

BRITVIC SOFT DRINKS POLICY STATEMENTS

COMMUNITY INVESTMENT POLICY

As part of our Corporate Responsibility, Britvic Soft Drinks is committed to working in partnership with its communities, and various charitable organisations.

We have developed a long-term community investment strategy ‘Learning for Life’ where everyone from employees to charity partners can benefit from learning about our business and about our community.

We recognise that a mix of financial contributions, as well as actual involvement with time, skills and donations in kind are all beneficial when investing in charities and our communities.

We believe in demonstrating to our employees that we are responsive to the charities and community projects they most care about. We therefore facilitate the ability for all employees to claim matched funding and we offer £2 for every £1 they raise against their fundraising efforts, to donate set amounts of ‘product in kind’ to community events, and to give as they earn via payroll giving.

Britvic £2 4 £1 Scheme

Our £2 4 £1 scheme is a fundraising scheme which encourages our employees to embark on fun or challenging activities to raise money for their chosen causes, which we then contribute to a limit of £400. There is however no limit to the amount of times employees can apply, annual funding permitted.

Britvic Donations In Kind

Our soft drinks donation scheme gives employees the chance to request an amount of cases of our products to donate to charitable or community events. Again there is no limit on the amount of times they apply within a year.

Britvic Give As You Earn

Give As You Earn is an effective way for charities to raise money, via regular, reliable donations. It’s an easy, tax-free way for our employees to give directly from their salary, to their chosen charities, including local schools, or any organisation with a charity number.

These schemes enable us to donate to a wide range of both local and national charities in line with employee wishes.

Britvic Community Fund

In addition, as part of our long term vision to support our local communities we have established the Britvic Community Fund to support local charities now and in the future. The Britvic Community Fund is managed by local grant-making trust, The Essex Community Foundation, which manages funds on behalf of companies, individuals and public agencies. Our fund focuses on supporting charities and voluntary groups within the Essex area, with a particular focus on those working with

families and within the environment. With over 60 Community Foundations across the UK, we will be able to redirect other community requests for help in the future.

By tapping into the Foundation's knowledge and expertise we will be able to increase our understanding of the needs and issues of local charities, which will help us to have a greater impact with the grants we award.

Depots & Factories

Our individual depots and factories are encouraged to develop their own community initiatives such as work placements, factory visits, and product donations, which they feel will aid and develop their own communities. Where there is a development need, we also encourage line managers to help employees look at local mentoring or volunteering schemes, or to work with local schools.

We have developed a separate Volunteering Policy to further encourage our employees to play their part in the community and our Corporate Responsibility strategy will also encourage further commercial initiatives linked to worthy causes.

Our Partners

Learning for Life helps us support our community whilst also addressing the issues that are most important for our business. We have carefully selected our partners to help us make a real and lasting impact.

Barnardo's – our company charity

UNICEF – supporting their emergency relief fund

FareShare – supporting UK communities with surplus stock

Essex Community Foundation – managing Britvic's community fund

Greenstreams – improving the environment around our Huddersfield site

MEND – advising UK families on healthy lifestyles

For and on behalf of Britvic Soft Drinks

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John Gibney

Finance Director/CR sponsor

Date: June 2009