



# Human Rights Policy

Respect for human rights is fundamental to the sustainability of The Coca-Cola Company and the communities in which we operate. In our Company and across our system, we are committed to ensuring that people are treated with dignity and respect.

The Coca-Cola Company's Human Rights Policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The Human Rights Policy applies to The Coca-Cola Company, the entities that it owns, the entities in which it holds a majority interest, and the facilities that it manages. The Company is committed to working with and encouraging our bottling partners to uphold the principles in this Policy and to adopt similar policies within their businesses. The Supplier Guiding Principles applies to our bottling partners and our suppliers and are aligned with the expectations and commitments of this Policy.

## Respect for Human Rights

The Coca-Cola Company respects human rights. It is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

## Community and Stakeholder Engagement

The Company recognizes its impact on the communities in which it operates. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

## Valuing Diversity

The Company values the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, training, compensation and advancement at the Company is qualifications, performance, skills and experience.

Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to Company employees but also to the business partners with whom we work.

## Freedom of Association and Collective Bargaining

The Company respects our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

## Safe and Healthy Workplace

The Company provides a safe and healthy workplace and complies with applicable safety and health laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

## Workplace Security

The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

## Forced Labor and Human Trafficking

The Company prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking.

## Child Labor

The Company prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

## Work Hours, Wages and Benefits

The Company compensates employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws.

**Have a question or concern?**

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*The Coca-Cola Company*

# Mixed Signals Us Human Rights Policy And Latin America

**Steven W Hook**

## **Mixed Signals Us Human Rights Policy And Latin America:**

*Mixed Signals* Kathryn Sikkink, 2007 Kathryn Sikkink believes that the adoption of human rights policy represents a positive change in the relationship between the United States and Latin America. In *Mixed Signals* she traces a gradual but remarkable shift in U.S. foreign policy over the last generation. Sikkink recounts the reemergence of human rights as a substantive concern and warns that the current war against terrorism could repeat the mistakes of the past unless we insist that it be conducted with respect for human rights and the rule of law. Back cover

## **U.S. Human Rights Policy: Latin America**

Richard E. Feinberg, 1980      **Reclaiming American Virtue** Barbara J. Keys, 2014-02-17 The American commitment to promoting human rights abroad emerged in the 1970s as a surprising response to national trauma. In this provocative history Barbara Keys situates this novel enthusiasm as a reaction to the profound challenge of the Vietnam War and its aftermath. Instead of looking inward for renewal Americans on the right and the left looked outward for ways to restore America's moral leadership. Conservatives took up the language of Soviet dissidents to resuscitate the Cold War while liberals sought to dissociate from brutally repressive allies like Chile and South Korea. When Jimmy Carter in 1977 made human rights a central tenet of American foreign policy his administration struggled to reconcile these conflicting visions. Yet liberals and conservatives both saw human rights as a way of moving from guilt to pride. Less a critique of American power than a rehabilitation of it human rights functioned for Americans as a sleight of hand that occluded from view much of America's recent past and confined the lessons of Vietnam to narrow parameters. From world's judge to world's policeman was a small step and American intervention in the name of human rights would be a cause both liberals and conservatives could embrace

*A Superpower Transformed* Daniel J. Sargent, 2015 Geopolitics and globalization collided in the 1970s and their collision produced difficult challenges for the makers of American foreign policy. *A Superpower Transformed* explains how policymakers across three administrations worked to manage complex international changes in a tumultuous era and it explores the legacies of their efforts to accommodate American power to new forces stirring in world affairs

*The Globalisation of the Cold War* Max Guderzo, Bruna Bagnato, 2010-01-04 This book focuses on the globalisation of the Cold War in the years 1975-85 highlighting the transformation from bipolar US-Soviet competition to global confrontation. Offering a detailed analysis of this fundamental shift that occurred during this period as well as the interconnections of this process with the new industrial technological revolution this book demonstrates how the United States returned to a position of global economic leadership. In so doing the book aims to challenge the traditional and misleading paradigm that interprets the gradual development of the Cold War in basic bipolar terms in fact most of the factors triggering superpower attitudes and interplay were linked to a complex web of relations with their allies as well as to the political economic social ideological and military factors structurally intrinsic to the peripheral regions where the confrontation actually took place. Many of the essays in this volume focus on the foreign and security policies of the United States with the aim of reassessing the Carter

administration as the foundation for Reagan's final show down with the Soviet Union. The contributors however go beyond the traditional patterns of foreign policy analysis giving due attention to transnational phenomena and institutional histories that better explain the gradual transformation in the years that prepared the world for the post Cold War globalisation era. This book will be of much interest to students of Cold War studies international history US foreign policy European politics and IR in general. Max Guderzo is Professor of the History of International Relations and holds the Jean Monnet Chair of the History of European Unification at the University of Florence. Bruna Bagnato is Associate Professor of the History of International Relations at the University of Florence. The Routledge Handbook of the Cold War Artemy M.

Kalinovsky,Craig Daigle,2014-06-05 This new Handbook offers a wide ranging overview of current scholarship on the Cold War with essays from many leading scholars. The field of Cold War history has consistently been one of the most vibrant in the field of international studies. Recent scholarship has added to our understanding of familiar Cold War events such as the Korean War the Cuban Missile Crisis and superpower détente and shed new light on the importance of ideology race modernization and transnational movements. The Routledge Handbook of the Cold War draws on the wealth of new Cold War scholarship bringing together essays on a diverse range of topics such as geopolitics military power and technology and strategy. The chapters also address the importance of non state actors such as scientists human rights activists and the Catholic Church and examine the importance of development foreign aid and overseas assistance. The volume is organised into nine parts Part I The Early Cold War Part II Cracks in the Bloc Part III Decolonization Imperialism and its Consequences Part IV The Cold War in the Third World Part V The Era of Detente Part VI Human Rights and Non State Actors Part VII Nuclear Weapons Technology and Intelligence Part VIII Psychological Warfare Propaganda and Cold War Culture Part IX The End of the Cold War. This new Handbook will be of great interest to all students of Cold War history international history foreign policy security studies and IR in general. **Human Rights Regimes in the Americas** Mónica Serrano,Vesselin Popovski,2010 The Americas have witnessed considerable progress in the field of human rights. Although painful legacies persist large scale systematic human rights violations of the kind common during Latin America's dictatorships are hopefully never to return. Yet abuses of rights and challenges to the rule of law have not disappeared completely but rather taken on a different and elusive character. At the same time the relatively good records of the developed North American countries continue to be undermined by their inconsistent approaches both at home and abroad. **Human Rights Regimes in the Americas** International Human Rights Jack Donnelly,2007 A definitive and concise introduction to international human rights updated with two new chapters addressing globalism and terrorism. U.S.-Latin American Relations Michael J.

Kryzanek,2008-04-30 Since the third edition was published in 1996 there have been significant developments in this key strategic and economic relationship. Kryzanek builds on the text and themes of previous editions and further examines the ties between the United States and the nations of Latin America. These ties reveal new opportunities challenges and tensions.

During the second term of President Bill Clinton and now in the Bush presidency hemispheric relations have been centered on issues of trade investment and resource development. The impact of globalization on the region was only beginning to be felt when the third edition of the text went to print but now it is clear that the rules and demands of a globalized economy have changed the face of Latin America. Numerous areas of public policy that are critical ingredients to the national interests of both the United States and Latin America such as immigration drug smuggling gang violence leftist revolution cultural transformations and regional security continue to test the relationships between the United States and Latin American governments. Because this text has in the past concentrated on the foreign policy process within the United States government the proposed new edition will not only update this process but add discussion of new participants in the shaping and implementation of policies toward Latin America. For example there will be an accent on the growing role of Hispanics within the United States in pressuring for changes in United States policy in a number of areas. Institutionally there will be new discussion of the role that the Department of Homeland Security plays in United States Latin American relations particularly with respect to border and anti terrorism issues. Key chapters will be reformulated in order to show how the United States makes policy toward Latin America and how the Latin Americans respond to policy initiatives. Presenting how policy is made toward the region is an essential pathway toward understanding how this relationship has evolved and why there have been both successes and failures between the United States and the countries of Latin America.

### **Bringing**

**Human Rights Home: A history of human rights in the United States** Cynthia Soohoo, Catherine Albisa, Martha F. Davis, 2008. This three volume set chronicles the history of human rights in the United States from the perspective of domestic social justice activism. First the set examines the political forces and historic events that resulted in the U.S.'s failure to embrace human rights principles at home while actively albeit selectively championing and promoting human rights abroad. It then considers the current explosion of human rights activism around issues within the United States and the way human rights is transforming domestic social justice work. The first volume provides a historical perspective on the United States ambivalent relationship with the international human rights movement. It examines the implications of recognizing domestic rights violations as a matter of international concern and the relationship between international and domestic law. It also addresses the role the Cold War and Southern opposition to international scrutiny of its Jim Crow policies and segregation played in shaping U.S. attitudes toward human rights generally and social and economic rights in particular. These factors forced social justice organizations to largely abandon employing a human rights framework in their domestic work and had a lasting impact on U.S. perspectives about fundamental rights and the role of government. The set also chronicles current domestic human rights work. Volumes two and three consider why domestic activists currently are using human rights and the tactical advantages and practical challenges posed by such strategies. These volumes cover everything from globalization to terrorism and the erosion of civil rights protections that led to a renewed interest in human rights.

human rights versus civil rights strategies and the different ways human rights can support social activism      **European Solidarity with Chile, 1970s-1980s** Kim Christiaens,2014 The overthrow of the democratically elected government of Salvador Allende and the coming to power of a military regime led by Augusto Pinochet on 11 September 1973 drew worldwide attention towards Chile The political repression shook the world and ignited one of the largest social movements of the 1970s and 80s Hundreds of solidarity committees and a gamut of human rights and justice organizations mobilized thousands of people This volume offers a compelling insight into the exceptional impact that the Chilean crisis made in Western and Eastern Europe In doing so it provides a new and broader perspective into the history of the Cold War transnational activism and human rights      [Bringing Human Rights Home](#) Cynthia Soohoo,Catherine Albisa,Martha F. Davis,2008 This three volume set chronicles the history of human rights in the United States from the perspective of domestic social justice activism First the set examines the political forces and historic events that resulted in the U S s failure to embrace human rights principles at home while actively albeit selectively championing and promoting human rights abroad It then considers the current explosion of human rights activism around issues within the United States and the way human rights is transforming domestic social justice work The first volume provides a historical perspective on the United States ambivalent relationship with the international human rights movement It examines the implications of recognizing domestic rights violations as a matter of international concern and the relationship between international and domestic law It also addresses the role the Cold War and Southern opposition to international scrutiny of its Jim Crow policies and segregation played in shaping U S attitudes toward human rights generally and social and economic rights in particular These factors forced social justice organizations to largely abandon employing a human rights framework in their domestic work and had a lasting impact on U S perspectives about fundamental rights and the role of government The set also chronicles current domestic human rights work Volumes two and three consider why domestic activists currently are using human rights and the tactical advantages and practical challenges posed by such strategies These volumes cover everything from globalization to terrorism and the erosion of civil rights protections that led to a renewed interest in human rights human rights versus civil rights strategies and the different ways human rights can support social activism      **Latin American Research Review** ,2007      [U.S. Foreign Policy: the Paradox of World Power, 2nd Edition](#) Steven W Hook,2008 An in depth overview of US foreign policy that highlights a process that is shaped by a paradox that the very sources of national strength a sense of national exceptionalism a diffusion of political powers and more also create vulnerabilities for the United States Includes an array of features to aid student learning About the Author Steven W hook is an associate professor of political science at Kent State University      **On the Front Line of Hearts and Minds** Jerry M. Laurienti,2006 **Journal of Peace Research** ,2007-07      [The 1980s](#) Kimberly R. Moffitt,Duncan A. Campbell,2011 As we approach twenty years since the end of the 1980s we have the opportunity to see the decade in perspective and are in a position to

question the glib assumption that the 1980s were a mere conservative foil to the 1960s The 1980s A Critical and Transitional Decade edited by Kimberly R Moffitt and Duncan A Campbell places its topics within the context of a decade described as both critical and transitional because the 1980s in many respects marked the end of one era and the beginning of another For example the Reagan presidency the end of the Cold War MTV and the appearance of the personal computer all reflect a legacy of political cultural and social transformation of the United States and the world and took place specifically within the 1980s The function of this interdisciplinary volume is not to simply highlight the significant phenomena of the period but rather demonstrate how so many apparently disparate events were in fact closely inter related and also products of their age The 1980s is a holistic analysis of the decade that focuses on major turning points developments in literature art entertainment politics and social experimentation The 1980s A Critical and Transitional Decade edited by Kimberly R Moffitt and Duncan A Campbell is a groundbreaking and stand alone introductory volume that is unapologetically interdisciplinary in nature and encourages students to explore topics of the decade often overlooked or grouped together with other more memorable decades such as the 1920s or 1960s     *Update Latin America* ,1985     Talons of the Eagle Peter H. Smith,2008 The imperial era The cold war Decade of uncertainty The war on terror     OAH Annual Meeting Organization of American Historians. Meeting,2008

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