



drink well, do good

GRI Index 2018



The 2018 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 disclosures we have addressed in the Report (or other corporate reporting) and where they are located. The Report has been prepared in consultation with the GRI Standards: Core option.

Disclosure and Name	Response	
General Disclosures		
GRI 102: General Disclosures 2016		
102-1	Name of the organization	Keurig Dr Pepper, Inc. ("KDP")
102-2	Activities, brands, products, and services	Keurig Dr Pepper: Our Unique Approach, page 3
102-3	Location of headquarters	Burlington, Massachusetts and Plano, Texas Keurig Dr Pepper will move its co-headquarters from Plano to Frisco, Texas in 2021.
102-4	Location of operations	About This Report, page 1
102-5	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.
102-6	Markets served	About This Report, page 1
102-7	Scale of the organization	2018 Annual Report , Financial Results; Part I, pages 1, 7 and 20; Part II, page 29
102-8	Information on employees and other workers	As of December 31, 2018, KDP had over 25,000 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.
102-9	Supply chain	A Message from Our Chairman and CEO, page 2; Supply Chain: Good from the Start, page 17
102-10	Significant changes to the organization and its supply chain	About This Report, page 1; Supply Chain: Good from the Start, page 17
102-11	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.
102-12	External initiatives	Supply Chain: Good from the Start, Coffee, Engaging Farmers, page 18; Coffee, Partnering for Meaningful Change, page 19; Appliances, A Partner in Responsible Appliance Sourcing, page 20 The Environment: Refreshingly Responsible, Packaging, Partners are Part of the Solution, page 8; Water Stewardship, Partnering for Balance, page 12 Communities: Responsible Citizens, Good Neighbors, page 23

Disclosure and Name	Response
102-13 Membership of associations	<p>Supply Chain: Good from the Start, Coffee, Partnering for Meaningful Change, page 19; Appliances, A Partner in Responsible Appliance Sourcing, page 20</p> <p>The Environment: Refreshingly Responsible, Packaging, Partners are Part of the Solution, page 8; Energy and Emissions, page 14</p> <p>Health and Wellbeing: Better Choices, Better Lives, Helping People Consume Less Sugar, page 22</p> <p>2018 Stakeholder Engagement Table (separate document)</p>
102-14 Statement from senior decision-maker	A Message from Our Chairman and CEO, page 2; A Message from our Chief Sustainability Officer, page 5
102-16 Values, principles, standards, and norms of behavior	Keurig Dr Pepper: Our Unique Approach, page 3; Ethics and Compliance, page 4; Supply Chain: Good from the Start, page 17
102-17 Mechanisms for advice and concerns about ethics	KDP's Speaking Up policy provides a way for employees to anonymously report a breach or potential breach of the Corporate Code of Conduct, laws or KDP policies anonymously, if they choose, and without concern for retaliation. Employees are provided with an address, telephone hotline and website to which they can report concerns.
102-18 Governance structure	Corporate Governance, page 4 <u>Principles of Corporate Governance</u>
102-20 Executive-level responsibility for economic, environmental, and social topics	Corporate Governance, page 4
102-22 Composition of the highest governance body and its committees	Corporate Governance, page 4 <u>Principles of Corporate Governance</u>
102-23 Chair of the highest governance body	Keurig Dr Pepper CEO Robert Gamgort is also the Chairman of the Board of Directors.
102-26 Role of highest governance body in setting purpose, values, and strategy	Corporate Governance, page 4
102-29 Identifying and managing economic, environmental, and social impacts	<p>Corporate Governance, page 4</p> <p>After the merger of Keurig Green Mountain, Inc. and Dr Pepper Snapple Group, Inc., both companies' recent materiality assessments were consolidated to map the environmental, social and governance impacts of Keurig Dr Pepper. That assessment shaped the content of the 2018 Corporate Responsibility Report and informed the content of this GRI Index.</p>
102-32 Highest governance body's role in sustainability reporting	Corporate Governance, page 4
102-40 List of stakeholder groups	2018 Stakeholder Engagement Table (separate document)
102-41 Collective bargaining agreements	<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><u>2018 Annual Report</u>, Risk Factors, page 14</p>

Disclosure and Name		Response
102-42	Identifying and selecting stakeholders	Keurig Dr Pepper: Our Unique Approach, Stakeholder Engagement, page 3
102-43	Approach to stakeholder engagement	Keurig Dr Pepper: Our Unique Approach, Stakeholder Engagement, page 3
102-44	Key topics and concerns raised	Throughout report, as well as in About This Report, page 1
102-45	Entities included in the consolidated financial statements	2018 Annual Report , Financial Results; page 2; Part I, page 1
102-46	Defining report content and topic Boundaries	About This Report, page 1
102-47	List of material topics	KDP's combined materiality assessment informed its determination of the content to include in the 2018 Corporate Responsibility Report and GRI Index. The content has been organized into sections on corporate governance, environment, supply chain, health and wellbeing and communities.
102-48	Restatements of information	About This Report, page 1
102-49	Changes in reporting	About This Report, page 1
102-50	Reporting period	About This Report, page 1
102-51	Date of most recent report	About This Report, page 1
102-52	Reporting cycle	KDP's 2018 Corporate Responsibility Report is the first report as a merged company and reporting will continue on an annual basis going forward.
102-53	Contact point for questions regarding the report	KDP welcomes questions about and feedback on their corporate responsibility work and invites anyone to contact them at sustainability@kdrp.com .
102-54	Claims of reporting in accordance with the GRI Standards	About This Report, page 1; GRI Index
102-55	GRI content index	GRI Index
102-56	External assurance	No external assurances were provided on this report.

Material Disclosures

GRI 103: Management Approach 2016

103-1	Explanation of the material topic and its Boundary	Supply Chain: Good from the Start, Coffee, Tangible Impact, page 18 The Environment: Refreshingly Responsible, Packaging, Partners are Part of the Solution, page 8
103-2	The management approach and its components	Health and Wellbeing: Better Choices, Better Lives, Underserved Kids Get New Opportunities to Play, page 22
103-3	Evaluation of the management approach	Communities: Responsible Citizens, Good Neighbors, page 23

201: Economic Performance 2016

201-1	Direct economic value generated and distributed	<u>2018 Annual Report</u> , Financial Results
201-2	Financial implications and other risks and opportunities due to climate change	<p>Weather, natural disasters, climate change legislation and the availability of water could affect KDP business.</p> <p>Unseasonable or unusual weather, natural disasters or long-term climate changes may negatively impact the price or availability of raw materials, energy and fuel, KDP's ability to produce and demand for KDP products. Unusually cool weather during the summer months or unusually warm weather during the winter months may result in reduced demand for KDP products and have a negative effect on business and financial performance.</p> <p>There is growing political and scientific sentiment that increased concentrations of carbon dioxide and other greenhouse gases in the atmosphere are influencing global weather patterns ("global warming"). KDP is concerned about climate change, not just regarding the ways it could impact business.</p> <p>The supply and price of coffee KDP purchases can be affected by multiple factors in the producing countries, including weather, natural disasters, and crop disease (such as coffee rust). KDP is also faced with the impact of decreased or shifting agricultural productivity in certain regions of the world as a result of changing weather patterns which may limit availability or increase the cost of key agricultural commodities, such as coffee and tea, which are important sources of ingredients for KDP products.</p>

203: Indirect Economic Impacts 2016

203-1	Infrastructure investments and services supported	Supply Chain: Good from the Start, Coffee, Tangible Impact, page 18 The Environment: Refreshingly Responsible, Packaging, Partners are Part of the Solution, page 8 Health and Wellbeing: Better Choices, Better Lives, Underserved Kids Get New Opportunities to Play, page 22 Communities: Responsible Citizens, Good Neighbors, page 23
203-2	Significant indirect economic impacts	Supply Chain: Good from the Start, page 17 Communities: Responsible Citizens, Good Neighbors, page 23

205: Anti-Corruption 2016

205-2	Communication and training about anti-corruption policies and procedures	Keurig Dr Pepper: Our Unique Approach, Ethics and Compliance, page 4
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Disclosure and Name	Response
206: Anti-Competitive Behavior 2016	
206-1	<p>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</p> <p>Keurig Dr Pepper: Our Unique Approach, Ethics and Compliance, page 4 KDP had no actions to report in 2018.</p>
GRI 103: Management Approach 2016	
103-1	<p>Explanation of the material topic and its Boundary</p> <p>The Environment: Refreshingly Responsible, page 7</p>
103-2	<p>The management approach and its components</p>
103-3	<p>Evaluation of the management approach</p>
301: Materials 2016	
301-1	<p>Materials used by weight or volume</p> <p>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 other ingredients) used in the manufacturing of K-Cup® pods. KDP purchases, roasts and sells high-quality whole bean Arabica coffee and related coffee products.</p> <p>2018 Annual Report, Risk Factors, page 12</p>
301-2	<p>Recycled input materials used</p> <p>The Environment: Refreshingly Responsible, Packaging, Our Sustainable Packaging Priorities, page 8</p> <p>KDP uses post-consumer recycled materials in the manufacturing of single-serve brewing systems.</p> <p>For carbonated soft drinks and non-carbonated beverages, the vast majority of KDP's beverage containers are 100% recyclable. For Coffee Systems products, KDP completed the conversion to recyclable K-Cup® pods in Canada at the end of 2018, targeting to have 100% of manufactured K-Cup® pods, in North America, recyclable by the end of 2020.</p> <p>KDP is looking beyond its own products and operations to address the issue of post-consumer recycling. They continue to work with industry, government and community partners on goals and efforts to increase recycling rates and improve recycling behaviors. They maintain active involvement, partnerships and investments in efforts to improve consumer recycling, including focused efforts with Keep America Beautiful, the Closed Loop Fund and The Recycling Partnership. They are also a Recycling Demand Champion via the Association of Plastic Recyclers, committed to increasing the amount of post-consumer recycled content in products that they purchase.</p> <p>2018 Annual Report, Part I, page 8</p>
302: Energy 2016	
302-1	<p>Energy consumption within the organization</p> <p>The Environment: Refreshingly Responsible, Energy and Emissions, page 14</p>
302-2	<p>Energy consumption outside of the organization</p> <p>The Environment: Refreshingly Responsible, Energy and Emissions, page 14</p>

Disclosure and Name	Response												
303: Water and Effluents 2018													
303-1 Water withdrawal by source	The Environment: Refreshingly Responsible, Water Stewardship, page 11												
303-2 Water sources significantly affected by withdrawal of water	The Environment: Refreshingly Responsible, Water Stewardship, page 11												
304-3 Habitats protected or restored	The Environment: Refreshingly, Responsible, Water Stewardship, Partnering for Balance, page 12												
305: Emissions 2016													
305-1 Direct (Scope 1) GHG emissions	The Environment: Refreshingly Responsible, Energy and Emissions, Our GHG Footprint, page 14												
305-2 Energy indirect (Scope 2) GHG emissions	The Environment: Refreshingly Responsible, Energy and Emissions, Our GHG Footprint, page 14												
305-3 Other indirect (Scope 3) GHG emissions	The Environment: Refreshingly Responsible, Energy and Emissions, Our GHG Footprint, page 14												
306-2 Waste by type and disposal method	<p>The Environment: Refreshingly Responsible, Packaging, page 7</p> <p>In 2018, 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> <table border="1"> <thead> <tr> <th>Combined solid waste</th> <th>Short tons of waste</th> <th>Percentage of waste diverted from landfill</th> </tr> </thead> <tbody> <tr> <td>Recycled/Reused</td> <td>62,567.62</td> <td>86%</td> </tr> <tr> <td>Landfill</td> <td>9,980.06</td> <td></td> </tr> <tr> <td>Total</td> <td>72,547.68</td> <td></td> </tr> </tbody> </table>	Combined solid waste	Short tons of waste	Percentage of waste diverted from landfill	Recycled/Reused	62,567.62	86%	Landfill	9,980.06		Total	72,547.68	
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Recycled/Reused	62,567.62	86%											
Landfill	9,980.06												
Total	72,547.68												
307: Environmental Compliance 2016													
307-1 Non-compliance with environmental laws and regulations	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.												
308: Supplier Environmental Assessment 2016													
308-1 New suppliers that were screened using environmental criteria	Keurig suppliers are held to specific standards, which have been outlined in the Keurig Dr Pepper Supplier Code of Conduct.												
GRI 103: Management Approach 2016													
103-1 Explanation of the material topic and its Boundary	Health and Wellbeing: Better Choices, Better Lives, page 21 Communities: Responsible Citizens, Good Neighbors, page 23												
103-2 The management approach and its components													
103-3 Evaluation of the management approach													

Disclosure and Name	Response
401: Employment 2016	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>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.</p> <p>Union employee benefits are governed by their collective bargaining agreements (CBAs) and must therefore refer to their CBA to determine benefit eligibility.</p> <p>2018 Annual Report, Employee Benefit Plans, page 93</p>
403: Occupational Health and Safety 2016	
403-1 Occupational health and safety management system	Communities: Responsible Citizens, Good Neighbors, Employee Engagement, Employee Health and Safety, page 27
404: Training and Education 2016	
404-3 Percentage of employees receiving regular performance and career development reviews	<p>As a newly merged company, 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.</p>
405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	<p>Communities: Responsible Citizens, Good Neighbors, Employee Engagement, The Value of Diversity and Inclusion, page 26</p> <p>Just as each of KDP's beverages brings its own flavor to their product portfolio, each KDP employee brings their own unique set 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 & Non-Harassment Policy that formally outlines this commitment to employees.</p>
408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	<p>KDP's Supplier Code of Conduct outlines expectations for the company's suppliers with regard to 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. More information is available on the Ethics and Compliance page of the KDP company website.</p>

Disclosure and Name	Response
409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	KDP's Supplier Code of Conduct outlines expectations for the company's suppliers with regard to 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. More information is available on the Ethics and Compliance page of the KDP company website.
411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of indigenous peoples	There were no reported incidents of violation involving rights of indigenous peoples in 2018.
412: Human Rights Assessment 2016	
412-1 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.
413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Communities: Responsible Citizens, Good Neighbors, Community Relations, page 24
414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	KDP suppliers are held to specific standards, which have been outlined in the KDP Supplier Code of Conduct.
415: Public Policy 2016	
415-1 Political contributions	Company and political action committee (PAC) contributions and matters of public policy are managed by the KDP 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.
416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	Health and Wellbeing: Better Choices, Better Lives, page 21

Disclosure and Name	Response
417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	Health and Wellbeing: Better Choices, Better Lives, page 21 Product facts about KDP beverage products are available publicly at www.dpsgproductfacts.com .
418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2018, KDP received no substantiated complaints regarding breaches of customer privacy and identified no losses of customer data.
419: Socioeconomic Compliance 2016	
419-1 Non-compliance with laws and regulations in the social and economic area	In 2018, KDP had no issues of non-compliance with social or economic laws or regulations. KDP is subject to a variety of federal, state and local laws and regulations in the countries in which they 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. Additionally, the government of Mexico enacted broad based tax reform in 2016, including a tax on every liter of certain sugar-sweetened beverages KDP manufactures.