

# Coca-Cola

## 2022 Company Profile



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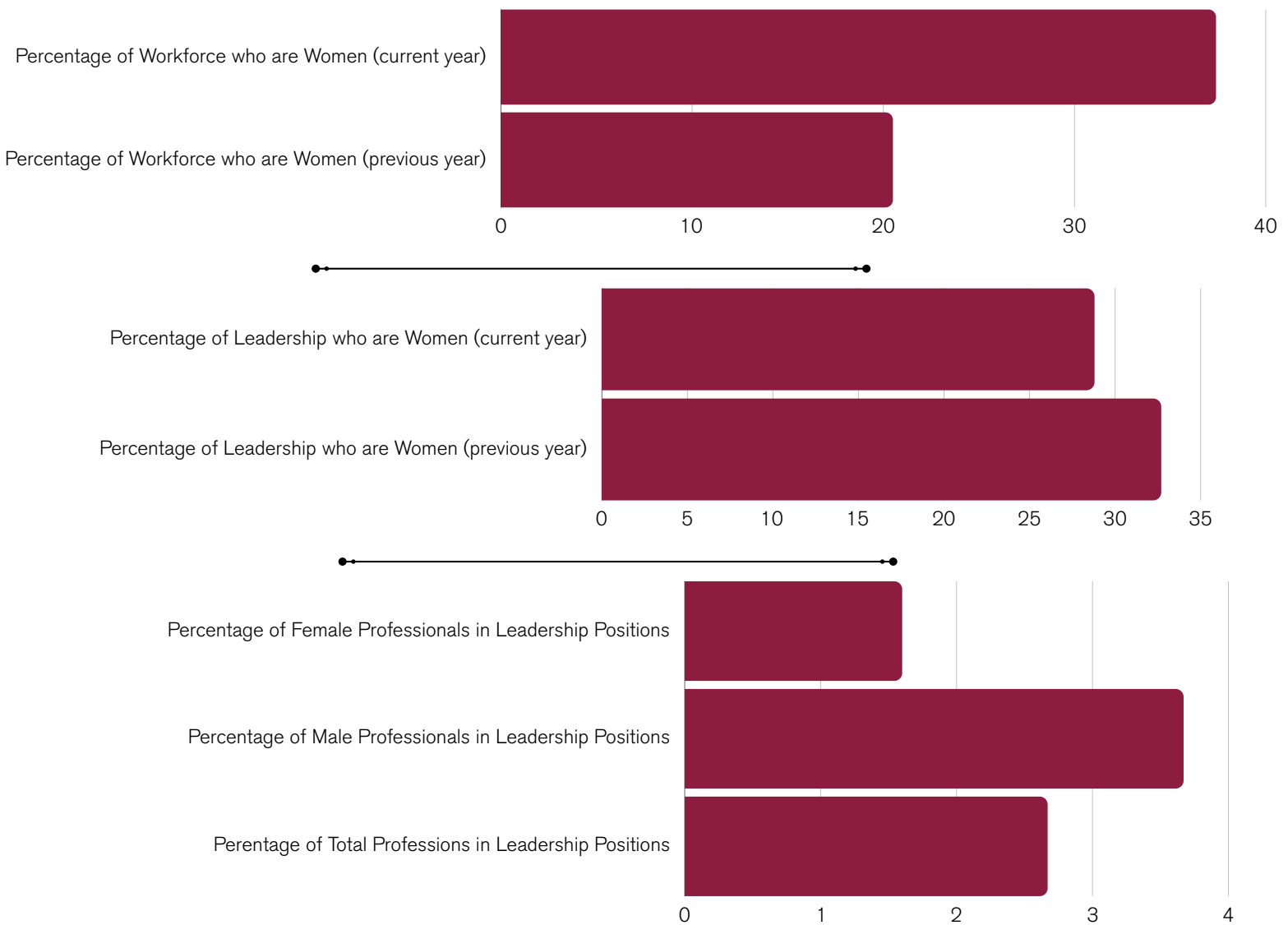
Women's Power & Influence Index (1.0)



# Coca-Cola

Coca-Cola, a food and drink company, has been ranked as a PACESETTER based on the criteria used for the Women's Power Index. Coca-Cola is committed to eliminating the gender pay gap through a regular pay equity analysis and adjusting if disparities arise. In terms of professional development, Coca-Cola offers a Women's LINC Inclusion Network which offers training, counseling, and other resources. While Coca-Cola is committed to recruiting and hiring a diverse workforce, there is no specific reference to gender. Based on the most recent EEO data, 29% of its executives are women, and 37% of the workforce is female. Coca-Cola offers eight weeks of paid parental leave and fertility benefits. Coca-Cola established the 5by20 program helping empower women by working in roles such as retail and production. We could not find any information regarding gender-specific mentorship opportunities and childcare benefits.

## Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0.5 indicates that some information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

All hyperlinks are valid as of 11/3/2023

## Compensation

### Pay Gap

### Pay Gap Score

1

#### *Existence of policy to address the gender pay gap*

"Our approach to compensation is grounded in principles of fairness and equity for all employees. We work with external experts to conduct pay equity analyses on a regular basis to ensure hourly and salaried employees in the same or similarly situated jobs are paid fairly and equitably for their work, without regard to gender (globally) or race and ethnicity (in the United States). This process gives us confidence that our pay structures are fair and we adjust if disparities arise."

Ref: pg 51, Coca-Cola 2020 Business & Environmental, Social and Governance Report

## Career Growth

### Professional Development

### Professional Development Score

1

#### *Existence of professional development programs geared towards female employees*

"The women's LINC Inclusion Network helps to advance women in their career and contribute to the business through peer-to-peer counseling and resources, trainings, inspiring talks and more."

Ref: Pg 3, Coca Cola Employee Groups

### Mentorship

### Mentorship Score

0

#### *Existence of formal mentoring programs to facilitate advancement of careers of female employees*

Information related to this criterion could not be found.

### Recruitment Efforts

### Recruitment Efforts Score

0.5

#### *Written commitment to attracting women to open positions*

"We'll enhance our recruitment strategy by ensuring equity in all decisions through the robust use of strong tools and data, including interview panels that are made up of diverse colleagues. We'll consider candidates from the most diverse applicant pool possible and continue to source diversity in the applicant pool before making hiring decisions. We'll also hire a full-time position focused on diversity, equity and inclusion education, awareness and leadership development. The key focus of this role will be to develop an aspirational strategy aligned to our goals."

Ref: pg 2, Employee Representation Goals

(includes diversity but does not specify gender)

## Work-Life Balance

### Childcare Benefits

### Childcare Benefits Score

#### *Existence of childcare subsidies and support*

0

Information related to this criterion could not be found.

### Caregiver Paid Time Off (PTO)

### Caregiver PTO Score

#### *Availability of paid caregiver leave in excess of government mandates*

1

"Paid Parental Leave

Our Paid Parental Leave gives moms and dads paid time off up to eight weeks to bond with a new child following birth, adoption or placement for foster care."

Ref: pg 1, Coca Cola PTO

### Health Benefits

### Health Benefits Score

#### *Existence of female oriented health benefits*

1

"Progyny is a leading fertility benefit provider, providing comprehensive fertility and family building coverage for all paths to parenthood. Progyny's benefit includes comprehensive coverage for fertility treatments such as IVF, IUI, fertility preservation and more."

Ref: pg 2, Coca Cola Health Benefits

## External Stakeholder

### Community Engagement

### Community Engagement Score

#### *Organizational support of initiatives that drive gender equality and women's empowerment in the community*

1

"The Coca-Cola Company and its partners are proud to have exceeded our 5by20 goal by enabling the economic empowerment of more than 6 million women across 100 countries around the world. The women that participated in the 5by20 program work in roles, including retailers, suppliers, producers, artisans and more.

By investing in women's economic empowerment over the past decade, we have created shared value in hopes of a better shared future - enabling improved livelihoods for women, their families and their communities, while inclusively expanding our business. We are proud of the ripple effects that these programs have had on the millions of lives we have touched and will continue to have over the years to come."

Ref: pg 1, Coca Cola Community Engagement

## **Inclusive Culture**

### **Gender Equality Program**

### **Gender Equality Program Score**

*Additional programs that promote gender equality within the industry or the company*

1

"Global Women's Leadership Council (GWLC), which since 2008 has shaped strategies to develop and advance female talent, and ensure gender balance across the organization.

The council, which works directly with The Coca-Cola Company's Diversity & Inclusion office, is comprised of 15 senior executives – 10 women and five men – who share a passion for diversity and the development of the company's future leaders."

Ref: pg 1, Coca Cola Gender Equality Program

### **Harassment Policy**

### **Harassment Policy Score**

*Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence*

1

"We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace."

Ref: pg 2, Coca Cola Harassment

### **Harassment and Discrimination Training**

### **Harassment & Discrimination Training Score**

*Existence of policies mandating discrimination and sexual harassment training*

1

"The Company also ensures employees are aware of the Human Rights Policy through training and an annual certification process."

Ref: pg 3, Coca Cola Harassment