



**CORPORATE SOCIAL  
RESPONSIBILITY  
REPORT 2022**



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# MESSAGE FROM OUR CEO

Looking back on 2022, we had an incredible year. It was the first full year we operated as one company, having combined our Midwest (formerly Great Lakes Coca-Cola Bottling) and West operations under the banner of Reyes Coca-Cola Bottling (RCCB). We continued our growth as the premier bottler in North America, making strides in all areas of our business—from investing in our people to advancing our production capabilities. In the spirit of improving each day, we are always looking for ways to operate more sustainably and make a positive impact in the communities in which we operate.

In the following pages, we're proud to share with you highlights of our 2022 progress across RCCB's territories and our goals for the future in our CSR focus areas rooted in the Reyes Cares philosophy.

We are dedicated to Our Purpose of partnering with the best brands in the world to refresh our local communities and Our Vision to be the leader in the beverage business by delivering unmatched value to our employees, customers, and local communities. Thank you for taking the time to read our 2022 Corporate Social Responsibility Report—we hope you enjoy it.

Cheers!

A handwritten signature in black ink that reads "Bill". The signature is written in a cursive, flowing style.

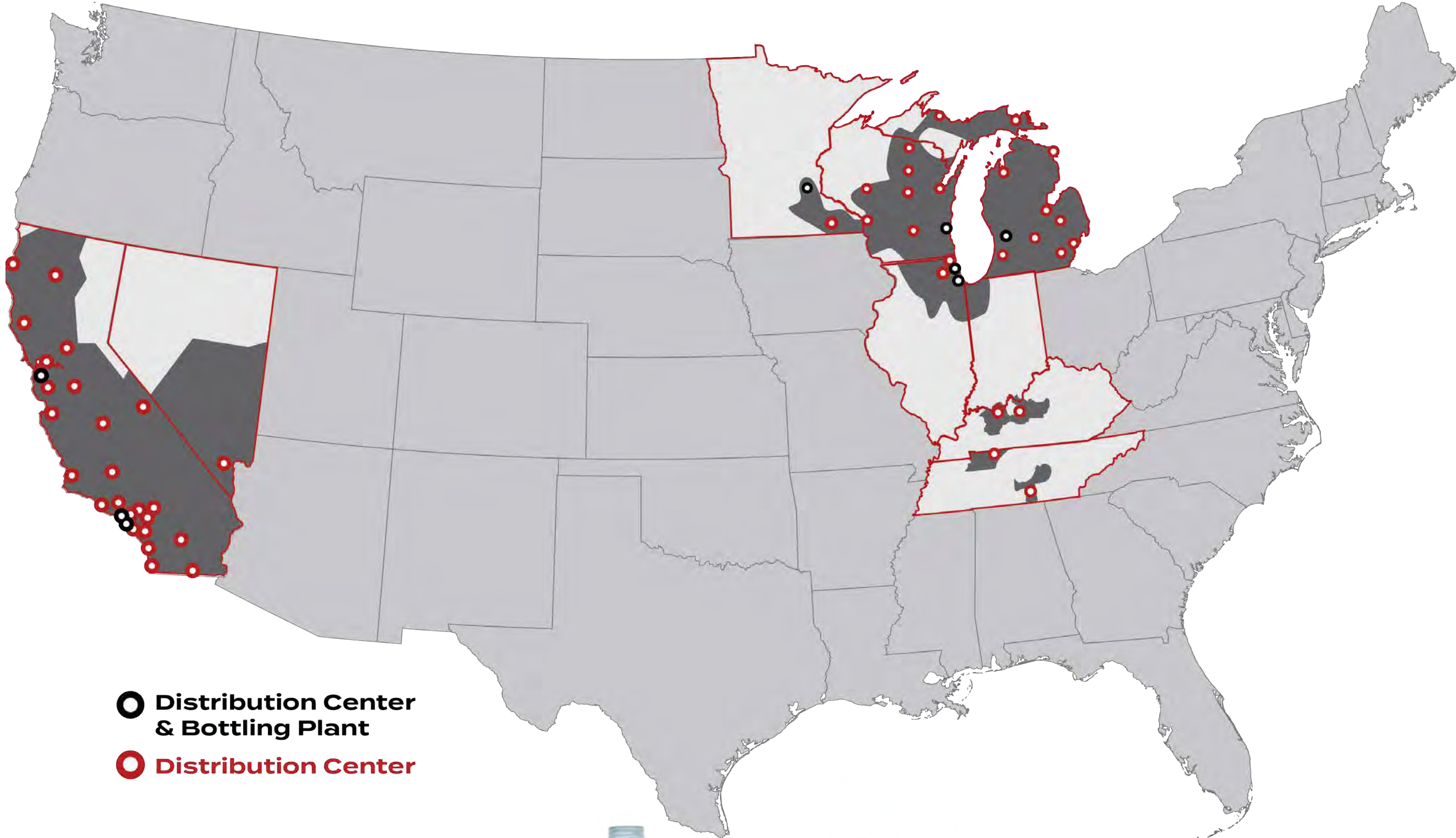
**Bill O'Brien**  
CEO, Reyes Coca-Cola Bottling

## OUR REYES CARES COMMITMENT

At the heart of our Corporate Social Responsibility efforts is our Reyes Cares commitment, which expresses our unwavering pledge to **make a positive impact on the communities** where we live and work. As part of our commitment, we believe in the power and necessity of working together to lift those around us and leave a better world for future generations. We concentrate on specific areas where we believe we can make the biggest difference, including **Community, Recycling, Energy, Fuel & Emissions, and Water**. To achieve our mutual goals and affect positive change, we collaborate with a range of partners including The Coca-Cola Company, customers, industry partners, governmental bodies, and NGOs.

# ABOUT US

Reyes Coca-Cola Bottling is a West Coast and Midwest bottler and distributor of Coca-Cola brands and operates across 10 states: California, Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Nevada, Tennessee, and Wisconsin. Reyes Coca-Cola Bottling manufactures and delivers Coca-Cola products to restaurants, sports venues, businesses, health care facilities, schools, convenience stores, and supermarkets. As a local bottler, Reyes Coca-Cola Bottling proudly supports the communities in which it operates.



- Distribution Center & Bottling Plant
- Distribution Center



**11.3K+**  
Employees



**57**  
Facilities



**82K+**  
Retail Accounts



**334M+**  
Annual Cases



Our Beverages



# OUR **Purpose**

Partner with the **best brands in the world**  
to **refresh** our local communities

# OUR **Vision**

Be the **leader** in the beverage business by **delivering unmatched value** to our employees, customers, and local communities



## OUR **Core Values**

**PEOPLE & SAFETY • RELATIONSHIPS • INTEGRITY • DEDICATION • EXCELLENCE**

**P R I D E**



## PEOPLE FOCUS

Without great people, we wouldn't be where we are today. As our most valuable asset, we believe in creating a workplace where our team is empowered to thrive, support one another, and unlock their full potential. Through career development programs, our annual talent and performance cycle, and our commitment to promoting from within—we aim to lift our employees up and help them grow along with the company to reach their career goals, whatever they may be. Above all, we are proud to cultivate a winning culture where everyone has an opportunity to grow and prosper.

# OUR PEOPLE VISION

Our team is a vibrant collection of great people built upon individual and diverse characteristics, values, beliefs, experiences and backgrounds, all of which are reflected across our enterprise. In short – our vision is a team that truly reflects the communities we call home across the nation and the world.

Our vision is embracing our differences and similarities with a collective goal of striving for excellence in all that we do – in our operations, in the way we treat each other, and in our service to our customers, suppliers, and business partners. We are committed to fostering an environment where all are valued, respected, and encouraged to achieve their highest potential.

## UNLOCKING THE FULL POTENTIAL OF OUR PEOPLE

From the moment our people walk through the door, we make sure they are onboarded with care. From there, we offer our employees various career development opportunities for any function and stage in their careers and ensure they feel empowered to build their career with us. Building confidence and providing our people with the right tools to drive their own development is an important part of why we've been certified as a Great Place to Work.



Reyes  UP!



LEAP

## SAFETY IS PART OF OUR CORE VALUES

Our commitment to safety is ingrained in everything we do so that our people always go home the same way they came. We believe creating a truly safe work environment takes accountability from every person at every level of the organization. Through consistent and rigorous processes and routines, we drive our business forward with safety at the forefront.

### INJURY RATE



### SAFETY AWARDS



### HOW WE INSTILL SAFETY IN OUR CULTURE



Share a daily safety message with employees to use before every meeting



Our trucks are routinely inspected to ensure that they are in top condition and free of any potential safety hazards



Implement comprehensive policies and procedures for our drivers including rigorous training, coaching, and monitoring of safe driving behaviors



Continuous process improvements in incident reporting and investigations



Monthly safety training for all supervisors and employees

# CSR GOVERNANCE

Making a positive difference in our local communities, as exemplified in our Corporate Social Responsibility (CSR) goals, is a core pillar in our long-term strategic plan, which supports Our Purpose and Our Vision.

We know that to be successful in achieving our bold goals, we must have an appropriate governance structure that integrates CSR into our business priorities.

In 2022, our Strategic Infrastructure & Development team partnered with key stakeholders across our business to identify an updated set of comprehensive CSR goals, baseline measurements, and implementation plans toward 2030. Rooted in our Reyes Cares framework and accountable to our Executive Leadership Team, our goals align with our commitments to our local communities.

With this redefined CSR strategic framework, our Strategic Infrastructure & Development team, including our recently hired Director of Sustainability, will continue to work across

our business to ensure that our long-term CSR business objectives are integrated into our annual business plans and translated into actionable and meaningful progress.

As a business unit within the Reyes Family of Businesses, in addition to our annual CSR report, we regularly share our progress against our CSR goals with the Reyes Family of Businesses CSR Council.





# SUSTAINABILITY HIGHLIGHT

## REDUCING OUR CARBON FOOTPRINT THROUGH OUR PRODUCTION PROCESSES

Recently, we had a major development as it relates to our Fuel & Emissions goal of reducing greenhouse gas (GHG) emissions from our operations by 30% by 2030.

We determined that nitrogen can be used instead of CO2 in our manufacturing process. Many know that CO2 is used in producing the bubbles or fizz that so many of us love in our carbonated beverages, but it also plays an important role in various aspects of the manufacturing process. By switching to nitrogen in the manufacturing process, we can now purchase 40% less CO2 and lower our GHG emissions.

Our plants in Southern California have recently made the conversion to nitrogen. Since making the switch, our Downey and Los Angeles production facilities have seen a drastic reduction in the amount of CO2 needed. We plan to convert our remaining RCCB plants in 2023.

After full deployment, we expect to reduce our GHG emissions by up to 12% or 23,500 tons of CO2 equivalent, which is like taking 5,064 cars off the road for a year!\*



Nitrogen vaporizer in Downey, Calif.

There are several steps in making our beverages:

- First, we blend all the flavors and sweetening components into a beverage.
- Second, we inject CO2 into the product before it is collected in a “Buffer Tank.” The tank is a reservoir that acts as a buffer between the blender and the filler. The Buffer Tank must be kept at a constant pressure to keep the CO2 in the beverage.

- Third, the product is moved to the filler by reducing the pressure in the filler tank (bowl) and that moves the beverage from the buffer tank to the filler bowl.
- During the process, the constant adding and venting of CO2 in the buffer tank and the filler bowl is where the majority of CO2 is “lost” to the atmosphere.
- Can seamers (the machine that seals the can top to the can) also blow CO2 across the top of the can to remove air that would be trapped in the can headspace. Too much air inside the can affects the quality of the beverage.

### SO, WHAT DID WE DO DIFFERENTLY?

- We substituted all the CO2 that was vented to the atmosphere and the CO2 that was blown across the top of the can with nitrogen!
- Nitrogen is an inert gas that is in 78% of the air we breathe. It does not react with our beverages, so it is a perfect substitute.

**WE EXPECT TO REDUCE OUR GHG EMISSIONS BY UP TO 12% OR 23,500 TONS OF CO2 EQUIVALENT, WHICH IS LIKE TAKING 5,064 CARS OFF THE ROAD FOR A YEAR!\***



\* Source: [US Environmental Protection Agency Greenhouse Gas Equivalencies Calculator](#)



RCCB Cares  
**COMMUNITY**



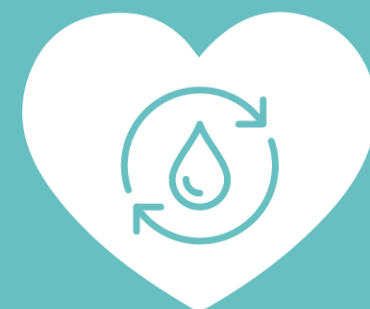
RCCB Cares  
**RECYCLING**



RCCB Cares  
**ENERGY**



RCCB Cares  
**FUEL &  
EMISSIONS**



RCCB Cares  
**WATER**

## REYES CARES

The Reyes Cares banner comprises a group of philanthropic initiatives across the Reyes Family of Businesses designed to drive positive change in the communities where we do business. Our focus spans the areas of Community, Recycling, Energy, Fuel & Emissions, and Water. We believe in the power of collaboration to uplift those around us, and our efforts are geared towards creating a better world that benefits our present society as well as generations to come.



RCCB *Cares*  
**COMMUNITY**

Making a positive difference in our communities is a key focus area for us. RCCB is proud to be a community steward through product donations, philanthropic support, sponsorships, volunteerism, and local partnerships. We strive to make a positive and lasting impact, especially in times of need.



## GOAL

One community engagement event per month per facility by 2030



## PROGRESS

**\$1M+**

worth of product donated to local organizations and community partners

**\$340K+**

reinvested in our communities supporting local organizations

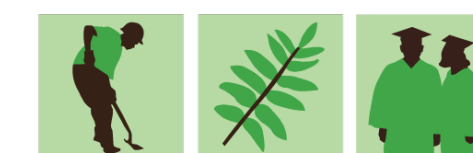
### A FEW OF OUR PARTNERS INCLUDE:



BOYS & GIRLS CLUBS OF AMERICA



American Red Cross



LA CONSERVATION CORPS

Transforming Youth. Enhancing Communities.

# OUR CHARITABLE GIVING FOCUS

Partnering with organizations who share our vision of lifting up those around us is core to our Reyes Cares commitment.

We seek to give back to the community through product and in-kind donations, sponsorship of community events, employee volunteer engagement, and other community programming and outreach.

We specifically seek alignment with groups who share our commitment in the following areas:

## EMPOWERMENT

Supporting communities reflective of our own company's 11,300+ employees to reach their full potential.

## WORKFORCE AND SKILLS DEVELOPMENT

Helping youth and adults gain the skills and experience needed to build a stronger workforce and develop their careers.

## EMERGENCY ASSISTANCE

Responding to emergency situations or natural disasters to support those in need.

## WATER STEWARDSHIP AND ENVIRONMENTAL PROTECTION

Beautifying our communities through cleanups, enhancing recycling and circularity, and water replenishment.

## ANNUAL HOLIDAY CARAVAN SPREADS COMMUNITY CHEER

In celebration of its 25th year, the 2022 Coca-Cola Holiday Caravan visited 33 cities across the U.S. and Canada, including various stops in RCCB territory. Along with beverage samples and photo opportunities with Santa, we partnered with local community partners to host food and toy drives with organizations including the **Los Angeles Regional Food Bank**, the **Alameda County Community Food Bank**, **Feeding America**, **Threesquare**, and **Toys for Tots**. In addition, community partners such as local **Boys & Girls Clubs** and **First Tee** were invited to join the Caravan stops helping to spread holiday joy.



## COCA-COLA SCHOLARS FOUNDATION

## COCA-COLA SCHOLARS FOUNDATION

As part of the Coca-Cola system, The Coca-Cola Company and its bottling partners, including Reyes Coca-Cola Bottling, award scholarships through the Coca-Cola Scholars Foundation. The Coca-Cola Scholars Foundation offers college scholarships to exceptional high school students dedicated to leadership, service, and action that positively affects others. Visit the [Coca-Cola Scholars Foundation](#) website to learn more.

# DISASTER RELIEF

We are proud to work with local organizations to support our communities. When they fall on hard times, we're ready to step in and lend a hand. A few highlights:

## IMPERIAL THUNDERSTORMS

Our El Centro Team in California worked with our longstanding partner, American Red Cross, to support several families in Imperial County displaced due to severe thunderstorms that left more than 51 homes of the Quechan Tribe without power for about a week. Our El Centro Team **coordinated a generous product donation that provided water to the tribe** while they stayed at a shelter.

## DETROIT WATER MAIN LEAK

In Michigan, our team donated 15 pallets of DASANI to Michigan State Police in response to a Detroit area water main leak that impacted 23 communities, representing more than 900,000 people **to ensure the water would reach those who needed it most.**



# THESE BOTTLES. MADE FROM 100% RECYCLED PLASTIC.\*

HELP US CONTINUE THE CYCLE



\*EXCLUDES CAP AND LABEL

© 2022 The Coca-Cola Company.



THE  
*Coca-Cola*  
COMPANY

## RCCB *Cares* RECYCLING

As a bottling company, we understand the importance of recycling and sustainable packaging. We believe that eliminating waste through the continual use of existing, valuable resources is the most impactful way to address waste and climate issues created by packaging.

In our facilities, working with our supplier partners, we aim to set up robust centralized waste management and diversion programs that minimize the amount of waste going to landfill.

As it relates to our packaging, we support The Coca-Cola Company's World Without Waste initiative, which focuses on the entire packaging lifecycle—from how our bottles and cans are designed and produced, to how they're recycled and repurposed.



RCCB Cares  
**RECYCLING**

## GOAL

>95%

waste diversion from landfills from all facilities by 2025

## PROGRESS

77.4%

of our total solid waste from manufacturing was recycled in 2022



**100% RPET**

Since 2021, in California, our 20-oz Coca-Cola trademark and flavors and DASANI bottles are made from **100% recycled plastic (rPET)\***

## THE COCA-COLA COMPANY WORLD WITHOUT WASTE VISION

### DESIGN

Make 100% of our packaging recyclable by 2025; use at least 50% recycled material in our packaging by 2030 and have at least 25% of our beverages sold globally in refillable or returnable packaging by 2030

### COLLECT

Help collect and recycle a bottle or can for each one we sell by 2030

### PARTNER

Bring people together to support a healthy, debris-free environment

**DASANI®**

In 2022, we expanded 100% rPET across our entire RCCB territory.

Now, most DASANI bottles\*\*— from 20-oz. and 1.5-liter singles to 10-oz. and 12-oz. multipacks— are packaged in 100% rPET\*

## GREEN TO CLEAR

In 2022, Sprite, Fresca, Seagram's and Mello Yellow **bottles transitioned from green to clear plastic**, increasing the material's likelihood to be remade into a new bottle. This allows more of our brands the opportunity to use 100% rPET, which decreases carbon emissions and minimizes the use of new plastic

For more on the Coca-Cola World Without Waste Vision, visit <https://www.coca-colacompany.com/sustainability/packaging-sustainability>

\*excludes cap and label  
\*\* excludes 500-ml Dasani

For more information on DASANI and Sprite, visit [www.coca-colacompany.com/brands](http://www.coca-colacompany.com/brands). All recycling programs are unique. To learn about recycling programs in local communities, visit [How2Recycle.info](http://How2Recycle.info)



# 2022 HIGHLIGHTS

## SUPPORTING THE CIRCULAR ECONOMY THROUGH RECYCLING

In partnership with Northstar Recycling, a national provider of sustainability-oriented waste and recycling solutions, we're gaining better visibility into our recycling rate and increasing the amount of material that gets recycled at all our facilities.

To set a solid foundation of our waste diversion program, in 2022, we focused on finding the right waste management partner. Through the offerings of our partner, we can categorically review what is being recycled or reused versus what is going to landfills through detailed dashboards. Data guides our decisions on how we can support the effort to divert material from landfills and increase the amount of material that gets recycled.

We expect to continue improving our recycling rate through proper material separation in our facilities toward a closed loop economy.



## USING LESS PLASTIC TO MAKE A BOTTLE

Through packaging innovation, we have reduced the amount of plastic required to make a PET bottle by 12-20% in our 12-oz, 20-oz, 24-oz, and 500-ml packages. We made these reductions in plastic while only reducing shelf life by 0-2 weeks, depending on the package.



## NCAA WOMEN'S FINAL FOUR GAMES EDUCATE FANS ON CLOSED LOOP SYSTEMS

Our bottles and cans are recyclable and can come back as new bottles and cans. This achievement was highlighted at the 2022 NCAA Women's Final Four tournament at the Target Center in Minneapolis, Minn.

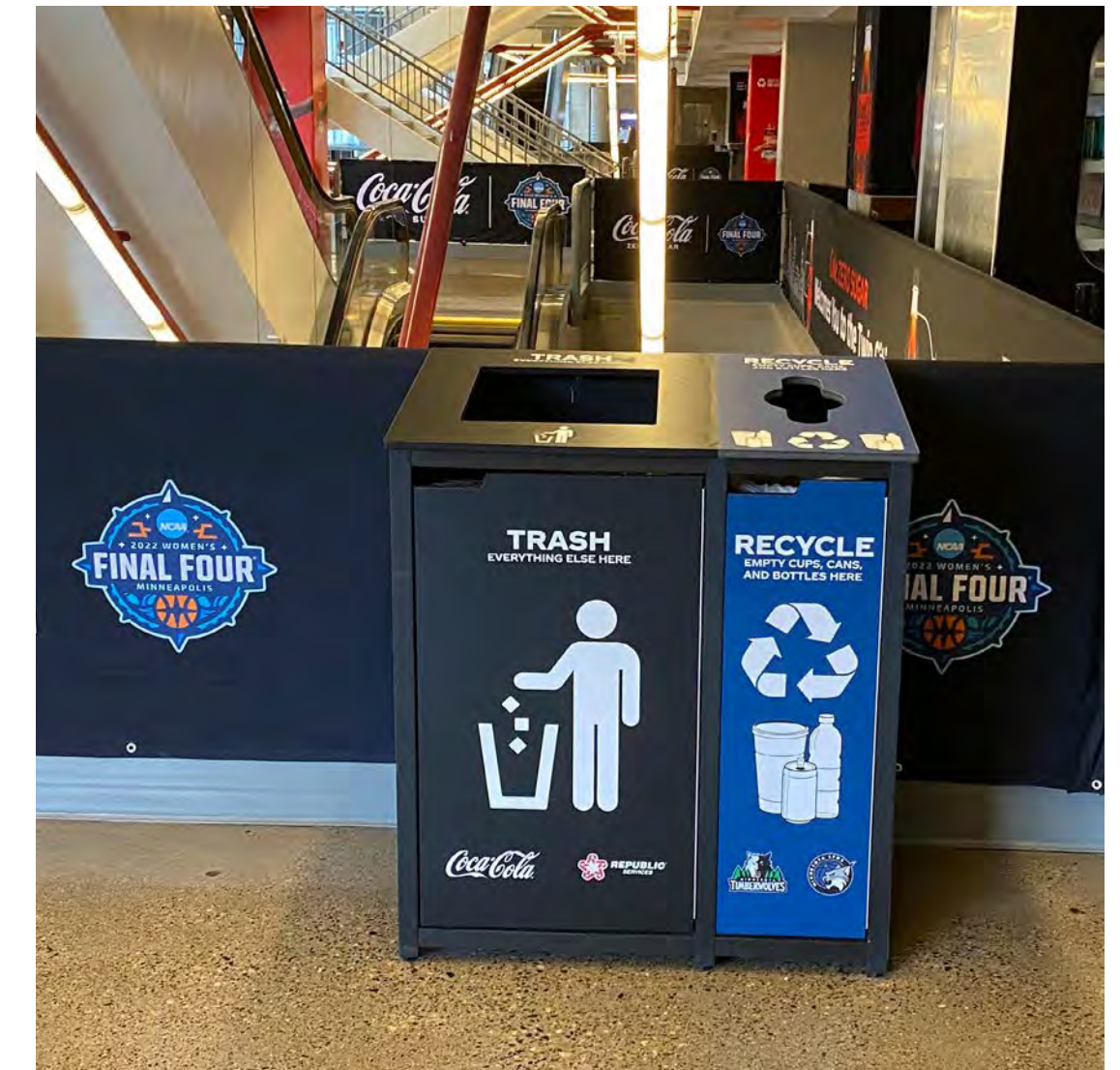
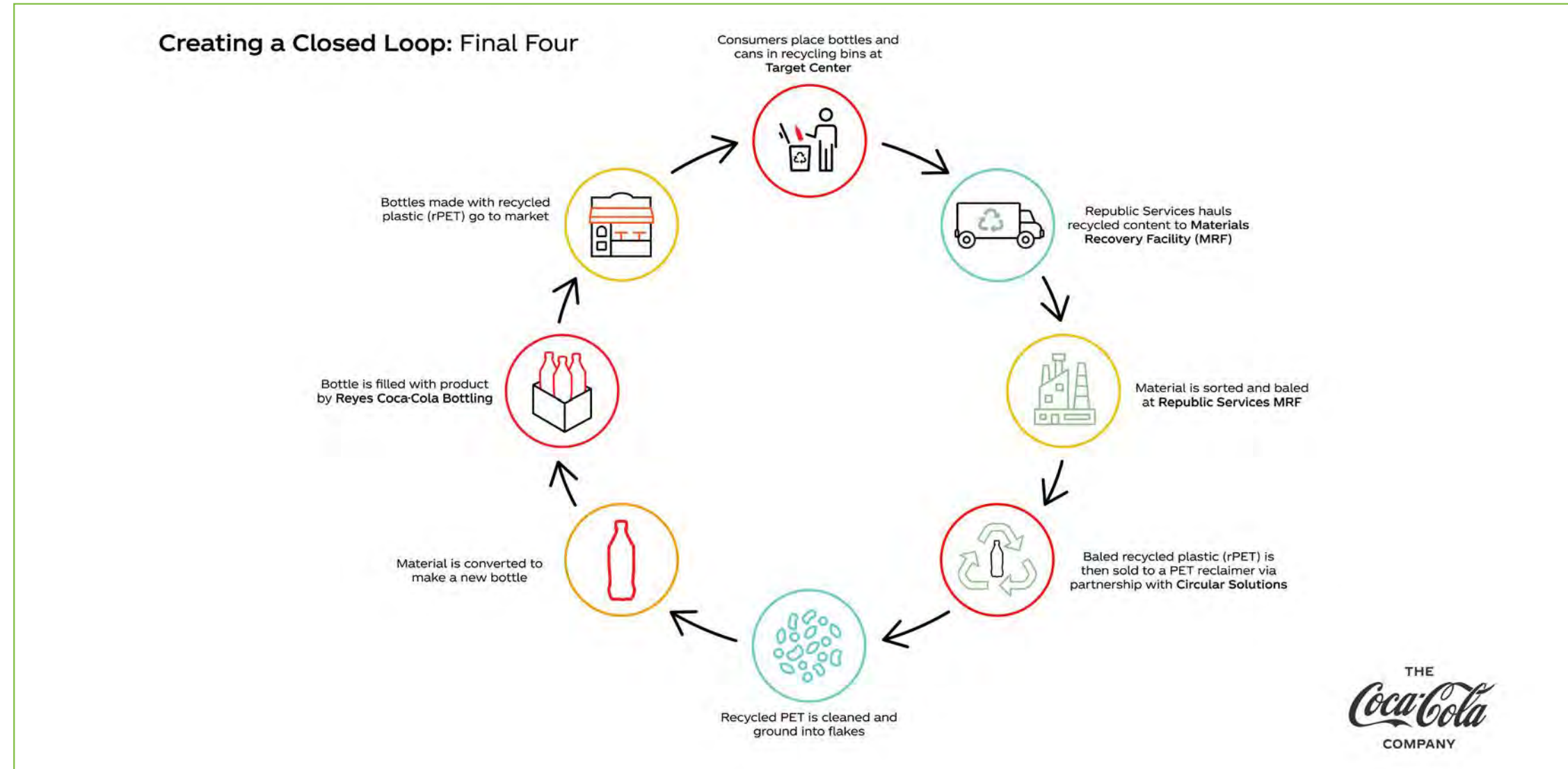
All beverage bottles and cans collected inside the host arena at the NCAA 2022 Women's Final Four in the Target Center were recycled and repurposed into new beverage packaging thanks to a partnership between Coca-Cola and Circular Solutions Advisors, creating a "closed loop system." The effort was supported with in-stadium messaging, redesigned and enhanced collection bins, and a "Coca-Cola Green Team" assisting fans with proper recycling practices during the games.

We are working with The Coca-Cola Company and Circular Solutions to establish more closed loop environments like this one with more of our partners.

For more information: [NCAA Final Fours Closed-Loop Recycling - News & Articles](https://www.coca-colacompany.com/news-articles/ncaa-final-fours-closed-loop-recycling) (coca-colacompany.com)



OFFICIAL BEVERAGE PARTNER



# COMEBACK BOTTLE OF THE YEAR.

**RECYCLE & RE-ENJOY IT**

THE  
**Coca-Cola**  
COMPANY

© 2022 The Coca-Cola Company



RCCB *Cares*  
**ENERGY**

Energy plays a critical role in our ability to be a global leader in the beverage industry. We actively identify and capitalize on opportunities that will increase our energy efficiency in all of our facilities—including investing in energy usage upgrades for our current facilities and designing new facilities with energy conservation in mind.



RCCB Cares  
**ENERGY**

## GOAL

# 20MW

Install 20 Megawatts of onsite renewable energy capacity by 2030

## PROGRESS

# ↓ 1.4%

Lowered our energy use-to-production ratio by 1.4% from 2021 to 2022



# 23 HVAC

Completed 23 facility HVAC projects resulting in energy savings

# 7 LED

Converted 7 facilities to LED lighting resulting in less energy consumption

# 2022 HIGHLIGHTS

## PREVENTATIVE MAINTENANCE

Ongoing maintenance of equipment such as HVAC, lighting, fillers, conveyors, motors, and compressed air systems is performed regularly to keep new and legacy systems operating at peak efficiency.

## NEW FACILITIES DESIGNED WITH SUSTAINABILITY IN MIND

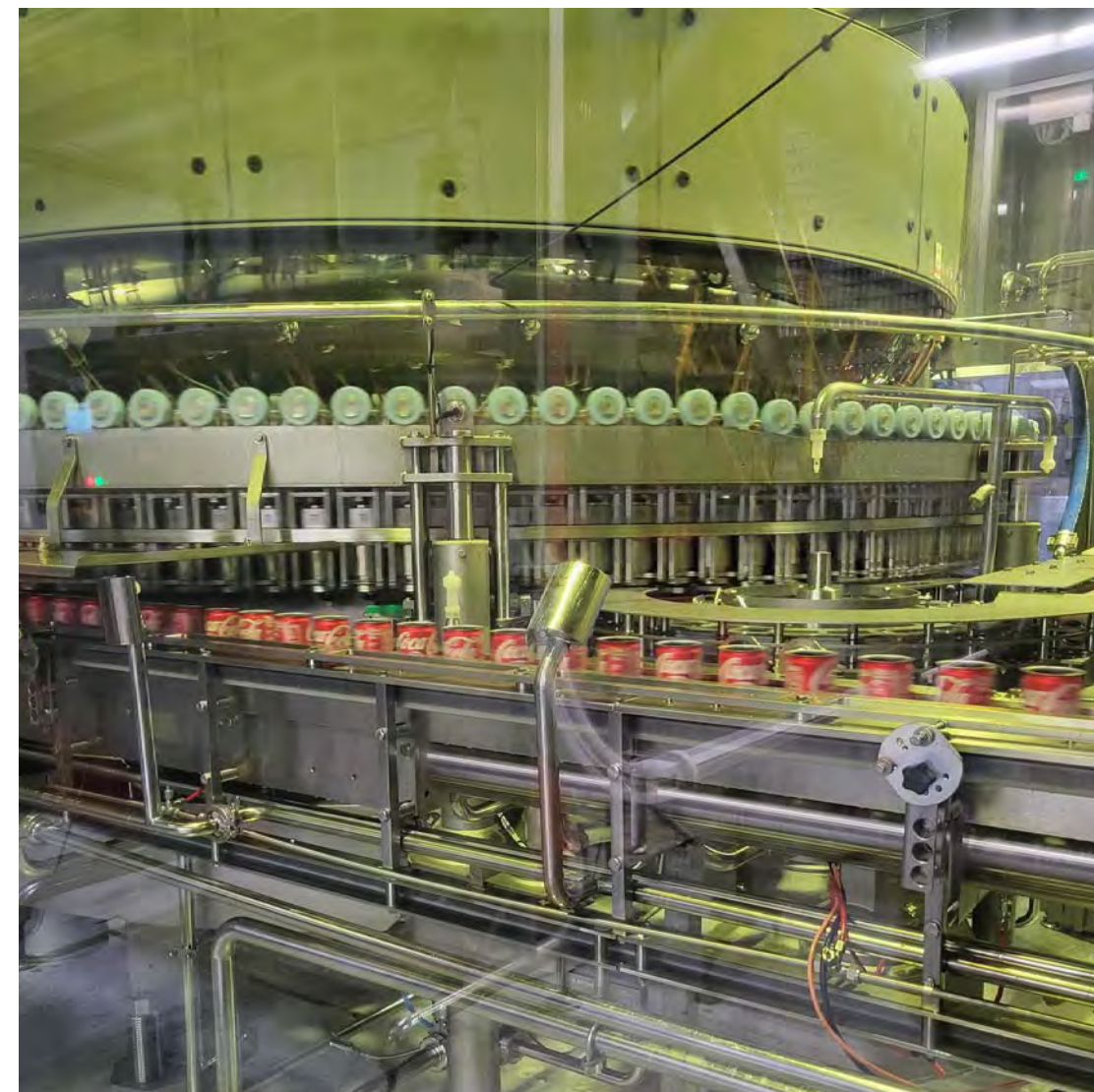
With continued investment in our facilities, all of our new buildings are designed using the latest energy and water efficiency standards.

## ONSITE COMBINED HEAT AND POWER GENERATION

We're ensuring a reliable electricity supply for our facilities while improving efficiency by capturing and using waste heat for production and space heating needs, significantly reducing the overall greenhouse gas emissions for a plant.

## AMBIENT FILLING

Previously, our carbonated soft drinks were chilled, filled, and then warmed to avoid condensation forming on the outside package during the production process. Now with ambient (room temperature) filling, we save energy and water by no longer having to first chill and then re-warm the product.



## SOLAR ENERGY

We're installing solar panels on top of our facilities to generate 20 megawatts of energy capacity by 2030—the equivalent to powering 3,500 homes\*. Plans for installation for the first six facilities are in progress.



\*Solar Energy Industries Association



RCCB *Cares*  
**FUEL &  
EMISSIONS**

Our fleet of trucks and trailers is the backbone of our logistics network, delivering millions of cases to customers across the U.S. Through Reyes Fleet Management, we are committed to reducing our fuel consumption by researching and implementing innovative technologies, educating employees about emission-efficient driving, and updating our operational practices.



RCCB Cares  
**FUEL &  
EMISSIONS**

**GOAL**

**30%**

Reduce our greenhouse gas emissions by 30% by 2030

**PROGRESS**

**↓ 1.4%**

Reduced greenhouse gas emissions from our fleet by 1.4% compared to 2021



**↓ 7.1%**

Reduced greenhouse gas emissions from our production and distribution centers by 7.1% compared to 2021

**+50 EVs**

We're adding more than 50 electric vehicles to our fleet, including 20 eCascadia Freightliners, which produce no exhaust gas and are much quieter to drive. Over time, we'll expand our electric vehicle fleet to continue decreasing our fuel emissions impact

# OUR PROGRESS

## REDUCING OUR CARBON FOOTPRINT THROUGH OUR PRODUCTION PROCESSES

Many know that CO2 is used in producing the bubbles or fizz that so many of us love in our carbonated beverages, but it also plays an important role in various aspects of the manufacturing process. By switching to nitrogen in the manufacturing process, we expect to reduce our GHG emissions by up to 12 percent



## ROUTE OPTIMIZATION

Using software/data, we are optimizing the delivery routes our drivers use to ensure the most efficient path is being taken, therefore, reducing fuel use and emissions



## FUEL IDLING

To save fuel and reduce our carbon footprint, we encourage our drivers idling for more than 30 seconds to turn off their engines. We know that idling for just 30 seconds wastes more fuel than restarting an engine



## TRANSITIONING FROM DIESEL TO BIODIESEL

In 2023, we're testing a renewable diesel fuel blend in 110 of our tractors in Sylmar and Oceanside, Calif. with the goal to expand the use of this biodiesel to more of our fleet







## RCCB *Cares* **WATER**

Conserving, restoring, and replenishing our local water supplies is a top priority. As a local bottler, we proudly support the Coca-Cola Company's comprehensive approach to achieving water security for its business and sourcing agricultural ingredients for its beverages.

Our water stewardship efforts are centered around four key areas: Efficiency, Treatment, Assessment, and Replenishment. Through these focus areas, we strive to reduce water usage, improve water treatment processes, evaluate our water usage impact, and replenish the water sources in our communities.



RCCB Cares  
**WATER**

## GOAL

↓ **17.5%**

Reduce our Water Use Ratio by 17.5% by 2030

## PROGRESS

**1.96**

2022 Water Use Ratio

Goal for 2030:  
1.62

## CONTINUING TO IMPROVE OUR WATER EFFICIENCY IN OUR PLANTS THROUGH:

Improved water recovery systems

Optimization of our cleaning programs and rinse recovery

Better monitoring of our water use throughout the plants

## THE COCA-COLA COMPANY WATER SECURITY STRATEGY

We proudly support The Coca-Cola Company's 2030 water goal of achieving 100% regenerative water use in water-stressed areas



**+3.4K**

Since 2014, RCCB has partnered with the City of Los Angeles and Keep Los Angeles Beautiful to donate over 3,400 ingredient drums repurposed as rain barrels for residents to capture rainwater for irrigation purposes

For more on the Coca-Cola Company 2030 Water Security Strategy, visit <https://www.coca-colacompany.com/news/2030-water-security-strategy>

# 2022 HIGHLIGHTS

In 2015, Coca-Cola became the first Fortune 500 company to replenish all water used in its global beverage production – five years ahead of plan – and has done so every year since.

Building on that, as part of its 2030 Water Security Strategy, the Coca-Cola Company is working with its bottling partners to prioritize 100% regenerative water use in bottling operations in water-stressed areas, such as California, by reducing, reusing, recycling and locally replenishing the water we used.

Replenishment work includes:



## WETLAND RESTORATION

**Lassen National Forest, Calif.** – Located at Feather River Basin, the Humbug Wet Meadow Restoration Project goal is to improve the stream-side conditions to restore surface and subsurface water flows throughout the meadow. This will help restore ecosystem benefits provided by wet meadows, including increased groundwater storage, extended base stream flows, carbon sequestration, improved water quality, and increased biodiversity. Restoring the meadow’s natural hydrology will improve resiliency to extreme events such as droughts and floods.



## REFORESTATION

**Eldorado National Forest, Calif.** - Located at American River Watershed North and South Forks, nearly 15,000 acres were designated for tree planting over multiple years to re-establish forests where natural seed sources were destroyed by wildfire. The King Fire Restoration project aims to improve water quality and soil health, reduce soil erosion, and improve infiltration.



## RECHARGE

**Kern County, Calif.** - The Kern Surface Water Recharge Project involves the construction of three groundwater recharge basins between the cities of Shafter and Wasco, which do not have a surface water supply, making them groundwater dependent. Groundwater in this region supports agricultural production, industrial practices, and municipal supply that support the economic viability of local communities.

