The Coca-Cola Company

ASSESSMENT SUMMARY REPORT (ASR)

(Supplier Guiding Principles and Human Rights Policy Assessments)

Factory Id	R#	Facility Name	Facility Type	Product Category
S-ESP-MK-0028226	40212	ALJUAN S.L.	Marketing	Marketing - Promotional Items

Facility Street Address	Facility WEB Site	City	State/Province	Postal Code	Region	Country
Avenida del Juguete nº 13	https://hegahogar.com/	Ibi	Alincante	3440	SUPP - EUROPE,	Spain

Facility Contact / Role	Facility Phone	Parent Supplier (if known)	TCCC Protocol
Monica Mora Rabanal - SIG Manager	966550452	NA	SGP 'Supplier Guiding Principles'

Assessment Date	Man Days	Number Of Auditors	Assessment Team + (APSCA)	Service Provider	How are wages determined
September 22, 2026	1	1	Carla Romero Ferriol (CSCA 32400017)	SGS	Collective Bargaining

Coca-Cola System Contact	Operating Unit (OU) / Department
Vassilikki Theotoka- Vatheotoka@coca-cola.com	Others

Total Workforce (Total Employees + Total Non-Employee Workers)	Employees by gender	All Employees (Sum of 3 boxes to the right)	Production Employees	Sales & Distribution Employees	Other Employees	Average Wage (Local Currency)
161	Men	95	85	10	0	1,226.70
	Women	65	56	9	0	

Workers Present At Assessment	Workers Interviewed	NEWs by gender	All Non-Employee Workers (Sum of 3 boxes to the right)	Production (NEW Workers)	Sales & Distribution (NEW Workers)	Other (NEW Workers)	Minimum Wage (Local Currency)
95	0	Men	1	1	0	0	1184
		Women	0	0	0	0	Pay Period
On Site Audit Mode	Assessment Type	Follow-Up (Desk)		Mutual Recognition + Protocol	Yes	SMETA	Monthly

Score	Rating	GEO LOCATOR - FACTORY	Exchange Rate (USD)	1.1500
0	Green (0) Fully Compliant - No Further Action Required			
	Yellow (1-7) Corrective Action Required (Send Supporting Evidence)	Latitude	Access Denied? Full Accesss Denied	No
	Orange (8-27) Corrective Action Required and Follow-Up Assessment	38.61536652	Partial Access Denied	No
	Red (28+) Corrective Action and Follow-Up Assessment is Required	Longitude	Employee Access Denied	No
	Next Assessment: Re-Assessment: 1 to 3 years based on TCCC requirements	-0.592037427	Record Access Denied	No
			Facility Access Denied	No

Points Attributable to Employees of Facility	0
Points Attributable to Non-Employee Workers (NEWs)	0
Total Points	0

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FINDINGS

Finding Category	Code	Findings	Local Law (If Applicable)	Finding Detail and Corrective Action (Preface with "NEW" if finding is applicable to non-employee-workers only)	Points	Suggested Time Frame (Days)	Agreed Time Frame (Days)

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GOOD PRACTICES

CODE	(Checked items indicated the assessors saw evidence of good practices in place that are beyond compliance.)	Observed?
	Laws and Regulations	
A.4.1	Procedures are in place to ensure new or revised legal requirements are incorporated into business practices.	Yes
	Child Labor	
B.4.1	A remediation plan is in place for use in cases where children are found to be working on site.	Yes
	Forced Labor	
C.4.2	Facility has a policy prohibiting human trafficking and forced labor.	Yes
	Abuse of Labor/Workplace Security	
D.4.1	Policies and procedures are in place to safeguard worker privacy, including with regard to medical information.	Yes
D.4.2	Management has established and communicated disciplinary procedures and record all disciplinary actions.	Yes
D.4.3	Policies and procedures are in place to ensure security guards undergo criminal background checks, receive training on the use of force, and their duties are limited to protecting workers, the facility, and equipment.	No
D.4.4	Sensitivity training is provided to supervisors and security guards.	No
	Wages and Benefits	
F.4.1	Policies and procedures are in place to ensure permanent employees are hired in lieu of long-term contract labor.	Yes
F.4.2	Facility has policy to provide wages to workers that meet basic needs including food, clothing, housing, medical care, etc.	Yes
	Work Hours and Overtime	
G.4.1	Policies and procedures are in place to manage work hours. In countries with no or high limits ensure working hours are limited to 48 hours per week and 12 hours of overtime.	Yes
G.4.2	Irrespective of the law, workers are provided one day off in seven-day period.	Yes
	Health and Safety	
H.4.1	Policies and procedures are in place to safeguard worker safety and ensure legal compliance (e.g. management systems systematically assess health and safety risks, implement preventive measures, and investigate all accidents). A person /committee is designated to manage such programs.	Yes
H.4.2	Process in place for management to receive and action safety concerns of the workers.	Yes
	Environment	
I.4.1	A management system is in place to systematically assess environmental risks, implement preventive measures, and investigate all accidents. A person or committee is designated to manage such programs.	Yes

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I.4.2	Processor/mill evaluates social and environmental risks in supplying farms	No
I.4.3	Processor/mill has a sustainability program that covers farms	No
I.4.4	>50% of volume from farms for Processor/mill have SAGP recognized certifications?	No
	Work Environment	
J.4.1	Policies and procedures are in place for workers to file grievances without penalty or retaliation and a management representative is designated to address grievances.	Yes
J.4.2	Policies are in place to mitigate the impact of workforce reductions to the extent possible and communicate with employees in a timely manner.	Yes
J.4.3	Facility measures and tracks employee satisfaction/engagement.	Yes
	Discrimination	
K.4.1	Facility has a policy to ensure employment decisions are based solely on someone's ability to do the job, without regard for other personal characteristics.	Yes
K.4.2	Policies and procedures are in place to accommodate religious expression.	Yes
K.4.3	Facility has implemented gender-sensitive recruitment and retention practices and proactively recruits and appoints women to managerial and executive positions and/or the corporate board of directors.	Yes
	Business Integrity	
L.4.1	Facility has a code of business conduct and procedures in place to investigate and reconcile violations of the code and communicates the code to workers.	Yes
L.4.2	Facility has procedures to protect workers who alert management to violations of the code of business conduct.	Yes
L.4.3	Facility is aware of Coca-Cola Code of Business Conduct.	Yes
L.4.4	Facility has an Anti-Corruption policy prohibiting employees from giving something of value to a government employee/official in exchange for a business advantage and has communicated the policy to employees.	Yes
L.4.5	Facility management and employees are aware of TCCC Anti-Bribery Policy (for Coca-Cola Company sites only).	No
	Demonstration of Compliance	
M.4.1	Facility management is familiar with and shares The Coca-Cola Company's Supplier Guiding Principles or Human Rights Policy (as applicable) and Human Rights Statement with employees.	Yes
M.4.2	Facility requires subcontractors and labor contractors to comply with local law. (e.g. include labor standard clauses in contracts, monitor performance via workplace assessment, etc.).	Yes
M.4.3	Facility has due diligence process to monitor social compliance performance of suppliers, subcontractors and labor contractors/brokers through workplace assessment, etc.	Yes
	Land Rights	
N.4.1	Facility management uses external resources and/or experts for guidance on land acquisitions (e.g. IFC Performance Standards, TCCC Checklist, etc.).	No
N.4.2	Facility has adopted a written policy reflecting its commitment to respecting land rights of women and men	No
N.4.3	Facility demonstrates that alternatives to a specific land acquisition were considered to avoid or minimize adverse impacts.	No

A signature on this ASR signifies your agreement and understanding of the above findings and the Facility Action Plan.

Facility Representative Signature and Title	Date	Auditor Signature	Date