The supplier sites were identified using the risk assessment software within the Sedex system.

The instructed audits were also submitted to the AIM Progress group Mutual Recognition list, aimed at reducing the audit burden on suppliers. This year we continued our membership of the AIM Progress group, a forum of leading Fast Moving Consumer Goods (FMCG) manufacturers and common suppliers, assembled to enable and promote responsible sourcing practices and sustainable supply chains.

This year we linked up with CIPS (Chartered Institute for Procurement & Supply) to further develop our programme for managing our indirect supply chain. With a complex indirect supply chain made up of over 2300 suppliers we needed a system that was flexible in its approach yet robust in its coverage.

The Indirects Supplier Portal was developed to monitor the compliance of our indirect supply chain with regard to numerous factors including finance, insurance and tax (FIT), health and safety and data security credentials. This on-line technology platform enables buyers and suppliers to collaborate and share data on these issues.



As an enhancement to this we have also implemented the CIPS Sustainability Index (SI). This builds upon the Supplier Portal, with key suppliers completing a sustainability assessment across economic, environmental and social pillars.



Independent evaluators assess supplier responses and provide an independent rating that allows our suppliers to share their evaluation with their customers as well as allowing us to benchmark, understand and manage our supply base more effectively as we look to improve our supply chain's overall performance.

To date 44% of our indirect supply base is now registered on the Indirects Supplier Platform and we plan to increase this to 80% by the end of 2016. During 2016 we will develop our approach further, establishing the performance thresholds for our different supplier categories with the aim of driving continuous improvement.

In addition to both the Sedex and CIPS SI platforms, we have also incorporated sustainability criteria into our supplier performance management process, embedding considerations into our supplier scorecard. This will be launched in 2016 to our suppliers invited onto the pilot programme.

“Our responsible sourcing programme continues to evolve and I’m proud of the steps we have taken this year to widen the programme to include our indirect suppliers in support of our ambition of improving the environmental and ethical performance of our supply chain. 2016 will see us grow the programme even further, working closely with our supply chain partners to address the sustainability issues that we mutually face.”

Alison Rothnie, Senior Sustainability Manager





Planet

Protecting the environment and the natural resources we rely upon is critical to our business success. Our sustainable business programme has established the environmental issues we have greatest impact upon and responsibility to address.

These include our contribution to climate change through our emissions, the water we use and the impacts of its use within our supply chain and the environmental impacts associated with our packaging including the raw materials we use and the waste generated. This section of the report outlines what we have done on each of these topics over the past year together with our plans going forward.





Climate change

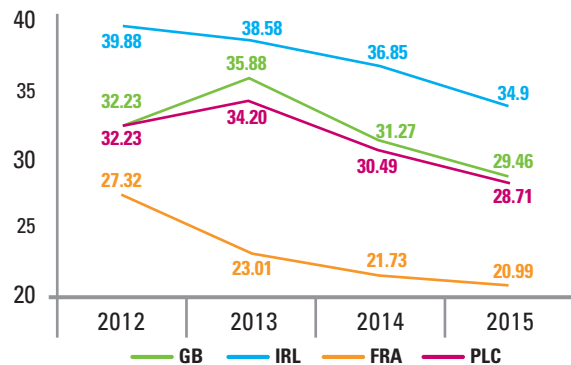
Minimising our carbon emissions

Climate change remains a very real threat and we recognise that businesses like ourselves, along with government and civil society must act together to deliver a sustainable solution.

A changing climate could significantly impact our business, affecting the ability of our supply chain to produce the materials on which we depend, particularly in relation to water availability and quality. At Britvic, we are committed to doing our bit to manage our climate impacts and have established long-term targets in relation to reducing our carbon footprint whilst also engaging with our supply chain on the topic.

Anticipating a number of changes this year, we set ourselves a moderate 1% reduction on our direct CO₂ emissions per tonne product produced from our manufacturing sites against last year.

BUSINESS UNIT CARBON INTENSITY (KGC₂/TONNE PRODUCT) PERFORMANCE



We significantly improved upon this target, with a 5.8% reduction in our scope 1 and 2 emissions relative to production and 5.4% in absolute emissions to 53,673 tonnes. This equated to a 3,100 tonne saving in CO₂ emissions over the course of the year, equivalent to the energy used to power 1,648* UK homes.

We also continued to participate in the CDP Investor Response survey and improved our disclosure score from 79B last year to 91C this year. This result affirms our progress on this important topic and our commitment to being open and transparent on our programme.

GB witnessed a significant reduction in carbon emissions from our manufacturing sites this year, emitting 37,577 tonnes, an 8% absolute reduction on 2014 and a saving of 3,342 tonnes of CO₂. Relative to production this also equated to a 5.7% reduction.

Much of this saving can be linked to the closure of our manufacturing sites in Widford and Huddersfield during early 2014 and the full impact of this now taking affect. This year also saw a change to our product mix with a rise in the production of carbonates vs stills which resulted in savings in our energy consumption during the production process.

In Ireland we made another reduction, reducing our absolute carbon emissions by 206 tonnes and achieving a carbon intensity ratio of 34.90kg CO₂/tonne produced – a 5.2% reduction on 2014. Energy efficiency was a major focus for the Irish business over the course of 2015 with a step change in plant performance in our Dublin manufacturing site.

In France we witnessed a 3.4% decrease in our carbon intensity ratio, emitting 20.99kg CO₂ per tonne product. This year we undertook a number of initiatives to improve energy efficiency, including improving insulation, upgrade to boilers and the installation of a new steam generator however with a cold winter and with the new Fruit Shoot line fully operational our energy consumption increased in 2015.

The prospect for energy reductions looks challenging as we move into 2016 with more private label production moving into our existing PET lines which is more energy intensive than other packaging formats. However, we endeavour to continue our energy reduction activity and will be undertaking energy audits at a number of our French manufacturing sites, implementing our plan to address compressed air leakages and installing a centralised technical management software that will help us better identify energy hotspots.

*Calculation based on information provided by Natural Capital Partners

Logistics

The majority of our drinks are transported by road and we continued to work closely with our logistics partner this year to minimise the impacts associated with the movement of our goods. However, in GB we increased our road mileage by 2.7% to 13.3 million miles which equated to 19,668 tonnes of CO₂. This increase was a result of a number of things including:

- The closure of our Leeds warehouse for part of the year for site upgrades which resulted in the increased movement of stock off site to our National Distribution Centre.
- Increased stock movements due to higher stocks that has resulted in the need for additional warehousing outside of the standard Britvic network
- Changes in the route to market – we have seen a number of customers move from third party supply to primary supply

In Ireland, as with GB, our road mileage increased. This year our logistics fleet travelled 2,654,874 miles emitting 3,925 tonnes of CO₂; a small increase of 0.2% on 2014. This increase can be attributed to an increase in stock volumes and therefore higher stock movements.

This year we also looked to report our impacts associated with transatlantic shipping. Working with our logistics partners we can report our international and export shipments of compound covered a distance of 264,861km and emitted 61.5 tonnes of CO₂ as a result.

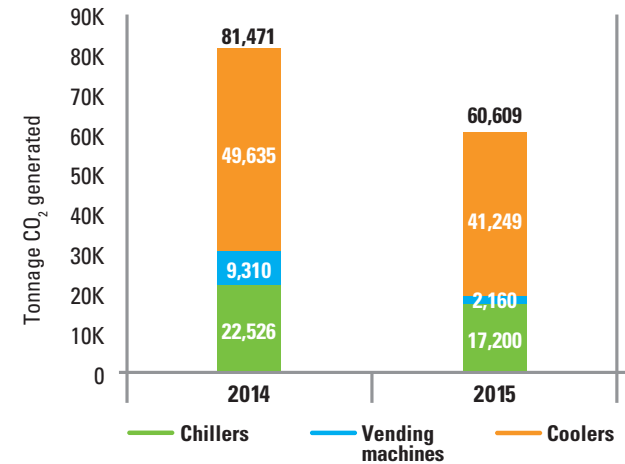
ICECORE™ 15 cooler uses energy efficient, natural refrigerants such as R290 Hydrocarbon to deliver a sustainable remote cooling and carbonating system to our customers



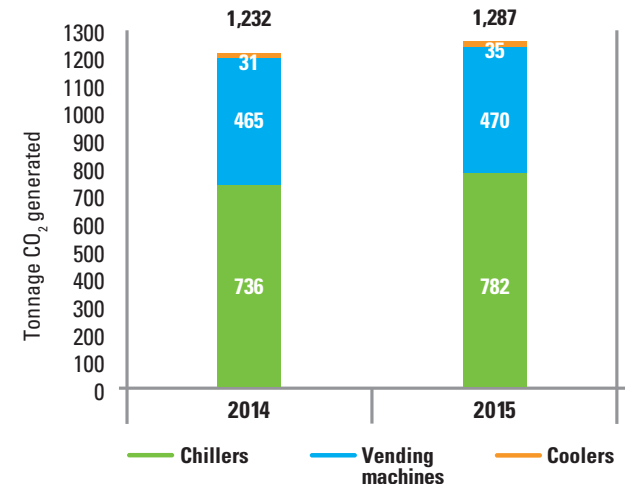
Refrigeration portfolio

This year we have continued to reduce the emissions associated with our refrigeration portfolio in GB. The tables alongside summarise the emissions associated with the electricity usage of the equipment. Across the entire portfolio we have reduced the emissions by 26% saving 20,862 tonnes of CO₂ vs 2014. Savings were made in all categories and can be attributed to the proactive management of ageing and obsolete equipment. Over the past year we have significantly reduced the size of our vending fleet, through strategic agreements with key customers and third parties. We achieved a 16% reduction in emissions for our coolers through better technology and energy efficient specifications and reducing the number of assets within our portfolio.

GB: SUMMARY OF CO₂ GENERATED FROM ELECTRICITY USE OF OUR REFRIGERATION EQUIPMENT



IRELAND: SUMMARY OF CO₂ GENERATED FROM ELECTRICITY USE OF OUR REFRIGERATION EQUIPMENT





In Ireland we have increased the carbon emissions associated with our refrigeration portfolio by 4% to 1,287 tonnes however we have significantly increased the size of our portfolio, increasing the number of refrigeration units, particularly chillers, by 15% over the same period. We were able to increase the size without significantly increasing the associated carbon emissions through the upgrade to more energy efficient equipment.

Business travel

We recognise that the business related travel of our employees across the world represents an environmental impact that we have a responsibility to minimise as much as possible.

This year, across GB our employees emitted 3,708 tonnes of CO₂ as a result of business travel. This represented an 11% decrease on 2014 (previously reported 2014 numbers contained duplication and have since been re-calculated at 4,209 tonnes CO₂). Much of the emission saving can be attributed to a reduction in rail travel this year (down 4.8%) and a reduction in company car miles, including those of our vans. Last year we reviewed our van fleet and upgraded to more efficient VW Caddy vehicles.

Despite the VW engine emissions scandal affecting our fleet we have still experienced greater fuel efficiency, along with a reduction in the amount of miles travelled as a result of 14% of maintenance calls regarding our refrigeration equipment now being addressed over the phone without the need for an engineer to visit site. This has reduced our mileage by over 259,844 miles this year (based on the average service call of 19 miles).



We continued our CarbonNeutral® certification of our GB business travel emissions this year, with the purchase of 10,200 tonnes of carbon credits supporting a de-forestation project in the Amazon rainforest. This project works with local communities to help preserve the biodiversity of this area of global significance.

In France, our business travel increased by 22% this year compared to last, emitting 1,023 tonnes of CO₂. The likely cause of this increase is linked to a rise in the amount of air and rail travel as our employees travelled to GB more frequently to progress a number of projects.

Our upgraded fleet of TSR vans are helping us reduce our business travel related emissions



TABLE SUMMARISING OUR EMISSIONS

Emissions (tonnes CO ₂ e)	GB	Ireland	France	PLC
Scope 1 Fuel use at manufacturing sites	9,603	1,626	5,733	16,963
Scope 2 Electricity at manufacturing sites	27,974	7,493	1,244	36,711
Total Scope 1&2 from manufacturing sites	37,577	9,119	6,977	53,673
Scope 3 Business Travel	3,708	N/A†	1,023	4,731
Scope 3 Logistics	19,668	3,925	N/A†	23,593
Scope 3 Refrigeration portfolio	60,609	1,287	N/A*	61,896

*we do not have leased assets in France †Not currently reported



Water stewardship

Managing our water impacts

Water is a vital resource for communities worldwide and as business we rely on a sufficient quantity of safe water to manufacture our products. Managing our water use responsibly is therefore a core focus of our sustainable business programme.

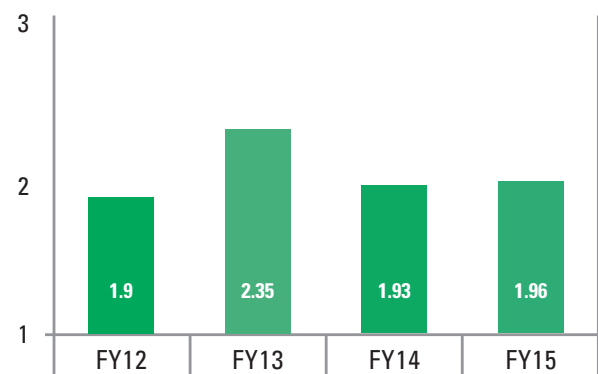
This year we have continued to drive water efficiency in our production processes and reduced our absolute water footprint across our manufacturing sites by 2.2% compared to 2014* to 3,601,280m³. We set ourselves a 2.5% reduction relative to production however our water intensity ratio increased by 1.3% to 1.96 across all our manufacturing sites. This can predominantly be attributed to the reclassification of some Pepsi products (CAT 3) which has led to the need for more frequent cleaning interventions.

In GB we reduced our water use at manufacturing sites, both in absolute terms reducing by 5% to 2,460,964m³ and by intensity ratio (2.6% reduction) to 1.93. As noted in the climate change section, much of this can be attributed to the closure of the Widford and Huddersfield manufacturing sites coming into full affect and a change in our product mix over the year. The reduction would have been even greater had it not been for the reclassification of some Pepsi products (CAT 3) which required more frequent cleaning interventions.

It is anticipated this trend will continue into next year and will challenge our water reduction targets even further.

At Britvic, we understand that water quality is as important as water availability and we have robust processes in place to ensure all effluent meets the regulatory requirements in force within each of our operating markets. This year, despite our effluent management focus, we witnessed a 1.3% increase in our effluent volumes across the group due to the new cleaning regimes.

PLC WATER INTENSITY RATIO PERFORMANCE

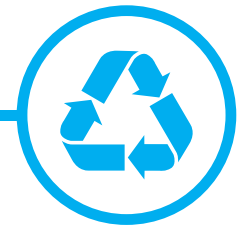


In Ireland we saw a reduction in the absolute volume of water we used by 0.8% to 629,727m³, however production volumes were less than in FY14 and therefore our water intensity ratio increased to 2.41. This increase was linked with the increased cleaning requirements brought about by the reclassification of Pepsi products.

The French business saw an increase in water use this year, increasing the amount of water used per tonne of product by 12.5%, achieving a water intensity ratio of 1.70**. Although we saw our total water consumption grow, we did manage to slightly improve our process water ratio from 1.118 litre of process water per litre of juice down to 1.116 litre/litre of product during the year. The overall water increase can be attributed to the change in products being produced, with the market moving away from 100% pure juice products to juice from concentrate that requires the addition of water to the product.

Our work on water stewardship to date has centred on building our knowledge and capabilities and engaging with the NGO community, both as an individual company and as part of the wider British Soft Drinks Association (BSDA). With the help of the WWF and their Water Risk Filter software we have established the water related risks within our direct supply chain. We are now investigating potential water projects in relation to the identified high risk areas. Key to the success of these projects is the ability to collaborate with others in the catchment and our engagement with potential partners continues into 2016.

In the years ahead we will structure our water stewardship approach to align with the Sustainable Development Goals and have developed a 2020 goal in relation to this (see performance dashboard).



Innovating packaging and minimising waste

Making our packaging more sustainable is an important element of our sustainable business programme. We recognise that packaging is a critical component of our products and we have a responsibility to ensure the environmental impacts are minimised throughout its life cycle, from the materials we use to produce the packaging through to how our consumers dispose of it.

This year we developed our Sustainable Packaging Policy to address these considerations. The Policy, due to be launched in 2016, outlines our approach to producing packaging formats that have been ethically sourced with the lowest possible environmental footprint, whilst ensuring the required functionality to protect, transport and present our products and brands.



Once work is complete, our Leeds manufacturing site will boast two of the most efficient PET lines in Europe.

The policy sets out our commitment to ensure our packaging:

- Maintains the highest quality and safety standards
- Is readily recycled (or recoverable as a minimum) within the target markets
- Uses the least amount of materials necessary
- Is responsibly sourced
- Incorporates materials with recycled content where appropriate and minimises the use of virgin material
- Meets value, cost, legal and performance criteria for the target market
- Satisfies our consumers' needs and enhances the position of our great brands

As we move to embed this policy across all business units during 2016 we are committed to investing in a long-term plan of technology investments that will enable its effective implementation.

Lightweighting our packaging has been a major focus for us over the past decade as we strive to reduce the environmental impact of our packaging.

We are now reaching the limit of our ability to do this, and have taken the decision this year to begin a programme of investment in our supply chain to enable our access to the next level of environmentally sustainable technologies and those we expect to be available by 2020 and beyond.

With the planned investment at our Rugby and Beckton manufacturing sites, together with the new line at Leeds coming into operation during 2016, we are excited about the future prospects for our packaging.

Alongside the investments being made at our GB manufacturing sites we are also investigating lightweighting opportunities in Ireland with testing carried out this year on our Ballygowan pack.

Over the forthcoming year our focus will be on embedding the sustainable packaging policy across the business, removing packaging from our portfolio by accessing our new environmentally sustainable technology platforms and leading the conversation with suppliers on innovation that will deliver on our sustainability targets and make the best use of these newly available technologies.

We are reducing our demand for raw materials through closed loop glass recycling



We are working with our partners to deliver against the aims of the circular economy in which we maximise the value of materials by using and re-using them to address the potential resource security/scarcity issues in the future. During 2015 we focused on how we managed glass waste from our manufacturing sites. We investigated the opportunity for recycling glass waste back into new bottles, and, through our supply network, we established that we were already successfully doing this and reducing our demand for raw materials. We are aiming to progress this work further in 2016 with closed loop accreditation.

We have also been working with our metal packaging suppliers to reduce the environmental impact of our cans. Since 2010 we have invested in various weight optimisation projects with our partners that, based on internal calculations, are estimated to have resulted in a 1% reduction in the carbon footprint per can (excl. drink), or overall GHG emission savings of approximately 11,950 tonnes since 2010. This does not include the improvements made to the metal recycling rate.

The recycling rates of metal within the UK are improving, rising from 57% in 2007 to 67% today. We will continue to work with others to maximise consumer recycling to improve this figure further in support of the UK Government's recycling targets. In support of this, all of our packaging is recyclable and carries the appropriate recycling information on pack.

Litter

Litter is not only an environmental issue but also represents a social and economic problem. We work closely with anti-litter campaigners to support their efforts to influence consumer behaviour to reduce littering. This year we partnered with the Clean Essex Group in the UK to deliver an anti-litter campaign aimed at 18-24 year olds. This campaign lasted just over six weeks but received considerable coverage and exposure with the use of social media, posters, advertising boards, newspapers and local events. The impact of the campaign on litter levels is currently being assessed.

Through our membership with INCPEN, the industry council for research on packaging and

the environment, this year we have also supported a behavioural change campaign in central London led by HUBBUB. The project comprises a series of interventions that draw on the latest thinking on behaviour change and awareness-raising from around the world. These include initiatives that focus on specific types of litter, as well as initiatives that target general litter. Whilst the project is yet to be concluded, the initial findings have provided some powerful insight into littering behaviours and we are sharing these with our customers to develop collective programmes.



Anti-litter campaign 'Bin It' launch in Essex, UK



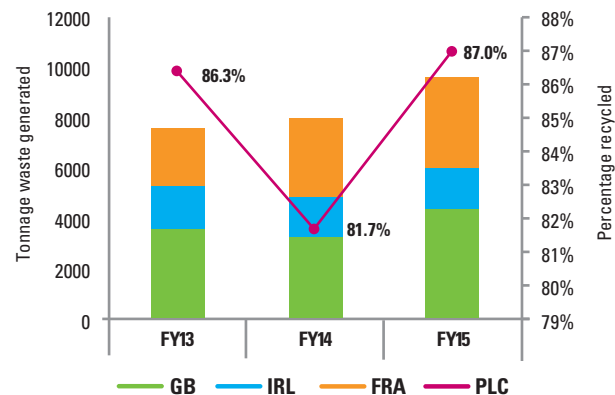
Minimising waste at sites

Driving down waste continues to be an important element of our sustainable business programme and our focus on resource efficiency. In GB this year we generated 4,365 tonnes of waste from our manufacturing sites and offices (excluding our Head Office and National Distribution Centre). This represents a 34% increase on the previous year. This significant increase can be linked to the construction work being undertaken at our sites as part of the infrastructure investment works. Despite this increase we successfully achieved a recycling rate in GB of 92%, an increase from 90% in 2014. This year also saw us move our waste contracting services within GB. As a result we have installed a new monthly monitoring system and online reporting tool to help us further improve our waste management practices and identify opportunities to further control our downstream supply chain impacts.

In Ireland our waste generation rose by 3.7%. This increase was predominantly due to inert construction and demolition waste being generated as a result of works being undertaken at our Dublin site. We reduced the amount of waste sent to landfill again this year by over 100 tonnes and achieved a recycling rate of 62.2%, up from 54.5% the previous year.

In France this year we generated 3,551 tonnes of waste, 436 tonnes more than the previous year. Our waste generation increased this year as a result of increased production, but we continued our focus to reduce the impact of this waste, improving on all disposal routes compared to 2014. Recycling increased from 87% to 90%, energy from waste increased from 3.6% to 4.8% and waste to landfill reduced from 2.5% to 2.3% or 82.90 tonnes. We are committed to reducing this to zero over the coming years.

SUMMARY OF WASTE PERFORMANCE



In addition to minimising waste generation and promoting effective waste management practices at our sites we also strive to influence our employee behaviours outside of work. We have supported the IGD Working on Waste campaign, promoting the reduction of household food waste with our employees and WRAPs Love Food Hate Waste campaign, again aimed at promoting smarter management of food and providing practical tips on how we can all make the most of the food we buy.



Recycling at our Rugby manufacturing site



Co-packers

Considering our indirect impacts

Whilst our direct impacts from our own manufacturing sites have been reducing we also need to consider how our GB co-packers are performing in terms of their environmental impact.

We recognise that since 2014 we have been increasingly using contract packers to produce a variety of our products. Despite co-packers only representing 10% of our production, we believe we have a responsibility to report upon the impacts of this production alongside our own direct footprint and have therefore summarised the emissions and resource use associated with this part of our business in the below table. The resource use reported by our co-packers is proportionate to the amount of Britvic products being produced at their manufacturing sites and does not reflect their total site performance.

CONSOLIDATED ENVIRONMENTAL PERFORMANCE OF BRITVIC GB CO-PACKERS*

Water ratio (m ³ /tonne)	Energy ratio (kWh/tonne)	Carbon ratio (kgCO ₂ /tonne)
1.9	86.75	29.58

We continue to engage with our co-packing partners to drive environmental improvement and have been impressed with the focus and subsequent activity undertaken on this agenda.



*Calculations based on figures provided by 55% of our co-packers

2020 Ambition














Across the globe we continue to face a variety of sustainability challenges as summarised by the newly released UN Sustainable Development Goals. As a responsible business we recognise we have an important role to play in addressing these issues and our programme will adapt and grow to reflect this.

We have developed 2020 goals in relation to our material issues in the areas of healthy lifestyles, responsible sourcing, prosperous communities, water stewardship, sustainable packaging, waste minimisation and carbon reduction. We are committed to stepping up our activities to reach our 2020 ambitions and firmly believe success depends on our ability to work with others in our value chain to bring about sustainable change.

Next year will see us enter into more partnerships that bring about real value, greater engagement with our key stakeholders and a renewed focus on addressing our environmental impacts. Our Performance Dashboard provides an overview of our 2020 commitments together with this year's progress.



Performance dashboard

	FY15 Target	Progress	FY16 Target	2020 Ambition
Healthy lifestyles 	Reduce the average number of calories consumed per serve across the entire portfolio by 4%	5.8% reduction achieved. Average calorie count per 250ml serve of 35.4 across Plc 	Reduce the average number of calories consumed per serve across the entire portfolio by 4% vs FY15	Reduce the average number of calories consumed per serve by 20% vs 2013
	Display calorie content of our drinks on front of pack in GB	All drinks, excluding sports and water, now display calorie content on front of pack in GB 	Develop a consumer facing nutritional education programme in at least one of our markets	Take a leading role in educating consumers on healthy lifestyles and the consumption of soft drinks as part of a balanced diet
	Inspire and encourage 2 million people to actively play together	2.6 million people inspired and encouraged to actively play together across Plc 	Inspire and encourage 4 million people to actively play together	Inspire and encourage 20 million people to actively play together
	Update and re-launch our Responsible Marketing Code	Responsible Marketing Code updated and launched across Plc 	Develop and implement a sweetness strategy for our key brands and new products	At least 60% of new innovation will be lower-sugar and/or nutritionally enhanced drinks.
Great Place to Work 	Achieve 65% in Great Place to Work Trust Index survey in GB	64% Trust Index rating achieved (we also completed the 2016 survey and achieved 70% Trust Index) 	To qualify for the GPTW Top Company ratings	Be a Top 5 Great Place to Work
	Achieve 85% in Great Place to Work Diversity Index survey in GB	84% Diversity Index rating achieved (87% achieved in latest 2016 survey) 	Update and re-launch our employee wellbeing programme	
			40% female representation in senior management roles	
Prosperous communities 	Double the number of our GB employees involved in volunteering in our Learning Zone programmes to 5%, enabling over 3000 disadvantaged young people into jobs or back into education since FY13	6.1% of GB employees volunteered in our Learning Zone programmes (only GB staff pertaining to participating sites have been included in the calculation) 	Update and re-launch our community programme with new corporate charities and deliver at least one project with new charity partner	Double our community efforts by supporting and developing programmes that have a positive impact on people's lives against FY14 baseline (as measured by LBG)
			Increase employees volunteering by 10% vs FY14 as measured by LBG	50% of employees volunteering activity is with our corporate charity partners
Responsible sourcing 	Achieve 20% increase in direct supplier sites using Sedex against FY14	90% increase on FY14 achieved (77% direct suppliers now linked to us) 	90% of Direct suppliers are using Sedex and linked to Britvic	98% of Direct suppliers are using Sedex and linked to Britvic
	Instruct third party ethical audits for 50 supplier sites	53 suppliers sites instructed/have existing audits in place 	66% of 'ethical high risk' suppliers have third party ethical audit in place/requested	95% of 'ethical high risk' suppliers have third party ethical audit in place/requested
			80% indirect suppliers registered in the CIPS Supplier Portal	95% indirect suppliers registered in the CIPS Supplier Portal

	FY15 Target	Progress	FY16 Target	2020 Ambition
Water stewardship 	Achieve 2.5% reduction in water intensity ratio across Plc against FY14	1.3% increase in water intensity ratio across Plc to 1.96. Further information available on pg 29 X	Maintain FY15 water ratio levels whilst implementing the supply chain upgrade projects	Achieve water intensity ratio of 1.4 within our manufacturing sites
			Establish water stewardship project in at least one of our sourcing regions	Collaborate with others across the value chain to deliver effective water resource management in support of the Sustainable Development Goals on water stewardship
Waste management 			Recycle at least 88% of waste generated at manufacturing sites across Plc	Work with our partners to minimise the environmental impact associated with the generation of waste throughout the lifecycle of our products
			Reduce waste sent to landfill in France and Ireland by 10%, maintain zero to landfill in GB	
			Support a minimum of one consumer facing waste programme aimed at promoting recycling and/or anti-littering behaviour.	
Sustainable packaging 	Develop sustainable packaging strategy	Sustainable packaging policy drafted ready for launch in 2016 ✓	Continue to analyse and optimise our packaging, avoiding the use of at least 150 tonnes of packaging	We innovate our packaging to make it increasingly sustainable, minimising our impact on the environment
			Baseline the environmental impacts associated with our packaging portfolio	
Climate Change 	Achieve 1% reduction in direct CO ₂ emissions per tonne product produced across Plc against FY14	5.8% reduction achieved in direct CO ₂ emissions per tonne product produced across Plc against FY14 baseline ✓	Achieve 8% reduction in direct CO ₂ emissions per tonne product produced across Plc against FY14 baseline.	Achieve 15% reduction in direct CO ₂ emissions per tonne of product produced from our manufacturing sites against FY14 baseline
			Further enlarge the scope of our GHG reporting to incorporate additional Scope 3 emission sources from waste	We accurately measure, manage and report our Scope 3 emission sources and work with our value chain partners to minimise these emissions wherever possible

Independent Verification Statement

To the Stakeholders of Britvic plc

Objectives

Bureau Veritas Certification UK (Bureau Veritas) has been commissioned by Britvic plc (Britvic) to provide independent verification over information in its 2015 Sustainable Business Report. The collation, calculation and reporting of the information is the sole responsibility of Britvic. The objective of the verification is to reassure Britvic's stakeholders over the accuracy and reliability of the reported information.

Boundary & Scope

The verification boundary for Britvic's SB Report covers Britvic's business operations in Great Britain, Ireland and France for the period 1 October 2014 to 27 September 2015. The information covered by the verification includes quantitative performance data in the Sustainable Business Report, and select qualitative information related to calories, health & safety, diversity, community, responsible sourcing, and energy and carbon.

See Exclusions and Limitations for sites and data not included within the verification scope.

Methodology

A limited level of assurance was undertaken in accordance with the main requirements of the ISAE3000 standard incorporated to Bureau Veritas' internal protocol for the assurance of sustainability reports. The verification process included interviews with content owners, documentary reviews, checking of the calculation of datasets and the application of appropriate conversion factors, and the sampling of environmental data for a number of Britvic's operating sites.

The integrity and accuracy of site data was tested by sampling data back to source in cases but mostly through the checking of aggregated data managed centrally by the Britvic Sustainable Business team.

Findings

Based on the work conducted:

- there is no evidence to suggest that the performance data and related qualitative information, as stated by Britvic in its Sustainable Business Report 2015, are not reliable and are not free from material error, mis-statement or bias;
- we note that during our verification the total cash-led 'contribution' figure within the 'Supporting our local communities' section, was in error by more than 10% due to currency conversion errors; all such errors were corrected prior to publication of the Report.

Areas of good practice

Through the process Bureau Veritas identified the following areas of good practice:

- there continues to be a clear commitment to, and established roles and responsibilities for, the reporting of performance against Britvic's Sustainable Business objectives;
- there is growing awareness and focus on the need for a structured approach to the identification and collection of information for inclusion in the Report.

Recommendations

We make the following high level recommendations for consideration.

- In addition to last year's general recommendation for an internal checking and quality assurance approach, Britvic should establish a consistent process for the collation and calculation of community investment data across operations to ensure greater reliability of this information;
- Consider establishing full reporting for all its site categories (manufacturing, offices, warehousing and others) to develop and present a fuller account of sustainability performance; this could also include reporting against all established performance metrics for its US and India sites.

A separate management report has been prepared for Britvic elaborating on the above and other recommendations.

Exclusions and Limitations

- Excluded from the scope of our work is information relating to:
- activities outside the defined reporting period;
- statements of commitment or intention to undertake future action; and of opinion, belief and aspiration;
- any statements of an interpretative nature relating to the data presented in the Report;
- scope 3 GHG emissions related to business travel, understood to be separately accounted for by an external consultant to Britvic;
- figures relating to the number of people inspired and encouraged to 'actively play together' in the 'Consumers: Inspiring Healthy Lifestyles' section of the Report;
- figures relating to the number of children participating in the Tough Mudder events and the consequent donations made by Britvic per ticket sold;
- energy consumption, carbon emissions and waste data for Britvic's Ireland operations.
- The verification of calories data as it relates to the Britvic product portfolio is largely based upon available 2015 financial sales figures which have not yet been subject to external financial audit.

Statement of independence, impartiality and competence



BUREAU
VERITAS

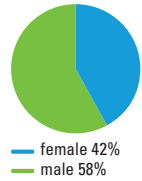
Bureau Veritas Certification UK is a professional services company that specialises in quality, health, safety, social and environmental management advice and compliance with over 180 years history in providing independent assurance services. Bureau Veritas has implemented a code of ethics across its business which ensures that all our staff members maintain high standards in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest and believe our verification assignment did not raise any such conflicts.

Bureau Veritas UK Limited, London, November 2015

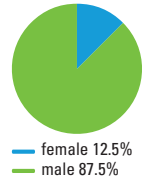
Performance Data

EMPLOYEE DATA

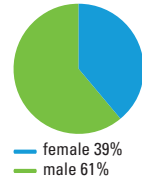
All employees by gender



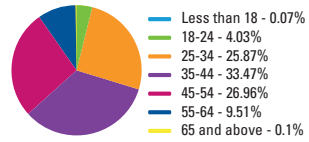
Board members by gender



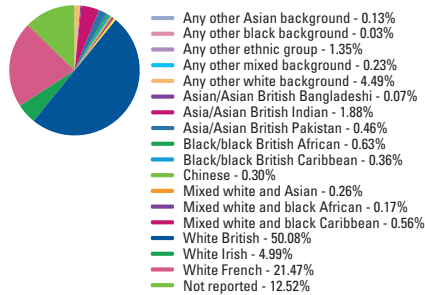
Senior managers by gender



All employees by age

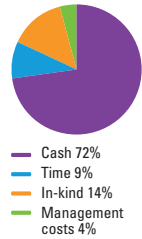


All employees by ethnicity

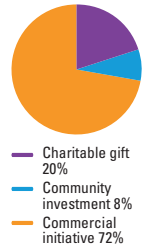


OUR CONTRIBUTION TO OUR COMMUNITIES

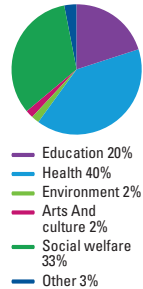
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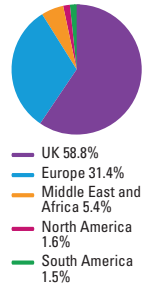
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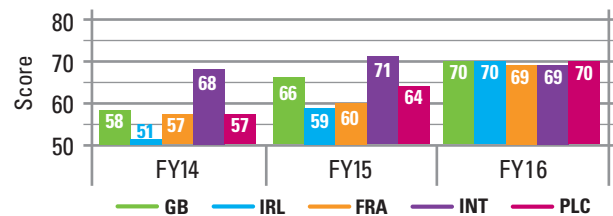
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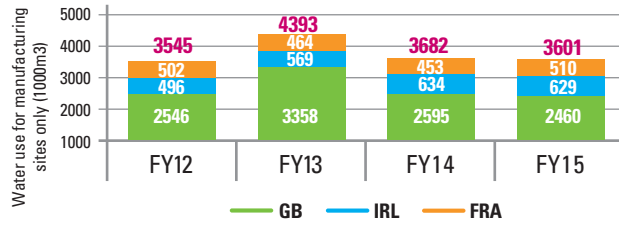
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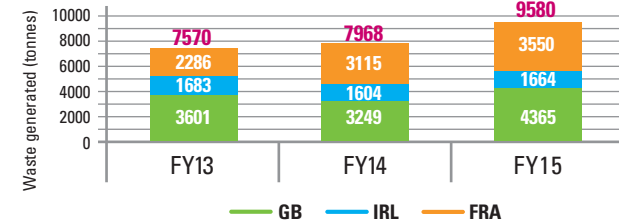
OVERALL TRUST INDEX SCORES WITHIN GREAT PLACE TO WORK SURVEY



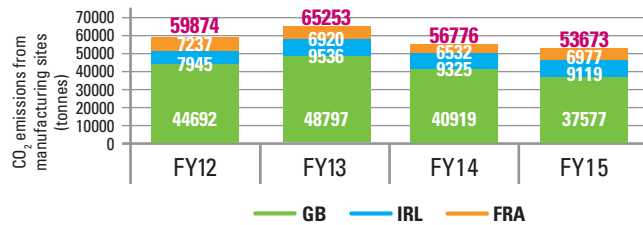
WATER CONSUMPTION



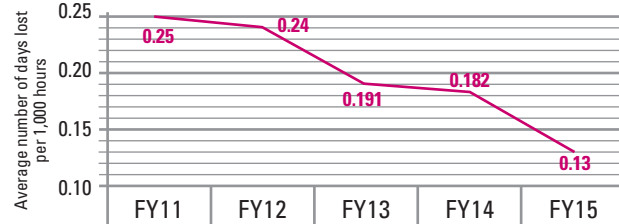
WASTE GENERATED



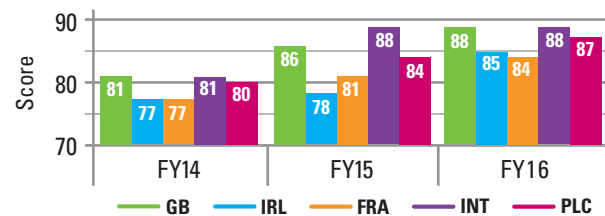
CARBON EMISSIONS



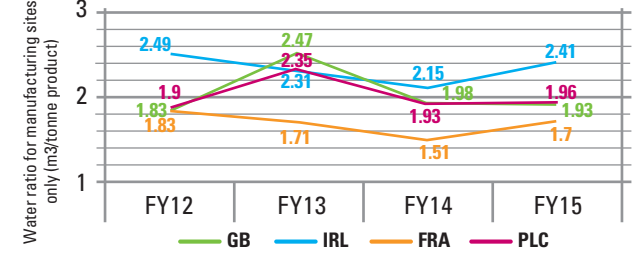
ACCIDENT SEVERITY RATE



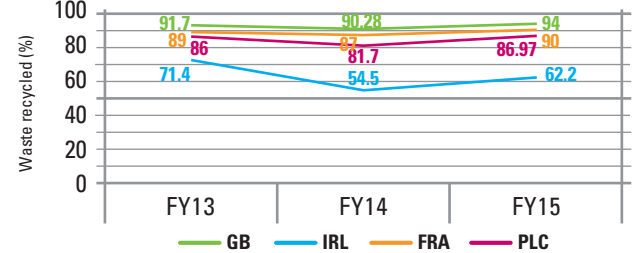
DIVERSITY INDEX SCORES WITHIN GREAT PLACE TO WORK SURVEY



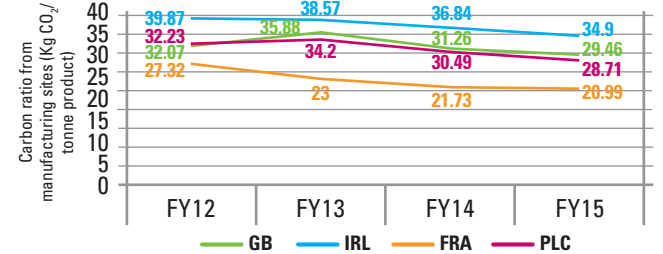
WATER RATIO



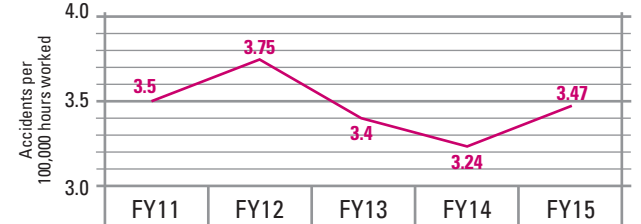
RECYCLED WASTE (%)



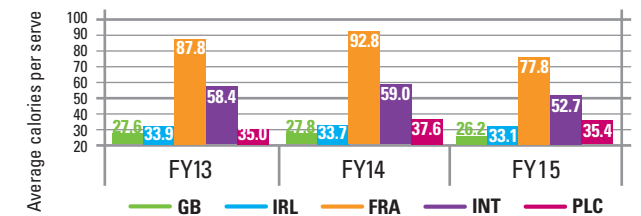
CARBON RATIO



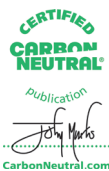
ACCIDENT FREQUENCY RATE



CALORIE REDUCTION ACROSS THE BUSINESS



(including all BUs shown)



Britvic takes care of the environment by choosing pureprint® environmental print technology. Vegetable oil based inks were used throughout. The printer is a Carbon Neutral® company and certified to Environmental Management System ISO 14001 and registered to EMAS, the Eco Management and Audit Scheme.

The paper used in this production is from 100% well-managed forests FSC® certification.

With thanks to our colleagues, business partners, friends and families who feature throughout this report.