

we continue to build on

our tradition of corporate and

social

responsibility

Our commitment remains to improve our ethical, social and environmental performance in the interests of all our stakeholders – so that everyone involved with our company benefits from the relationship. As we grow and change around the world, new issues will arise. Guided above all by our core Purpose and Values and Our Business Principles, we will tackle these issues professionally and sensitively, and in the spirit of good corporate citizenship.

We want to keep you informed of our progress in corporate and social responsibility. If you have any questions or would like to find out more about our work in this area, please contact External Affairs, Cadbury Schweppes, 25 Berkeley Square, London W1J 6HB or go to www.cadburyschweppes.com

our business principles

our purpose & values



Our Human Rights and Ethical Trading Policy

As a responsible corporate citizen, Cadbury Schweppes aims to act in a socially responsible manner at all times by:

1. Respecting the economic, social, cultural, political and civil rights of those involved in our operations
2. Complying with all local human rights legislation
3. Implementing programmes across our global operations and with our supply chain partners

Core labour rights and dignity at work

- Preclude the use of forced labour
- Respect the rights of employees to join legally recognised labour unions
- Ensure that children are employed only under circumstances that protect them from physical risks and do not disrupt their education
- Not tolerate any form of harassment in the workplace

Health and safety in the workplace

- Create a healthy and safe work environment for each employee

Fair remuneration

- Ensure that working hours and remuneration are reasonable and comparable to those offered by similar companies

Diversity and respect for differences

- Manage diversity to promote and capitalise on cultural and individual differences to create competitive advantage through new perspectives and local market sensitivity

Opportunity for development

- Recognise the value that employees create and reward them with opportunities for personal and career development
- Provide employees with equal opportunities regardless of their gender, age, marital status, sexual orientation, disability, race, religion or national origin