



TOGETHER! FOR THE FUTURE  
Response to the COVID-19  
Pandemic



The CCBJH Group has implemented a range of initiatives to continuously support the communities in which it operates amid the effects of the COVID-19 pandemic. To continue delivering happy, refreshing moments to everyone, we have taken comprehensive measures, such as supporting our communities, selling products designed to address the “with corona” era, and putting systems in place that allow employees to work more flexibly. As a preferred partner of our customers, our employees are working as one to continue to supply safe and trustworthy products and carry out business activities to overcome these challenging times together.

1 | Support for communities

● Donating products

Since April 2020, we have provided approximately 32,000 cases of products free of charge to approximately 365 medical institutions as well as national and local government organizations for the medical professionals working to prevent the spread of COVID-19 infections. We have also delivered approximately 14,000 cases of products to facilities that provide meals for children with busy or absent parents and various social welfare facilities through a total of 48 food banks. Going forward, we will continue to donate products to support people in need during the COVID-19 pandemic.



● Donation of infection prevention equipment

In April 2020, when there was a shortage of personal protective equipment for medical professionals, the Coca-Cola Red Sparks men's rugby team donated 3,000 plastic raincoats that were originally meant for use by spectators to the city of Osaka to be repurposed. As part of plastic resource recycling efforts, the Coca-Cola system has manufactured approximately 11,000 simple face shields made from recycled PET materials and is donating them to medical institutions through public organizations.



A simple face shield



## 2 | New forms of business associated with the “with corona” era



Supporting website for consumers and business partners  
<https://en.ccbji.co.jp/business/together/>



From June 2020, we started applying an antivirus/antibacterial treatment to our vending machines by sticking a protective film to product selection buttons and dispensing slot covers. The protective film has been certified by the Society of Industrial-Technology for Antimicrobial Articles (SIAA) and has received the mark that certifies its antiviral and antibacterial properties and that strict standards have been met.

The CCBJI Group company FV Japan commenced mask sales at its vending machines in July 2020, and is working to provide an environment where masks can be purchased without face-to-face contact. As one of the infection prevention measures being promoted by the Tokyo Metropolitan Government, and in cooperation with the Japan Soft Drink Association (JSDA), the CCBJI Group is also in the process of attaching stickers listing COVID-19 safety measures to approximately 70,000 vending machines in the Tokyo metropolitan area to aid public awareness of COVID-19. We will continue to pursue new kinds of sales activities while implementing comprehensive measures for consumers and business partners.



## 3 | Aiming for flexible ways of working during the “with corona” era

In the “with corona” era, the CCBJI Group is encouraging work styles that are consistent with the changes in society brought about by the effects of COVID-19. While accepting change with integrity, we are implementing a variety of measures to balance risk countermeasures and business continuity while ensuring employee safety and sustainable growth.

### ● Balancing risk countermeasures and business continuity

As a result of having actively introduced IT tools—such as the distribution of smartphones to all employees—and smoothly shifting to new ways of working in response to the “with corona” era, CCBJI was selected as an honorable mention in the new lifestyle support category at the 38th Information Technology Awards 2020. We also worked on our telework program, a super flextime system with no core working hours, the promotion of a bicycle commuting policy, the expansion of satellite offices, and the holding of welcome ceremonies online. In 2021, we announced a special paid leave policy for employees to receive COVID-19 vaccinations during work hours.

### Major initiatives for the “with corona” era

- Promotion of teleworking
- Expansion of satellite offices
- Promotion of bicycles as alternative means of commuting
- Promotion of IT tools, such as distribution of smartphones to all employees
- Special paid leave for COVID-19 vaccination

### ● Regular internal messaging for employees

We are utilizing the company intranet and other communication tools to provide information and set up a Q&A page regarding COVID-19 for employees, as well as sending messages from management regarding work styles for the “with corona” era. These tools are also used for “message relays,” in which employees can tell each other about their work and how they are doing to feel closer to each other even in the midst of the COVID-19 pandemic. Colleagues’ responses, regardless of geographical area and department, become encouragement for everyone.



Work-style reform is also covered in Section 3  
 “Human Rights and Employee Job Satisfaction” P. 41 ▶



REBORN  
**Hiroshima Plant:  
 Recovery from Natural  
 Disaster**



The CCBJI Hongo Plant (Mihara City, Hiroshima Prefecture), which was severely damaged by flooding following torrential rainfall in western Japan in July 2018, moved to a new location within the city in June 2020 and was reborn as the new Hiroshima Plant.

A tour area in the plant was completed in October of the same year. While delivering safe and trustworthy products, we will use these facilities to contribute even more than before to the reconstruction and development of the region so that the Hiroshima Plant will become a symbol of reconstruction not only for the people who work there, but also for everyone in the local community.

**Hiroshima Plant History**

July 2018



Following torrential rainfall in western Japan, 2.5 meters of floodwater inundated the Hongo Plant, halting operations due to serious damage to the production lines and automated warehouse.

June 2019



After rapid restoration work, we decided to move to a location about 4 kilometers from the Hongo Plant. After holding a service to pray for safety at the planned site, we started full-scale construction.

June 2020



Featuring a production capacity about 1.5 times that of the damaged Hongo Plant, the new plant has been reborn to play a key role in product supply to the Chugoku and Shikoku areas.

October 2020



At the completion ceremony, CCBJI Representative Director and President Calin Dragan expressed his gratitude to all those involved, including the governor of Hiroshima Prefecture, Hidehiko Yuzaki, and the mayor of Mihara City, Yoshihiro Okada.

Building on the concept of achieving an advanced and appealing plant where people from all over the world can gather, the goal of the new Hiroshima Plant was not just to restore the lost Hongo manufacturing capacity, but to create a top-class facility we could be proud to present to the world in terms of the environment, quality, working conditions, employee training and contribution to the community.

## 1 | Process controls for manufacturing high-quality products

To maintain safe and high-quality product standards, we carry out quality control assessments using automated inspection machines. These automated routines ensure that process controls are carried out in accordance with high standards on the latest equipment, which has enabled the efficient manufacture of high-quality products.



## 2 | World-class occupational safety conditions

We manage operations using *KORE* (Coca-Cola Operating Requirements), our unique global management system, which is more rigorous than domestic standards. We are also working to create safe workplaces by implementing equipment design and working conditions based on strict safety standards and risk management protocols.



## 3 | Introduction of latest IoT technology

We have installed a system to remotely monitor the status of equipment, and operate the production facilities and utility equipment in a stable manner. We have also achieved rigorous labor and energy savings, by such means as automating the process from the delivery of ingredients and raw materials to supply shipments and lot management, and by digitizing the creation of forms.



## 4 | Elimination of unnecessary work and new technological innovation

Water and energy consumption used to be calculated with spreadsheets, but we have reduced the time spent on calculation and management through automation. By incorporating new technologies, we are realizing energy savings and utilizing timely data as part of promoting invigorated improvement activities.



## 5 | New role as the center for communication with the community

In the plant, we have set up an innovative tour facility that serves as a place for interacting with people from all over the world. We have prepared a variety of surprising and fun experiences with the goal of creating a plant tour where visitors can immerse themselves in our best-in-class production processes. Through these activities, we will contribute to the process of regional revitalization as a new symbol of the Hiroshima area.



Information about the Hiroshima Plant is also covered in Section 2 "Platform: Communities" [P. 26](#)

WORLD WITHOUT WASTE

# Toward a World Without Waste



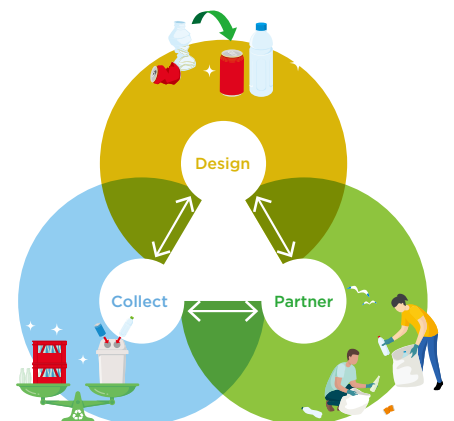
The Coca-Cola Company announced its global vision, a World Without Waste, in 2018. As part of realizing that vision, in January of the same year, the Coca-Cola system in Japan launched its 2030 Packaging Vision, which is made up of three core elements—design, collect, and partner.

In July 2019, the Coca-Cola system in Japan renewed its goals to exceed the environmental targets of the global initiative, including shortening the timeline to achieve certain targets at an earlier date, and it is making progress with specific initiatives.

● Three core elements of the 2030 Packaging Vision

Through the promotion of its bottle-to-bottle initiative, the Coca-Cola system in Japan is working to realize the 2030 Packaging Vision, with a primary goal of transitioning all PET bottles to 100% sustainable materials by 2030.

Design	We are promoting bottle-to-bottle recycling to increase the usage of recycled PET plastic content to at least 50% by 2022 and 90% by 2030, while aiming for the complete introduction of PET containers that eliminate the use of new fossil fuels.
Collect	Under our Collect initiative, our aim by 2030 is to be able to recover a volume of PET bottles equivalent to that of the products we sell in Japan.
Partner	Under our Partner initiative, we are working to build and maintain more robust recovery and recycling schemes through collaboration with the national and local governments, the beverage industry, and our communities.



Design

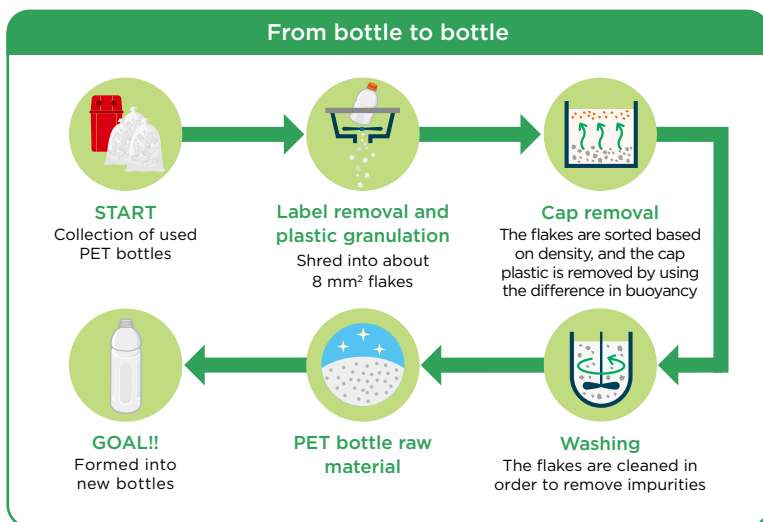


## Promotion of bottle-to-bottle initiative

Based on our 2030 Packaging Vision, the promotion of the bottle-to-bottle\* initiative by the Coca-Cola system in Japan is steadily progressing toward its goal. In 2020, as a result of having adopted 100% recycled PET bottles for both *I LOHAS Natural Mineral Water* and *I LOHAS Natural Mineral Water Labelless*, we received the Plastic Resource Recycling Special Category Grand Prize at the 21st Green Purchasing Awards in recognition of our contributions to a recycling-oriented society.

Since February 2021, we have also been engaged in awareness-raising activities, such as the introduction of the “Recycle Me Again” logo on all our recyclable product packages, to aid in the realization of a circular economy for plastic. In May 2021, We have expanded our 100% recycled packaging to include our flagship brand *Coca-Cola* and *GEORGIA JAPAN CRAFTSMAN* in small PET packaging.

\*An initiative to collect used PET bottles and make them into new PET bottles.



Reduces CO<sub>2</sub> emissions by approximately 60% per bottle\*

\*When switching from regular PET bottles to bottles with 100% recycled PET materials

Design

## Reducing PET plastic usage through package lightweighting

In 1996, a 500 milliliter PET bottle for Coca-Cola's water brand in Japan weighed 32 grams. Launched in 2009, the bottle for *I LOHAS Natural Mineral Water* had been reduced to approximately 12 grams, which at the time was the lightest in Japan.\* We are continuously looking at opportunities to reduce the amount of PET plastic used in our products while maintaining bottle quality and performance.



\*As of March 2009. Estimate for 500 milliliter PET bottles manufactured in Japan. Coca-Cola (Japan) Company, Ltd. estimate



Collect

Partner

## Realizing 100% recycling with Seven & i Holdings

*Hajime Ryokucha* green tea, a product jointly developed with Seven & i Holdings Co., Ltd., has been on sale since June 2019. The product is sold in 100% recycled PET bottles made only from PET resin generated from the recycling of used PET bottles collected from Seven & i Group stores.

By switching to 100% recycled PET bottles, we have achieved a reduction in CO<sub>2</sub> emissions.

100% 再生PET樹脂使用ボトル  
Recycled plastic bottle



World Without Waste is also covered in Section 2  
“Platform: Resources” P. 29 ▶