



# drink well do good

2019 GRI Index



The 2019 Keurig Dr Pepper Corporate Responsibility Report aligns with the GRI Standards framework set forth by the Global Reporting Initiative (GRI). The table below includes GRI Standard disclosures and outlines which ones we have addressed in the Report (or other corporate reporting where noted) and where they are located. All mentions of page numbers refer to our 2019 *Drink Well. Do Good.* corporate responsibility report unless specifically noted otherwise. The Report has been prepared in consultation with the GRI Standards: Core option.

Disclosure and Name	Response
<b>General Disclosures</b>	
<b>GRI 102: General Disclosures 2016</b>	
<b>102-1:</b> Name of the organization	Keurig Dr Pepper, Inc. ("KDP")
<b>102-2:</b> Activities, brands, products, and services	Overview, About KDP, page 4
<b>102-3:</b> Location of headquarters	Burlington, Massachusetts and Plano, Texas Keurig Dr Pepper will move its co-headquarters from Plano to Frisco, Texas in 2021.
<b>102-4:</b> Location of operations	About This Report, page 3
<b>102-5:</b> Ownership and legal form	Keurig Dr Pepper (NYSE: KDP) is a publicly traded North American beverage company formed by the 2018 merger of Keurig Green Mountain, Inc. and Dr Pepper Snapple Group, Inc. Keurig Dr Pepper is the seventh-largest company in the U.S. food and beverage sector and third-largest beverage company in North America with more than 125 owned, licensed and partner brands.
<b>102-6:</b> Markets served	North America
<b>102-7:</b> Scale of the organization	<a href="#">2019 Annual Report</a> , Company operations and scale, Part 1, pages 1-5; Financial Results, Part 1, Item 6, page 24
<b>102-8:</b> Information on employees and other workers	As of April 2019, KDP had nearly 26,000 employees. In the U.S., there are approximately 20,000 full-time employees; in Mexico, approximately 4,000 employees; and in Canada, approximately 1,500 employees.
<b>102-9:</b> Supply chain	<a href="#">2019 Annual Report</a> , Part 1, pages 1-6
<b>102-10:</b> Significant changes to the organization and its supply chain	KDP experienced no significant changes to its organization or supply chain in 2019.
<b>102-11:</b> Precautionary Principle or approach	KDP supports the precautionary principle to guide its actions and routinely evaluates a wide range of risks and takes precautionary steps where warranted.
<b>102-12:</b> External initiatives	Environment, page 7 Supply Chain, page 18 Health and Wellbeing, page 24 Communities, page 26 <a href="#">2019 Stakeholder Engagement</a> <a href="#">KDP Political Engagement Approach</a>

Disclosure and Name	Response
<p><b>102-13:</b> Membership of associations</p>	<p>American Beverage Association (ABA)  Asociacion Ambiental Sin Fines de Lucro (ECOCE) (Mexico)  Association of Corporate Counsel (ACC)  Association of Plastic Recyclers (APR)  BBB National Partner Program  Beverage Industry Environmental Roundtable (BIER)  Bioplastic Feedstock Alliance (BFA)  Business for Inclusive Growth (B4IG)  Canadian Beverage Association (CBA) (Canada)  Canadian Electrical Stewardship Association (CESA) (Canada)  Children’s Food and Beverage Advertising Initiative (CFBAI)  Circular Plastics Taskforce (CPT) (Canada)  Closed Loop Partners (CLP)  Coffee Association of Canada (CAC) (Canada)  Consumer Brands Association (CBA)  Ellen MacArthur Foundation (EMF)  Food &amp; Consumer Products of Canada (FCPC)  International Trademark Association (INTA)  Mexican Council of the Consumer Products Industry (Mexico)  Movement for a Healthy Life (MOVISA) (Mexico)  National Chamber of Transformation Industry (CANACINTRA) (Mexico)  National Coffee Association (NCA)  Northeast Recycling Council (NERC)  Packaging Association of Canada (PAC) (Canada)  Pathway to Circularity: Polypropylene Recycling Coalition  Plastic Recycling Corporation of CA (PRCC)  Plastics Division of the Canadian Industry Association of Chemistry (CIAC) (Canada)  Recycling Council of Ontario  Renewable Energy Buyers Alliance (REBA)  Responsible Business Alliance (RBA)  Specialty Coffee Association (SCA)  Sustainable Agriculture Initiative (SAI)  Sustainable Agriculture, Food, and Environment (SAFE) Platform  Sustainable Brands  Sustainable Coffee Challenge (SCC)  Sustainable Food Lab (SFL)  Sustainable Packaging Coalition (SPC)  The Mexican Center for Philanthropy (CEMEFI) (Mexico)  The National Association of Producers of Soft Drinks &amp; Carbonated Water (ANPRAC) (Mexico)  The National Coffee Association (NCA)  The Recycling Partnership (TRP)  United Way Global Corporate Leadership  World Coffee Research (WCR)  World Wildlife Foundation ReSource Plastic (WWF)</p> <p><i>Note: Where not specifically noted, the organizations listed are U.S. based.</i></p> <p><a href="#">KDP 2019 Beverage Industry Associations</a></p>
<p><b>102-14:</b> Statement from senior decision-maker</p>	<p>Executive Letter, page 2</p>
<p><b>102-15:</b> Key impacts, risk and opportunities</p>	<p><a href="#">2019 Annual Report</a>, Item 1A, page 9, “Risk Factors” (see page 17 for specific Climate Change risk)</p>

Disclosure and Name	Response
<p><b>102-16:</b> Values, principles, standards, and norms of behavior</p>	<p>Overview, About KDP, page 4  Our Workplace, page 30  Governance &amp; Compliance, page 36  <a href="#">Corporate Code of Conduct</a></p>
<p><b>102-17:</b> Mechanisms for advice and concerns about ethics</p>	<p>KDP's Speaking Up policy provides a way for employees to anonymously report a breach or potential breach of the Code of Conduct, laws or KDP policies, if they choose. Employees are provided with an address, telephone hotline and website to which they can report concerns.  <a href="#">Corporate Code of Conduct</a></p> <p><b>Supply Chain Mechanisms:</b>  <a href="#">KDP Conflict Minerals Policy</a>  <a href="#">KDP Modern Slavery Statement</a></p>
<p><b>102-18:</b> Governance structure</p>	<p>Governance &amp; Compliance, Corporate Governance, page 36  <a href="#">Principles of Corporate Governance</a></p>
<p><b>102-20:</b> Executive-level responsibility for economic, environmental, and social topics</p>	<p>Governance &amp; Compliance, Corporate Governance, page 36</p>
<p><b>102-22:</b> Composition of the highest governance body and its committees</p>	<p>Governance &amp; Compliance, Corporate Governance, page 36  <a href="#">Principles of Corporate Governance</a></p>
<p><b>102-23:</b> Chair of the highest governance body</p>	<p>Keurig Dr Pepper CEO, Robert Gamgort, is also the Chairman of the Board of Directors.</p>
<p><b>102-26:</b> Role of highest governance body in setting purpose, values, and strategy</p>	<p>Governance &amp; Compliance, Corporate Governance, page 36</p>
<p><b>102-29:</b> Identifying and managing economic, environmental, and social impacts</p>	
<p><b>102-32:</b> Highest governance body's role in sustainability reporting</p>	
<p><b>102-40:</b> List of stakeholder groups</p>	<p><a href="#">2019 Stakeholder Engagement Table</a></p>
<p><b>102-41:</b> Collective bargaining agreements</p>	<p>In the U.S., KDP has approximately 20,000 full-time employees and has collective bargaining agreements covering approximately 4,500 full-time employees. These agreements address working conditions as well as wage rates and benefits. In Mexico, there are approximately 4,000 KDP employees, of which approximately 3,000 are covered by collective bargaining agreements. In Canada, there are approximately 1,500 KDP employees, of which approximately 500 are covered by collective bargaining agreements.</p> <p><a href="#">2019 Annual Report</a>, Risk Factors, page 9</p>

Disclosure and Name	Response
<b>102-42:</b> Identifying and selecting stakeholders	<a href="#">2019 Stakeholder Engagement Table</a>
<b>102-43:</b> Approach to stakeholder engagement	<a href="#">2019 Stakeholder Engagement Table</a>
<b>102-44:</b> Key topics and concerns raised	Environment, page 7 Supply Chain, page 18 Health and Wellbeing, page 24 Communities, page 26 Our Workplace, page 30
<b>102-45:</b> Entities included in the consolidated financial statements	<a href="#">2019 Annual Report</a> , Financial Results, page 6, Part I, page 1
<b>102-46:</b> Defining report content and topic Boundaries	About This Report, page 3
<b>102-47:</b> List of material topics	KDP's materiality assessment informed its determination of the content to include in the 2019 Corporate Responsibility Report and GRI Index. The content has been organized into sections on environment, supply chain, health and wellbeing, communities, workplace and corporate governance.
<b>102-48:</b> Restatements of information	About This Report, page 3
<b>102-49:</b> Changes in reporting	
<b>102-50:</b> Reporting period	
<b>102-51:</b> Date of most recent report	August 2020 for the 2019 calendar year
<b>102-52:</b> Reporting cycle	KDP began corporate responsibility reporting in 2019 for the 2018 calendar year and continues on an annual basis.
<b>102-53:</b> Contact point for questions regarding the report	KDP welcomes questions about, and feedback on, its corporate responsibility work and invites anyone to contact us at <a href="mailto:sustainability@kdrp.com">sustainability@kdrp.com</a> .
<b>102-54:</b> Claims of reporting in accordance with the GRI Standards	About This Report, page 3; GRI Index
<b>102-55:</b> GRI content index	GRI Index
<b>102-56:</b> External assurance	Select energy, emissions, and water data was independently assured by ERM Certification and Verification Services (ERM CVS), see <a href="#">full assurance statement</a> .

Disclosure and Name	Response
<b>Material Disclosures</b>	
<b>GRI 200: Economic Performance</b>	
<b>GR-103: Management Approach 2016</b>	
<b>103-1:</b> Explanation of the material topic and its Boundary	
<b>103-2:</b> The management approach and its components	<a href="#">2019 Annual Report</a> <a href="#">Monitoring and Evaluation Guide for Social Impact Projects</a>
<b>103-3:</b> Evaluation of the management approach	
<b>201: Economic Performance 2016</b>	
<b>201-1:</b> Direct economic value generated and distributed	<a href="#">2019 Annual Report</a> , Financial Results
<b>201-2:</b> Financial implications and other risks and opportunities due to climate change	<a href="#">2019 Annual Report</a> , Item 6, page 17 <a href="#">CDP Climate</a>
<b>203: Indirect Economic Impacts 2016</b>	
<b>203-1:</b> Infrastructure investments and services supported	<p> <a href="#">Environment, Packaging</a>, page 8  <a href="#">Supply Chain, Coffee</a>, page 20  <a href="#">Communities, Community Relations</a>, page 29  <a href="#">Ethics &amp; Compliance: Coffee Supply Chain Sustainability Initiatives</a>  <a href="#">Monitoring and Evaluation Guide for Social Impact Projects</a> </p> <p>           Through our multi-dimensional partnership with Keep America Beautiful (KAB), KDP has invested in educating and encouraging people to recycle. Since 2011, we've partnered with KAB to place more than 5,200 recycling bins in public spaces, such as parks, athletic fields, beaches and walking trails across 44 states. Together, we've helped collect 1.8 million pounds of recyclables and prevented nearly 3,000 metric tonnes of carbon dioxide equivalent (MtCO<sub>2</sub> e) emissions.         </p> <p>           KDP was an initial investor in the \$100 million Closed Loop Fund, which provides zero or low-interest loans to public and private entities to expand and enhance recycling infrastructure and sustainable manufacturing technologies. We have committed \$10 million over 10 years to advance the circular economy, and our investment to date has supported such progress as over 1M tons of materials kept in circulation and 3M tons of greenhouse gas emissions avoided.         </p> <p>           Since 2016, we have invested more than \$1 million in The Recycling Partnership (TRP), which leverages seed grants and partnerships to raise money to improve and increase recycling in communities across the U.S. With our support, TRP placed more than 712,000 recycling carts in over 1508 local communities as of the end of 2019, leading to the collection of approximately 233 million pounds of recyclables and 251,000 metric tons of CO<sub>2</sub> avoided.         </p>

Disclosure and Name	Response
<b>203-2:</b> Significant indirect economic impacts	<a href="#">Coffee Supply Chain Sustainability Investments Communities, Corporate Philanthropy, page 27</a>
<b>205: Anti-Corruption 2016</b>	
<b>205-2:</b> Communication and training about anti-corruption policies and procedures	<a href="#">KDP Ethics and Compliance policies</a>
<b>206: Anti-Competitive Behavior 2016</b>	
<b>206-1:</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">KDP Ethics and Compliance policies 2019 Annual Report, Legal Matters, page 98</a>
<b>GRI 300: Environmental</b>	
<b>GRI 103: Management Approach 2016</b>	
<b>103-1:</b> Explanation of the material topic and its Boundary	Environment, page 7
<b>103-2:</b> The management approach and its components	<a href="#">KDP Environmental Policy</a> <a href="#">KDP Water Policy</a> <a href="#">KDP Climate Policy</a>
<b>103-3:</b> Evaluation of the management approach	
<b>301: Materials 2016</b>	
<b>301-1:</b> Materials used by weight or volume	The principal raw materials used in KDP's cold business include aluminum cans and ends, glass bottles, polyethylene terephthalate ("PET") bottles and caps, paperboard packaging, sweeteners, juice, fruit and water. Principal raw materials in KDP's hot business include coffee beans and K-Cup® pod raw materials (including cups, filter paper and lids) used in the manufacturing of K-Cup® pods. KDP purchases, roasts and sells high-quality whole bean Arabica coffee and related coffee products.  Environment, Packaging, page 8 Data Appendix, Packaging, page 39
<b>301-2:</b> Recycled input materials used	Environment, Packaging, 10 Data Appendix, Packaging, page 39
<b>302: Energy 2016</b>	
<b>302-1:</b> Energy consumption within the organization	Environment, Climate, page 16
<b>302-2:</b> Energy consumption outside of the organization	Data Appendix, Greenhouse Gas Emissions & Energy, page 39

Disclosure and Name	Response
<b>303: Water and Effluents 2018</b>	
<b>303-1:</b> Water withdrawal by source	Environment, Water, page 14 Data Appendix, Water, page 38
<b>303-2:</b> Water sources significantly affected by withdrawal of water	Environment, Water, page 14
<b>303-3:</b> Habitats protected or restored	<p>Environment, Water, page 14</p> <p>We partner to positively impact water quality and availability in several ways. We work with The Nature Conservancy and other partners to identify and understand the watersheds in the areas where we operate, collaborating to invest in targeted solutions. Since 2011, we have committed \$4.7 million to The Nature Conservancy's local chapters in Vermont, Washington, Texas and California, where we have production facilities.</p> <p>In Houston, Texas, our investments contributed to a native prairie restoration project to protect freshwater ecosystems and preserve coastal habitats. Restoring native grasses decreased runoff and enabled the land to absorb and disperse water from storm surges and floods, providing a cost-effective way to protect coastal communities from the impacts of storms and hurricanes.</p>
<b>305: Emissions 2016</b>	
<b>305-1:</b> Direct (Scope 1) GHG emissions	Environment, Climate, page 16 Data Appendix, Greenhouse Gas Emissions & Energy, page 39
<b>305-2:</b> Energy indirect (Scope 2) GHG emissions	Environment, Climate, page 16 Data Appendix, Greenhouse Gas Emissions & Energy, page 39
<b>305-3:</b> Other indirect (Scope 3) GHG emissions	
<b>306: Waste 2020</b>	
<b>306-2:</b> Waste by type and disposal method	<p>Environment, Waste, page 12 Data Appendix, Waste, page 38</p> <p>In 2019, KDP measured its solid waste according to disposal method – that is, whether it was recycled, reused or sent to the landfill. This data was tracked across both hot and cold beverage production.</p>
<b>307: Environmental Compliance 2016</b>	
<b>307-1:</b> Non-compliance with environmental laws and regulations	<p>In the normal course of business, KDP is subject to a variety of federal, state and local environmental, health and safety laws and regulations. KDP maintains environmental, health and safety policies and a quality, environmental, health and safety program designed to ensure compliance with applicable laws and regulations. The cost of such compliance measures does not have a material financial impact on KDP operations.</p>

Disclosure and Name	Response
<b>308: Supplier Environmental Assessment 2016</b>	
<b>308-1:</b> New suppliers that were screened using environmental criteria	Keurig suppliers are held to specific standards, which have been outlined in the <a href="#">Keurig Dr Pepper Supplier Code of Conduct</a> . We require our most important coffee, appliance, packaging and ingredient suppliers to certify each year that they understand and agree to adhere to the KDP Supplier Code of Conduct.
<b>GRI 400: Social</b>	
<b>GRI 103: Management Approach 2016</b>	
<b>103-1:</b> Explanation of the material topic and its Boundary	Our Workplace, Diversity & Inclusion, page 32; Employee Health & Safety, page 35
<b>103-2:</b> The management approach and its components	<a href="#">KDP Corporate Code of Conduct</a> <a href="#">KDP Monitoring and Evaluation Guide for Social Impact Projects</a>
<b>103-3:</b> Evaluation of the management approach	
<b>401: Employment</b>	
<b>401-2:</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	Non-union employees, who are scheduled to normally work 30 or more hours per week, are eligible for medical, dental and vision benefits, in addition to the wellness, charitable giving/volunteering and employee assistance programs. Union employee benefits are governed by their collective bargaining agreements (CBAs) and must therefore refer to their CBA to determine benefit eligibility. <a href="#">2019 Annual Report</a> , Employee Benefit Plans, page 81
<b>403: Occupational Health and Safety 2016</b>	
<b>403-1:</b> Occupational health and safety management system	Our Workplace, Employee Health & Safety, page 35 Data Appendix, Safety Record, page 38
<b>404: Training and Education 2016</b>	
<b>404-3:</b> Percentage of employees receiving regular performance and career development reviews	KDP has been building a process that includes all team members in goal setting and all non-union team members in performance reviews. KDP believes everyone should see how their work connects to the corporate priorities and have the opportunity for feedback and development.

Disclosure and Name	Response
<b>405: Diversity and Equal Opportunity 2016</b>	
<p><b>405-1:</b> Diversity of governance bodies and employees</p>	<p>Supply Chain, Partnerships, page 23 Our Workplace, Culture, page 31 Data Appendix, 2019 Employee Diversity, page 38</p> <p>Just as each of KDP's beverages brings its own flavor to their product portfolio, each KDP employee brings their own of experiences, perspectives and backgrounds to the business. When action is taken at KDP, it is done without regard to sex, race, color, national origin, ancestry, religion, creed, age, marital status, gender, gender identity or expression, disability, medical condition, covered veteran or military status, sexual orientation, genetic information or any other status protected under federal, state or local law. Accordingly, unwelcome conduct based on any of these protected characteristics is forbidden.</p> <p>KDP is committed to diversity and equal opportunity and prohibits discrimination as well as unwelcome and discriminatory behavior. This includes conduct that creates an intimidating, offensive or hostile environment. This conduct can take many forms, including physical actions, spoken or written comments, and multimedia. Regardless of the form it takes, harassment negatively impacts individual work performance and the KDP workplace as a whole and will not be tolerated.</p> <p>KDP has a Respectful Workplace &amp; Non-Harassment Policy that formally outlines this commitment to employees.</p>
<b>408: Child Labor 2016</b>	
<p><b>408-1:</b> Operations and suppliers at significant risk for incidents of child labor</p>	<p><a href="#">KDP Conflict Minerals Report</a> <a href="#">KDP Modern Slavery Disclosure</a> <a href="#">KDP Supplier Code of Conduct</a></p> <p>KDP's Supplier Code of Conduct outlines expectations for the Company's suppliers regarding child labor in their supply chain. All Direct or Tier 1 Suppliers are asked annually to commit to following the KDP Supplier Code of Conduct. The company enforces the Code through supplier audits and through purchases of certified/verified products. KDP uses a risk assessment process to prioritize audits and other supply chain engagements.</p>
<b>409: Forced or Compulsory Labor 2016</b>	
<p><b>409-1:</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor</p>	<p><a href="#">KDP Conflict Minerals Report</a> <a href="#">KDP Modern Slavery Disclosure</a> <a href="#">KDP Supplier Code of Conduct</a></p> <p>KDP's Supplier Code of Conduct outlines expectations for the Company's suppliers regarding forced labor in their supply chain. All Direct or Tier 1 Suppliers are asked annually to commit to following the KDP Supplier Code of Conduct. The company enforces the Code through supplier audits and through purchases of certified/verified products. KDP uses a risk assessment process to prioritize audits and other supply chain engagements.</p>

Disclosure and Name	Response
<b>411: Rights of Indigenous Peoples 2016</b>	
<b>411-1:</b> Incidents of violations involving rights of indigenous peoples	There were no reported incidents of violation involving rights of indigenous peoples in 2019.
<b>412: Human Rights Assessment 2016</b>	
<b>412-1:</b> Operations that have been subject to human rights reviews or impact assessments	KDP suppliers are held to specific standards, which have been outlined in the KDP Supplier Code of Conduct. All Direct or Tier 1 Suppliers are asked annually to commit to following the KDP Supplier Code of Conduct. Supply Chain, page 18
<b>413: Local Communities 2016</b>	
<b>413-1:</b> Operations with local community engagement, impact assessments, and development programs	Environment, Water, page 14 Supply Chain, Coffee, page 20 Communities, Community Relations, page 29
<b>414: Supplier Social Assessment 2016</b>	
<b>414-1:</b> New suppliers that were screened using social criteria	<u>KDP Supplier Code of Conduct.</u> In 2019 we adopted and implemented a new Supplier Code of Conduct covering our most important coffee, appliance, packaging and ingredient suppliers. We rolled out training for all of our procurement employees on the new code. We also hosted our sixth-annual Supplier Collaboration Summit with over 70 of our most valued and strategic suppliers. Additionally, we trained targeted appliance suppliers on our responsible sourcing standards and expectations.
<b>415: Public Policy 2016</b>	
<b>415-1:</b> Political contributions	Company and political action committee (PAC) contributions and matters of public policy are managed by our government affairs team. In certain states, KDP may make political contributions within specific limits and reporting requirements, such as through a state beverage association. However, the Company does not make direct contributions or gifts of any kind, whether money, property, goods or services, to any political candidate, campaign committee or other organization in connection with any federal election. KDP also maintains a PAC to provide our employees a means to engage in the political process. The KDP PAC is funded through voluntary contributions by company employees which are maintained in a separate, segregated fund.  <u>KDP Political Engagement Approach</u> <u>KDP Political Contributions Policy</u>
<b>416: Customer Health and Safety 2016</b>	
<b>416-1:</b> Assessment of the health and safety impacts of product and service categories	Health and Wellbeing, page 25

Disclosure and Name	Response
<b>417: Marketing and Labeling 2016</b>	
<b>417-1:</b> Requirements for product and service information and labeling	<p>Health and Wellbeing, page 25</p> <p>KDP follows all regulatory labelling requirements. In addition, consumers can find information on all of our cold beverages such as nutritional facts and ingredients (with descriptions) on <a href="https://www.kdpproductfacts.com/">https://www.kdpproductfacts.com/</a>.</p>
<b>418: Customer Privacy 2016</b>	
<b>418-1:</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>In 2019, KDP received no substantiated complaints regarding breaches of customer privacy and identified no losses of customer data.</p>
<b>419: Socioeconomic Compliance 2016</b>	
<b>419-1:</b> Non-compliance with laws and regulations in the social and economic area	<p>In 2019, KDP had no issues of non-compliance with social or economic laws or regulations.</p> <p>KDP is subject to a variety of federal, state and local laws and regulations in the countries in which we do business. Certain cities and municipalities within the U.S. have also passed various taxes on the distribution of sugar-sweetened and diet beverages, which are at different stages of enactment. In Canada and Mexico, the manufacturing, distribution, marketing and sale of many of KDP's products are also subject to similar statutes and regulations.</p>