

**EFFAT**

EUROPEAN FEDERATION OF FOOD, AGRICULTURE AND TOURISM TRADE UNIONS

Brussels, 28 April 2014

To the kind attention of:

- **Mr James Quincey**
President, Europe Group TCCC
- **Mr Gabriel Meneses**
HR Director, TCCC
- **Mr Peter Buijze**
Senior Legal Council, TCCC
- **Mr Nikos Dimellas**
Group Labour Relations Director, CCHBC
- **Mr Damien DORE**
Labor Relations Director Coca-Cola Enterprises
- **Ms Pam Kimmet,**
HR Director, CCE, Inc
- **Mr Ed Potter**
Global Labour Relations Director, TCCC
- **Mr Victor Rufart**
Director General, CCIP
- **Mr Gabriel López Bravo**
Director Corporativo de Recursos Humanos, CCIP
- **Mr Ulrik Nehammer,**
Chief Executive Officer, CCE AG
- **Mr Frank Molthan**
Human Resources Director, CCE AG

Dear Sirs,

I am writing to you on behalf of all EFFAT affiliates with membership in Coca-Cola and the EFFAT Coca-Cola Coordination Group, consisting of national trade union officers, senior shop stewards and members of national and European works councils representing workers employed at The Coca-Cola Company, Coca-Cola Enterprises, Coca-Cola Hellenic Bottling Company, Coca-Cola Iberian Partners and Coca-Cola Erfrischungsgetränke AG.

I am addressing this letter to you with the intention of bringing the concerns and the requests of the entire European Coca-Cola workforce to your attention. Nowadays, European employees working across all the European bottlers feel extremely vulnerable and insecure. The industrial decisions that have been made and implemented in Europe over the past several years have in fact caused the loss of many jobs and a general deterioration of employment and working conditions, generating a deep feeling of precariousness and insecurity among Coca-Cola workers. In this critical situation many Coca-Cola employees have lost a large part of their trust in the Management and no longer feel part of this remarkable franchise system. Furthermore, they no longer recognise the management's attitude that is far from the more constructive cooperation they were used to several years ago; all this, while being asked to act as "Coca-Cola Ambassadors".

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In the wake of this feeling of strong frustration, Coca-Cola employees across European bottlers have decided to jointly express their concerns and to present their requests by means of a document entitled ***"European Manifesto for a socially sustainable Coca-Cola"*** (please see attached document). They have also decided to organise in several countries a common European information day that will take place on 5 May 2014 in order to discuss their current conditions and future as Coca-Cola employees among themselves.

It is therefore with extreme openness and trust that I express the willingness of EFFAT to schedule a meeting with you at your earliest convenience in order to discuss the abovementioned issues in person, agree on a common and shared approach in managing transformation and establish a constructive and permanent dialogue that could help in assuring the sustainable future of this notable franchise system.

I look forward to your favourable reply.
With kind regards.

Harald Wiedenhofer

EFFAT General Secretary