

OBAVEŠTENJE O PRIVATNOSTI KANDIDATA ZA POSAO KOMPANIJE COCA-COLA

Vaša privatnost je važna kompaniji Coca-Cola, njenim filijalama i zavisnim društvima (zajedno, **Coca-Cola** ili **mi**). Coca-Cola je posvećena odgovornom postupanju sa podacima o ličnosti i u skladu sa važećim zakonima, u svakoj zemlji u kojoj koristimo vaše podatke o ličnosti. Ovo Obaveštenje o privatnosti (**Obaveštenje o privatnosti**) kompanije Coca Cola objašnjava vrste podataka o ličnosti koje Coca-Cola prikuplja o vama kada istražujete mogućnosti zaposlenja kod nas ili se prijavljujete za zaposlenje kod nas, kako Coca-Cola koristi ove podatke o ličnosti i vaša prava na te podatke.

Pri rukovanju podacima o ličnosti kompanija Coca-Cola se rukovodi ovim principima:

- ❖ Transparentnošću
- ❖ Poštovanjem
- ❖ Zakonodavstvom
- ❖ Pravednošću
- ❖ Odgovornošću
- ❖ Tačnosti
- ❖ Ograničenosti u pogledu vremena i namene
- ❖ Integritetom i poverljivošću

Kada se pozivamo na **podatke o ličnosti** u ovom Obaveštenju o privatnosti, mislimo na podatke koji identifikuju ili se mogu koristiti za identifikaciju pojedinca. To znači da podaci o ličnosti obuhvataju direktne identifikatore (kao što je ime) i indirektne identifikatore (kao što je ID uređaja). Ova definicija može da se izmeni/dopuni bilo kojim važećim lokalnim zakonima o privatnosti podataka.

Kada govorimo o **vama**, mislimo na eksterne kandidate za mogućnosti zaposlenja u kompaniji Coca-Cola koji nisu zaposleni u kompaniji Coca-Cola. Da bi se izbegla svaka sumnja, ovo Obaveštenje o privatnosti se ne odnosi na zaposlene u kompaniji Coca-Cola koji traže radna mesta unutar kompanije. Na takve kandidate za posao umesto toga primenjuje se Obaveštenju o privatnosti zaposlenih u kompaniji Coca-Cola.

Coca-Cola je velika organizacija koju čine različiti entiteti širom sveta. Entitet kompanije Coca-Cola koji je odgovoran za vaše podatke o ličnosti obuhvaćene ovim Obaveštenjem o privatnosti – ponekad poznat kao **rukovalac obrade podataka** ili **rukovalac** – zavisi od toga gde živite i mogućnostima zaposlenja koje vas zanimaju. [Rukovalac za svaku zemlju je naveden u Dodatku 1.]

Obrada podataka o ličnosti od strane kompanije Coca-Cola uvek podleže zahtevima važećeg zakona, našim pisanim smernicama i procedurama i, gde je to primenljivo, svim zahtevima za konsultacije sa predstavnicima radnika. Ako je ovo Obaveštenje o privatnosti u suprotnosti sa lokalnim zakonom u vašoj jurisdikciji, lokalni zakon se primenjuje. Za više informacija o zakonskim pravima i zahtevima u određenim jurisdikcijama, pogledajte Odeljak 8.

Ništa u ovom Obaveštenju o privatnosti ne treba tumačiti tako da ometa sposobnost kompanije Coca-Cola da obrađuje podatke o ličnosti u svrhu poštovanja njenih zakonskih obaveza ili radi istrage navodnog kršenja pravila kompanije Coca-Cola ili zakona. Ovo Obaveštenje o privatnosti nije namenjeno da stvori bilo kakvo izričito ili implicitno obećanje ili ugovor za zaposlenje ili za bilo kakvu korist ili tretman u određenim situacijama.

DATUM DEJSTVA: 2023

Ovo Obaveštenje o privatnosti se sastoji od sledećih odeljaka:

1. NA ŠTA SE ODNOSI OVO OBAVEŠTENJE O PRIVATNOSTI?
2. KOJE VRSTE PODATAKA O LIČNOSTI PRIKUPLJA COCA-COLA, ZAŠTO IH PRIKUPLJAMO I NA KOJE PRAVNE OSNOVE SE POZIVAMO?
3. DA LI COCA-COLA KORISTI AUTOMATIZOVANU OBRADU?
4. KAKO COCA-COLA DELI PODATKE O LIČNOSTI?
5. KAKO COCA-COLA ŠTITI PODATKE O LIČNOSTI?
6. KOLIKO DUGO COCA-COLA ZADRŽAVA PODATKE O LIČNOSTI?
7. DA LI COCA-COLA PRENOSI PODATKE O LIČNOSTI U DRUGE ZEMLJE?
8. DA LI SE POSEBNI ZAHTEVI ZA PRIVATNOST PRIMENJUJU U ZAVISNOSTI OD MESTA LIČNOG PREBIVALIŠTA (kao što su prava lica na koja se podaci odnose)?
9. DA LI ĆE SE OVO OBAVEŠTENJE O PRIVATNOSTI PROMENITI?
10. KOGA DA KONTAKTIRAM AKO IMAM PITANJA?

1. NA ŠTA SE ODNOSI OVO OBAVEŠTENJE O PRIVATNOSTI?

Ovo Obaveštenje o privatnosti se odnosi na rukovanje podacima o ličnosti od strane kompanije Coca-Cola prikupljenim od vas ili o vama u vezi sa mogućnostima zaposlenja („**Mogućnosti**“), bilo da radite sa kompanijom Coca-Cola na mreži ili van mreže.

Ovo Obaveštenje o privatnosti se ne odnosi na:

- Podatke o ličnosti koje Coca-Cola prikuplja od potrošača ili poslovnih klijenata ili o njima koji koriste veb-sajtove, mobilne aplikacije, vidžete i druge mrežne usluge kojima Coca-Cola upravlja. Da biste saznali više o praksama kompanije Coca-Cola u pogledu podataka o ličnosti koje se odnose na te usluge, posetite naš lokalni veb-sajt koji se odnosi na potrošače ili se obratite na privacy@coca-cola.com.
- Podatke o ličnosti prikupljene od zaposlenih ili o njima. Obaveštenje o privatnosti zaposlenih kompanije Coca-Cola odnosi se na takve podatke o ličnosti.

Coca-Cola takođe ima dodatne zahteve i smernice za upravljanje privatnošću koje se primenjuju na prikupljanje i korišćenje vaših podataka o ličnosti. Obratite nam se koristeći podatke za kontakt navedene u Odeljku 10 ako želite više informacija o ovim dodatnim zahtevima i smernicama.

2. KOJE VRSTE PODATAKA O LIČNOSTI PRIKUPLJA COCA-COLA, ZAŠTO IH PRIKUPLJAMO I NA KOJE PRAVNE OSNOVE SE POZIVAMO?

Coca-Cola prikuplja podatke o ličnosti od vas ili o vama iz različitih razloga u vezi sa vašim mogućnostima zaposlenja. Ove informacije primamo direktno od vas i, gde je to primenljivo, drugih strana (uključujući vašu agenciju za zaposlenje/regrutaciju). Šta Coca-Cola prikuplja i zašto Coca-Cola prikuplja podatke o ličnosti razlikuje se u zavisnosti od mogućnosti, jurisdikcije i primenljivog zakona.

Generalno, prikupljamo informacije neophodne za upravljanje procesom prijave za posao i / ili iz bilo kog drugog povezanog i legitimnog poslovnog razloga. U nastavku smo identifikovali glavne vrste podataka o ličnosti koje prikupljamo, zašto to radimo i na koje pravne osnove se pozivamo prilikom obrade tih podataka. Međutim, imajte na umu da se neki podaci o ličnosti prikupljaju iz više razloga; shodno tome, navedeni razlozi se ne odnose na jednu vrstu podataka o ličnosti. Pored toga, informacije u ovom odeljku

o pravnim osnovama primenjuju se samo tamo gde zakonski osnov zahteva primenjivi zakon, može se modifikovati za određene zemlje kao što je navedeno u Odeljku 8 i ne može se primenjivati kada je druga pravna osnova navedena u vreme prikupljanja.

Pravne osnove za obradu podataka o ličnosti od strane kompanije Coca-Cola zavise od konteksta u kojem se podaci o ličnosti prikupljaju i obrađuju. Generalno, Coca-Cola prikuplja podatke o ličnosti od ili o kandidatima za posao samo kada je:

- potrebno **preduzeti korake da bismo zaključili ugovor o radu sa vama;**
- imamo vaš izričiti **pristanak** da to učinimo; ili
- obrada je u našim **legitimnim poslovnim interesima** i ne opozivaju je vaša privatnost ili vaša druga temeljna prava i slobode, a to su:
 - odobrenje vašeg naloga na našim veb-sajtovima putem vašeg prijavljivanja za Mogućnost („Nalog kandidata za posao“)
 - Mlanje informacija koje ste tražili u vezi sa mogućnostima
 - odgovaranje na vaša pitanja
 - izrada i čuvanje vaše identifikacije potrebne za pristup našim objektima ako zakažete lični sastanak
 - obezbeđenje pristupa platformama koje koristimo za virtuelne intervju
 - održavanje naše baze podataka kandidata radi poređenja sa Mogućnostima kada se pojave i uzimanje vas u obzir za posao
 - zakazivanje virtuelnih ili ličnih intervju
 - pružanje podrške za vaše poslovne aranžmane putovanja (npr. za rezervacije) ako je primenljivo za lični sastanak
 - organizovanje i sprovođenje provere znanja
 - dobijanje povratnih informacija o procesu regrutovanja i intervju
 - zaštita od slučajnog ili drugog neovlašćenog otkrivanja informacija koje delite sa nama i zaštita vašeg naloga kandidata za posao i sistema podnošenja prijave za posao kompanije Coca-Cola
 - zaštita naše imovine od neovlašćenog pristupa i korišćenja
 - upravljanje anketama u kojima odlučite da učestvujete
 - razumevanje i dokumentovanje zašto ste popunili ili niste, prijavu za posao
 - upravljanje našim programom različitosti, jednakosti i inkluzije i etikom i usklađenošću kompanije Coca-Cola
 - istraživanje i inovacije u našim praksama regrutovanja kadrova
 - opšte izveštavanje o aktivnostima regrutovanja kadrova

Ako obrađujemo podatke o ličnosti na osnovu pristanka, možete povući ili izmeniti svoj pristanak u bilo kom trenutku kako dozvoljava primenjivi zakonom. U nekim slučajevima, naša zakonska osnova je ispunjenje zakonske obaveze prikupljanja podataka o ličnosti, što može značiti da nismo u mogućnosti da prekinemo obradu podataka o ličnosti. Ako imate pitanja ili su vam potrebne dodatne informacije u vezi sa bilo kojim pravnim osnovama po kojima Coca-Cola obrađuje podatke o ličnosti, obratite se na [adresu privacy@coca-cola.com](mailto:privacy@coca-cola.com) ili se obratite rukovaocu podataka navedenom u Dodatku 1.

U zavisnosti od toga gde živite i gde se prijavljujete za rad, možemo prikupiti neke ili sve od sledećih vrsta podataka o ličnosti na osnovu navedene pravne osnove:

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<p>Identifikacione informacije</p> <p>(npr. ime, fizička adresa, adresa e-poruke, broj telefona, datum i mesto uobičajenog boravka, informacije o mobilnosti, fotografija/slika i drugi podaci o ličnosti koje odaberete da nam dostavite)</p>	<ul style="list-style-type: none"> ▪ Kreiranje vašeg kandidata za posao) ▪ Slanje informacije povezanih sa prijavom za posao ili drugim Mogućnostima u vezi sa vašim preferencijama na profilu kandidata ▪ Kreiranje i upravljanje našom bazom podataka trenutnih ili potencijalnih kandidata za posao kada se pojave Mogućnosti ▪ Provera identiteta i podobnosti za zaposlenje (gde je to dozvoljeno) ▪ Upravljanje našim programima različitosti, jednakosti i inkluzije ▪ Podrška smeštajima za osobe s invaliditetom ▪ Traženje povratnih informacija i odgovoravanje na vaša pitanja ▪ Upravljanje i obezbeđivanje vašeg naloga kandidata za posao i veb-sajtova i usluga kompanije Coca-Cola kojima pristupate prilikom razmatranja Mogućnosti (zajedno, „Sistemi podnošenja prijave za posao kompanije Coca-Cola“) ▪ Kreiranje i čuvanje vaše identifikacije potrebne za pristup objektima na radnom mestu ili platformama za videokonferencije ako zakažete lični ili virtuelni intervju ▪ Odobrenje pristupa vašem nalogu kandidata za posao ▪ Podrška aktivnostima pre zapošljavanja i uvođenja u posao ▪ Istraživanje i inovacije u našim praksama regrutovanja ▪ Opšte izveštavanje o aktivnostima regrutovanja kadrova 	<ul style="list-style-type: none"> ▪ Upravljanje vašom prijavom za posao ▪ Preduzimanje koraka za zaključenje ugovora sa vama ▪ Ispunjavanje zakonskih obaveza kompanije Coca Cola <p>Obrada se temelji na našim legitimnim poslovnim interesima i ne opozivaju je vaša privatnost ili vaša druga fundamentalna prava i slobode.</p>
<p>Profesionalni detalji</p> <p>(npr. obrazovanje, kvalifikacije, veštine, istorija posla, naziv i opis, podaci o platama i naknadama, funkcija, promocije, učešće u programu obuke i sertifikati i drugi profesionalni podaci o</p>	<ul style="list-style-type: none"> ▪ Kreiranje i čuvanje vaše identifikacije potrebne za pristup objektima na radnom mestu ako zakažete lični ili virtuelni intervju ▪ Odobrenje pristupa vašem nalogu kandidata za posao ▪ Za IT podršku kada koristite sisteme podnošenja prijave za posao kompanije Coca-Cola 	<ul style="list-style-type: none"> ▪ Upravljanje vašom prijavom za posao ▪ Preduzimanje koraka za zaključenje ugovora sa vama ▪ Ispunjavanje zakonskih obaveza kompanije Coca Cola ▪ Obrada je u našim legitimnim poslovnim interesima i ne

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ličnosti koje odlučite da nam dobrovoljno dostavite)	<ul style="list-style-type: none"> ▪ Kreiranje i upravljanje našom bazom podataka trenutnih ili potencijalnih kandidata kada se pojave mogućnosti ▪ Uzimanje vas u obzir za prilike koje nisu specifične za one za koje ste se prijavili ▪ Organizovanje i sprovođenje provere znanja ▪ Zakazivanje intervjua i dobijanje povratnih informacija o procesu intervjua ▪ Provera vašeg prethodnog zaposlenja, obrazovanja i/ili obuke ▪ Upravljanje žalbama ▪ Upravljanje programima različitosti, jednakosti i inkluzije i alatima za etiku i usklađenost kompanije Coca-Cola ▪ Istraživanje i inovacije u našim praksama regrutovanja ▪ Opšte izveštavanje o aktivnostima regrutovanja kadrova 	opozivaju je vaša privatnost ili vaša druga temeljna prava i slobode
<p>Informacije o korišćenju IT sistema kompanije Coca-Cola</p> <p>(npr. mogućnosti za koje želite da budete razmatrani, pristup informacionom sistemu, korišćenje uređaja, sistema i aplikacija i druge aktivnosti sistema koje su povezane sa vašim nalogom kandidata za posao)</p>	<ul style="list-style-type: none"> ▪ Nadgledanje i obezbeđenje korišćenja vašeg naloga kandidata za posao i sistema podnošenja prijave za posao kompanije Coca-Cola, uključujući i tehnologiju prikupljanja podataka (npr. kolačiće) i slične alate ▪ Zaštita od slučajnog ili drugog neovlašćenog otkrivanja osetljivih podataka o ličnosti i drugih informacija koje Coca-Cola klasifikuje kao „visoko ograničene“ obrađene i sistema za podnošenje prijave za posao kompanije Coca-Cola ▪ Poboljšanje sistema za podnošenje prijave za posao kompanije Coca-Cola 	<ul style="list-style-type: none"> ▪ Upravljanje vašom prijavom za posao ▪ Preduzimanje koraka za zaključenje ugovora sa vama ▪ Ispunjavanje zakonskih obaveza kompanije Coca Cola ▪ Obrada je u našim legitimnim poslovnim interesima i ne opozivaju je vaša privatnost ili vaša druga temeljna prava i slobode ▪ Uz vašu saglasnost
Pozadinske provere	<ul style="list-style-type: none"> ▪ Za informacije o vašem prošlom obrazovanju, zapošljavanju, kreditu i/ili kriminalnoj istoriji, ali samo u meri dozvoljenoj zakonom i generalno preko pružaoca usluga kao trećom stranom 	<ul style="list-style-type: none"> ▪ Upravljanje vašom prijavom za posao ▪ Preduzimanje koraka za zaključenje ugovora sa vama

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	<ul style="list-style-type: none"> ▪ Testove na droge ▪ Lekarske preglede ▪ Verifikaciju reference 	<ul style="list-style-type: none"> ▪ Ispunjavanje zakonskih obaveza kompanije Coca Cola ▪ Obrada je u našim legitimnim poslovnim interesima i ne opozivaju je vaša privatnost ili vaša druga temeljna prava i slobode ▪ Uz vašu saglasnost
<p>Informacije koje izaberete da nam date dobrovoljno</p> <p>(npr. očekivanja u pogledu plate, karijerne težnje, interesovanja i aktivnosti van posla, radni stil, preferirane zamenice rodnog identiteta ili dodatne informacije o dimenzijama vašeg identiteta, kao što su invaliditet ili etnička pripadnost, kada je to zakonski moguće ili kada odlučite da ih obezbedite tokom procesa regrutovanja; Vaša fotografija ako odlučite da je pošaljete; i informacije prikupljene kao deo procesa intervjua, kao što su beleške o intervjuiima, očekivanja u pogledu naknade/pogodnosti, informacije o preseljenju, i sve druge informacije koje odlučite da pružite tokom procesa regrutovanja)</p>	<ul style="list-style-type: none"> ▪ Sprovođenje ankete, da bismo bolje razumeli vaše iskustvo i mišljenja o sistemima podnošenja prijave za posao kompanije Coca-Cola i našem procesu angažovanja, uključujući odgovore u poljima „slobodnog teksta“ ▪ Upravljanje programima i drugim funkcijama koje vam omogućavaju da sarađujete sa nama i delite podatke o ličnosti sa nama ▪ Uzimanje vas u obzir za druge Mogućnosti ▪ Razumevanje i dokumentovanje zašto ste popunili ili niste prijavu za posao ili prihvatili ponudu za zaposlenje ▪ Upravljanje programom različitosti, jednakosti i inkluzije i alatima za etiku i usklađenost kompanije Coca-Cola ▪ Postavimo vam pitanje da li imate bilo kakve preporuke koje bi mogle odgovarati mogućnosti 	<ul style="list-style-type: none"> ▪ Upravljanje vašom prijavom za posao ▪ Preduzimanje koraka za zaključenje ugovora sa vama ▪ Ispunjavanje zakonskih obaveza kompanije Coca Cola ▪ Obrada je u našim legitimnim poslovnim interesima i ne opozivaju je vaša privatnost ili vaša druga temeljna prava i slobode ▪ Uz vašu saglasnost
<p>Javne informacije</p> <p>(npr. informacije s vaših javnih profesionalnih profila (kao što je LinkedIn))</p>	<ul style="list-style-type: none"> ▪ Identifikacija vaše prošlosti i iskustva za određenu Mogućnost ▪ Komunikacija sa potencijalnim kandidatima ▪ Upravljanje programima raznolikosti, jednakosti i inkluzije kompanije Coca-Cola ▪ Povezivanje vašeg profila kandidata za posao u sistemima za podnošenje prijave za posao kompanije Coca-Cola sa vašim LinkedIn profilom 	<ul style="list-style-type: none"> ▪ Upravljanje vašom prijavom za posao ▪ Preduzimanje koraka za zaključenje ugovora sa vama ▪ Ispunjavanje zakonskih obaveza kompanije Coca Cola ▪ Obrada je u našim legitimnim poslovnim interesima i ne opozivaju je vaša privatnost ili vaša druga temeljna prava i slobode, a to su:

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	<ul style="list-style-type: none"> ▪ Identifikacija kandidata za posao na platformama trećih lica (kao što je LinkedIn) ▪ Provera identiteta, ispunjavanja uslova i podobnosti za zaposlenje (gde je to dozvoljeno) 	
<p>Audio ili vizuelni zapisi</p> <p>(npr. Zoom/Teams snimci ili slike povezane sa prijavama za posao)</p>	<ul style="list-style-type: none"> ▪ Kao one prikupljene tokom procesa prijave i regrutovanja da bi se procenilo i ocenilo da li vaša prijava ispunjava uslove za odgovarajući posao 	<ul style="list-style-type: none"> ▪ Uz vašu saglasnost
<p>Osetljive lične informacije</p> <p>(npr. rasno ili etničko poreklo, politička mišljenja, verska ili filozofska uverenja, članstvo u sindikatima, genetski podaci, biometrijski podaci, zdravlje, seksualni život i seksualna orijentacija)</p>	<ul style="list-style-type: none"> ▪ Pridržavanje zakona, kako je primenljivo, kao što su zakoni o jednakim mogućnostima ▪ Pozadinske provere prošlosti da bismo dobili informacije o prošlom obrazovanju, zaposlenju, kreditu i/ili kriminalnoj istoriji, ali samo u meri dozvoljenoj zakonom i generalno putem usluge treće strane ▪ Ako patite od bolesti kao što je, na primer, epilepsija ili dijabetes, možda će biti potrebno da nam date ove informacije da ih otkrijemo onima koji pružaju prvu pomoć u hitnom slučaju kada posetite naše kancelarije 	<ul style="list-style-type: none"> ▪ Upravljanje vašom prijavom za posao ▪ Ispunjavanje zakonskih obaveza kompanije Coca Cola ▪ Uz vašu saglasnost

Takođe prikupljamo i koristimo podatke o ličnosti kada imamo **zakonsku obavezu ili pravo** na to. Ovo uključuje:

- konsultacije sa predstavnicima radnika (gde je to prikladno)
- rešavanje pravnih zahteva ili sporova
- ispunjenje obaveze izveštavanja vlade, uključujući poreske i računovodstvene zahteve
- praćenje i obezbeđivanje različitosti i jednakosti tretmana i mogućnosti
- obezbeđenje smeštaja ili prilagođavanja u vezi sa vašim nalogom kandidata za posao, intervjuima ili na drugi način kao deo procesa prijave za posao
- zaštita imovine i sredstava kroz:
 - izveštavanje regulatornih organa i javnih organa kada je to potrebno
 - praćenje usklađenosti
 - poštovanje jednakih mogućnosti, zakona o zabrani pranja novca, korupcije i drugih zakona
 - zaštitu intelektualne svojine, trgovinskih i poslovnih tajni
- zaštitu bezbednost objekata kompanije Coca-Cola i pojedinaca u njima, kao što je korišćenje upravljanja pristupom identitetu za bezbedna područja (gde je to dozvoljeno zakonom)
- istragu incidenta koji uključuje druge i za upravljanje žalbama
- upravljanje alatima za etiku i usklađenost i izveštavanje kompanije Coca-Cola

- pridržavanje drugih zakona koji se primenjuju na kompaniju Coca-Cola, kao što su jednake mogućnosti i zakoni o javnom računovodstvu

Neki od prikupljenih podataka o ličnosti se tretiraju kao osetljivi podaci o ličnosti prema važećem zakonu, koji mogu uključivati detalje kao što su rasno ili etničko poreklo, politička mišljenja, verska ili filozofska uverenja, članstvo u sindikatu, genetski podaci, biometrijski podaci, zdravlje, seksualni život i seksualna orijentacija, između ostalih vrsta podataka. Poštujemo posebne pravne zaštite koje se odnose na osetljive podatke o ličnosti. Kada je to zakonski potrebno, zatražićemo vaš pristanak za obradu osetljivih podataka o ličnosti i možete odlučiti da li ćete dati pristanak ili ne.

Ako zakazujete lični intervju, imajte na umu da Coca-Cola nadgleda objekte putem televizije zatvorenog kruga i drugog videonadzora u bezbednosne svrhe. Ovi alati se prvenstveno koriste na ulaznim i izlaznim mestima, liftovima, lobijima, oko vredne opreme i u drugim visokorizičnim područjima za krađu ili sa visoko osjetljivom imovinom. Ne koristimo videonadzor u privatnim zonama, kao što su toaleti ili u sobi za intervju. Kada to zahteva važeći zakon, postavice ćemo odgovarajuća obaveštenja na mestima gde se odvija videonadzor.

Kolačići

Kompanija Coca-Cola takođe koristi kolačiće i druge tehnologije prikupljanja podataka da bi prepoznala vas i/ili vaš(e) uređaj(e) kada pristupate sistemima podnošenja prijave za posao kompanije Coca-Cola. Prilikom pristupa ovim sistemima, kandidat mora prihvatiti korišćenje neophodnih kolačića.

Šta su kolačići?

Kolačići su male tekstualne datoteke koje se šalju ili im se pristupa sa vašeg veb pregledača ili hard diska vašeg računara. Kolačić obično sadrži ime domene (internet lokacije) iz koje je kolačić nastao, „životni vek“ kolačića (tj. kada ističe) i nasumično generisan jedinstveni broj ili sličan identifikator. Kolačić takođe može da sadrži informacije o vašem računaru ili uređaju, kao što su podešavanja, istorija pregledanja i aktivnosti sprovedene tokom korišćenja sistema podnošenja prijave za posao kompanije Coca-Cola.

Coca-Cola takođe koristi „piksele“ (ponekad se nazivaju veb svetionici). Pikseli su transparentne slike koje mogu da prikupljaju informacije o otvaranju e-poruke i korišćenju veb-sajta na veb-sajtovima i tokom vremena.

Kolačići koje Coca-Cola postavlja u sistemima podnošenja prijave za posao kompanije Coca-Cola nazivaju se kolačići prve strane. Kolačići postavljeni u sisteme podnošenja prijave za posao kompanije Coca-Cola od strane bilo koje druge strane nazivaju se kolačići trećih lica. Kolačići trećih lica omogućavaju funkcije ili funkcionalnost trećih lica na ili preko sistema podnošenja prijave za posao kompanije Coca-Cola. Strane koje postavljaju kolačiće trećih lica mogu da prepoznaju vaš uređaj i kada ga koristite za pristup sistemima podnošenja prijave za posao kompanije Coca-Cola, kao i kada ga koristite za posjetu određenim drugim veb-sajtovima.

Da biste saznali više o kolačićima, posetite www.allaboutcookies.org.

Zašto Coca-Cola koristi kolačiće i druge tehnologije za praćenje?

Neki kolačići su neophodni za funkcionisanje sistema podnošenja prijave za posao kompanije Coca-Cola. Ostali kolačići nam omogućavaju da poboljšamo vaše iskustvo sa sistemima podnošenja prijave za posao kompanije Coca-Cola.

Tipovi kolačića koji se koriste preko sistema podnošenja prijave za posao kompanije Coca-Cola i zašto se koriste su sledeći:

- **Strogo neophodni kolačići** su neophodni za funkcionisanje sistema podnošenja prijave za posao kompanije Coca-Cola.
- **Kolačići za performanse ili analitiku** prikupljaju informacije o tome kako se koriste sistemi podnošenja prijave za posao kompanije Coca-Cola da bismo mogli da analiziramo i poboljšamo te sisteme. Kolačići performansi ili analitike obično ostaju na vašem računaru nakon što zatvorite pregledač dok ih ne izbrišete.

Tehnologija prikupljanja podataka omogućava kompaniji Coca-Cola da prati obrasce saobraćaja sa jedne veb stranice na drugu i da poboljša performanse sistema podnošenja prijave za posao kompanije Coca-Cola.

Vaši izbori kolačića

Imate pravo da odlučite da li da prihvatite ili odbijete kolačiće. Možete podesiti pregledač da odbije sve kolačiće ili da naznači kada je kolačić podešen. (Većina pretraživača automatski prihvata kolačiće, ali vam omogućavaju da ih onemogućite. Ako ih onemogućite, neke karakteristike sistema podnošenja prijave za posao kompanije Coca-Cola možda neće ispravno funkcionisati.)

Određene jurisdikcije takođe imaju smernice o kolačićima odvojene od ovog Obaveštenja o privatnosti i dodatne alata za upravljanje kolačićima. Obratite nam se koristeći podatke za kontakt navedene u Odeljku 10 za više informacija.

3. DA LI COCA-COLA KORISTI AUTOMATIZOVANU OBRADU?

Tamo gde je to dozvoljeno zakonom, Coca-Cola može da koristi automatizovano odlučivanje i slične alate za automatizovanu obradu podataka o ličnosti kandidata za posao u određenim jurisdikcijama (zajedno, „**automatizovana obrada**“). Šaljemo obaveštenje i/ili pribavljamo pristanak za automatsku obradu po potrebi.

U određenim jurisdikcijama možemo da koristimo automatsku obradu u sledećim situacijama:

- analizu određenih podataka o ličnosti i profesionalnih detalja prikupljenih od kandidata za posao ili o njima da bi se bolje identifikovali pojedinci sa posebnim veštinama za određeno radno mesto
- promovisanje različitosti, jednakosti i inkluzije
- praćenje korišćenja računa kandidata i drugih sistema podnošenja prijave za posao kompanije Coca-Cola
- pridržavanje zakonskih obaveza i odbrana zakonskih prava
- sprečavanje, istraga i/ili otkrivanje neovlašćenih ili nezakonitih aktivnosti

Coca-Cola radi na tome da pruži smislene informacije o logici koja je uključena u automatizovanu obradu da obezbedi da je pristanak na automatsku obradu specifičan, informisan i dobrovoljan i da kandidati za posao ne budu negativno pogođeni odlukom da se uskrati ili povuče pristanak na automatizovanu obradu.

4. KAKO COCA-COLA DELI PODATKE O LIČNOSTI?

Coca-Cola deli podatke o ličnosti sa ljudima i preduzećima koji nam pomažu da poslujemo i obavljamo naše poslovne funkcije i kada je to zakonski dozvoljeno ili zahtevano. Konkretno, Coca-Cola može da deli lične podatke kandidata za posao ili potencijalnih kandidata sa jednom ili više sledećih kategorija primalaca:

- filijalama kompanije Coca-Cola koje podležu ugovorima o deljenju podataka koji su osmišljeni da zaštite podatke o ličnosti u skladu sa ovim Obaveštenjem o privatnosti i važećim zakonom
- profesionalnim savetnicima, kao što su advokati, računovođe i osiguravači
- pružaocima usluga da bi im omogućila da obavljaju usluge u naše ime, uključujući usluge regrutovanja, skladištenje u oblaku, analizu podataka, analize koristi i nadoknada, poslovnim partnerima, IT podrškom zbog bezbednosti podataka i forenzike, anketa i istraživačkih usluga i drugim pružaocima usluga koji nam pomažu da obavljamo naše poslovanje. pružaocima usluga su ugovorno obavezni da zaštite podatke o ličnosti koje im Coca-Cola poveri
- potencijalnim ili stvarnim sticaocima ili investitorima i njihovim profesionalnim savetnicima u vezi sa bilo kojim stvarnim ili predloženim spajanjem, sticanjem ili ulaganjem u sve ili bilo koji deo našeg poslovanja. Uložićemo sve napore da osiguramo da se odredbe ovog Obaveštenja o privatnosti primenjuju na podatke o ličnosti nakon transakcije ili da dobijete unapred obaveštenje o promenama u obradi podataka o ličnosti.
- nadležnim organima za sprovođenje zakona, državnim regulatorima i sudovima kada smatramo da je otkrivanje neophodno (i) da bi se postupalo u skladu sa zakonom, (ii) da bi se ostvarila, uspostavila ili branila zakonska prava ili (iii) da bi se zaštitili vitalni interesi kandidata, poslovnih partnera, pružalaca usluga ili druge treće strane
- trećim licima sa vašom dozvolom

Kada Coca-Cola deli podatke o ličnosti, zahtevamo da primaoci kad god je to moguće rukuju podacima o ličnosti u skladu sa našim zahtevima o poverljivosti i bezbednosti i važećim zakonom.

Ako zakonski zahtevi ograničavaju deljenje vaših podataka o ličnosti, Coca-Cola će poštovati te zahteve.

5. KAKO COCA-COLA ŠTITI PODATKE O LIČNOSTI?

Coca-Cola je posvećena zaštiti bezbednosti podataka o ličnosti. Coca-Cola koristi različite bezbednosne alate za otkrivanje, upravljanje i zaštitu da bi zaštitila podatke o ličnosti od neovlašćenog pristupa, otkrivanja ili drugog korišćenja.

6. KOLIKO DUGO COCA-COLA ZADRŽAVA PODATKE O LIČNOSTI?

Podaci o ličnosti se čuvaju u skladu sa važećim zakonom i/ili smernicama/postupcima čuvanja evidencije kompanije. Generalno, Coca-Cola zadržava podatke o ličnosti tokom procesa prijave za posao i nakon toga (i za uspešne i neuspešne kandidate) onoliko dugo koliko je potrebno da bi se ispunile svrhe za koje su prikupljeni podaci o ličnosti ili dok ne povučete svoj pristanak ako je primenljivo ili dok ne ispunite zakonske obaveze, uključujući podršku i dokaz o našem procesu regrutovanja za odbranu od pravnih zahteva.

7. DA LI COCA-COLA PRENOSI PODATKE O LIČNOSTI U DRUGE ZEMLJE?

Coca-Cola može da prenosi podatke o ličnosti preko granica u bilo koje mesto gde mi i naše filijale i dobavljači poslujemo. Druge jurisdikcije mogu imati zakone o zaštiti podataka koji se razlikuju od (i, u nekim slučajevima, manje štite) zakona u kojima živite.

Ako mi prenosimo vaše podatke o ličnosti preko granica ili se prenose u naše ime, koristimo odgovarajuće mere zaštite da bismo zaštili vaše podatke o ličnosti u skladu sa ovim Obaveštenjem o privatnosti. Ove mere zaštite obuhvataju prihvatanje standardnih ugovornih klauzula ili ugovora o modelu za prenos podataka o ličnosti između filijala kompanije Coca-Cola i među našim dobavljačima. Kad postoje, ovi ugovori zahtevaju od naših filijala i dobavljača da zaštite podatke o ličnosti u skladu sa važećim zakonima o privatnosti.

Da biste zatražili informacije o našim standardnim ugovornim klauzulama ili ugovorima o modelu i drugim zaštitnim merama za prekogranične prenose podataka o ličnosti obratite se našoj kancelariji za privatnost na privacy@coca-cola.com.

8. DA LI SE ODREĐENE ODREDBE PRIMENJUJU U ZAVISNOSTI OD MESTA LIČNOG PREBIVALIŠTA?

U zavisnosti od toga gde živite i radite i u skladu sa važećim zakonima, možete imati određena zakonska prava, kao što su:

- Pravo na pristup - da biste saznali da li Coca-Cola obrađuje vaše podatke o ličnosti
- Pravo na ispravku - da zatražite da Coca-Cola ispravi ili ažurira netačne, nepotpune ili zastarele podatke o ličnosti
- Pravo na prigovor – da zatražite da Coca-Cola prestane ili sprečite da obrađuje vaše podatke o ličnosti
- Pravo na brisanje - da zatražite da Coca-Cola izbriše vaše podatke o ličnosti
- Pravo na ograničavanje obrade - da zahtevate da Coca-Cola ograniči korišćenje vaših podataka o ličnosti
- Pravo na povlačenje pristanka - povlačenje vašeg pristanka
- Pravo na prenosivost podataka - da zatražite da vam Coca-Cola pruži kopiju vaših podataka o ličnosti u strukturiranom, uobičajeno korišćenom i mašinski čitljivom formatu
- Pravo da zatražite više informacija o našoj automatskoj obradi

Osim kako je navedeno u nastavku u relevantnom odeljku za određenu zemlju, možete ostvariti prava na podatke koja su vam dostupna tako što ćete nam se obratiti putem e-poruke koristeći kontakt informacije u nastavku:

- hrhelp@coca-cola.com

U nastavku su navedena vaša specifična prava i dodatni podaci o privatnosti u mestu gde živite u jednoj ili više sledećih zemalja:

Residents of Argentina

We do not collect or process any Background Screening data in Argentina.

The **Agency of Access to Public Information**, in its role of Regulating Body of Law 25.326, is responsible for receiving complaints and reports from residents of Argentina who believe that their privacy rights were violated.

The owner of the personal information has the right to exercise the right of access at intervals of not less than six months, unless a legitimate interest is demonstrated for this purpose in accordance with article 14, paragraph 3 of Law No. 25,326.

Interested parties may exercise their right of access, rectification or deletion by submitting a request to: Servicios y Productos para Bebidas Refrescantes SRL – Vedia 4090 – C.A.B.A. – Argentina- Attn: Responsable de Bases de Datos.

Natural persons must attach a copy of their National Identity Document and Legal Representatives must attach the documentation that proves the validity of the legal representation. Each request must explain the reason for the request. Coca-Cola will respond to an access request within ten (10) calendar days and for requests to rectify, update or delete personal information, Coca-Cola will respond within five (5) business days.

Residents of Bolivia

Our collection of your personal information requires your express consent.

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

Residents of Brazil

In Brazil, Coca-Cola's handling of personal information will also be guided by the following principles

- ❖ Adequacy
- ❖ Necessity
- ❖ Access
- ❖ Quality
- ❖ Security
- ❖ Prevention
- ❖ Non-Discrimination
- ❖ Responsibility
- ❖ Legality

Coca-Cola Brazil will also collect the following Identification information: Labor ID and Tax ID. All Identification information collected by Coca-Cola will be processed in order to comply with the labor, tax, social security, and any other legal requirements established by applicable laws.

We do not collect or process any Background Screening data related to credit, criminal history, drug tests and/or medical physicals in Brazil.

All sensitive personal information collected will be processed only to comply with legal or regulatory

obligations (including Lei Geral de Proteção de Dados – LGPD (Law nº 13.709/2018)) or based on specific consent given by you.

All consent will be collected prior to any activity that process personal information.

The personal information collected by Coca-Cola and shared with third parties will only be used for the purposes established in this Privacy Notice.

At any time, you can withdraw your consent for us processing your personal information and sensitive data by contacting us at the email address or physical address below. Please consider that if you withdraw your consent, you may not be able to apply to any open position on The Coca-Cola Company website, and we may be unable to continue evaluating your existing applications.

We will not delete any data that is required by law to fulfill our legal or regulatory obligations or if the data is necessary to exercise our legal rights.

In addition to the rights described at the beginning of this Section 8, you have the following right:

- Right to Confirm – confirm your personal information is processed by the Company

You can exercise your privacy rights by:

- E-mail: encarregado.lgpd@coca-cola.com
- Mail: Praia de Botafogo, 374, Botafogo, Rio de Janeiro/RJ, ZIP Code: 22.250-907, attn: Larissa Lourenço

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

Residents of California

The following section applies to California residents and relates to personal information collected in the context of your application for employment with us.

Collection

A description of the personal information we collected in the last 12 months about job applicants and our reasons for doing so, is provided in Section 2.

We collect this information directly from you during recruitment or from service providers or third parties that assist us with our recruiting activities.

Sensitive Personal Information

Certain data elements we collect are deemed “sensitive” under California law. Those are race, ethnicity, sexual orientation, and government identification numbers (e.g., Social Security and driver’s license numbers). To the extent you provide us such information, it is used solely for purposes consistent with California privacy law.

Selling and Sharing Data

We do not sell applicant personal information or provide it to third parties for cross-context behavioral advertising (a concept known as “sharing” under California law). In certain circumstances, we use cookies for analytics purposes. If this usage constitutes a sale, we will provide you the opportunity to opt-out of the use of such cookies.

Individuals Rights

California law provides you with certain rights regarding your personal information, including:

- **Right to Know:** You can ask that we disclose to you the categories of personal information we collected about you, the categories of sources for the personal information we collected about you, our purpose for collecting your personal information, and the categories of third parties to whom we disclosed your personal information. You can also request that we provide you the specific pieces of personal information we collected about you.
- **Right to Delete:** You can ask us to delete the personal information that we have collected from you.
- **Right to Correct:** You can ask us to correct inaccurate personal information we maintain about you.

You can submit a request by contacting us at talentnortamerica@coca-cola.com. Subject to some exceptions, we will honor verified requests. To verify a request, we may ask you to provide us information that we can match with other information we have about you. You can also have an authorized agent submit a request on your behalf, but we will require proof of authorization from the agent and you must verify your identity with us and confirm you gave the agent permission to submit the request.

Residents of Canada

If you live in Alberta, British Columbia, or Quebec, you have certain rights in respect of your information. To access or correct your personal information, please contact talentnortamerica@coca-cola.com. Please note we may verify your identity before we can act on your request.

If you have questions about the collection of your personal information, you can contact Larissa Barbara Lourenco by email at privacy@coca-cola.com.

Residents of China

Personal Information and Sensitive Personal Information

Personal information refers to various types of electronic or otherwise recorded information related to identified or identifiable natural persons, excluding anonymized information.

In China, we do not collect or process the “sensitive personal information” as specified in section 2 “WHAT TYPES OF PERSONAL INFORMATION DOES COCA-COLA COLLECT, WHY DO WE COLLECT IT, AND WHAT LEGAL BASES DO WE RELY ON?” of the Applicant Privacy Notice, e.g. racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life and sexual orientation. However, we may collect your personal identity information (including your ID card and passport) for identity verification purposes and financial information (including bank account information) for reimbursement purposes. Such information may be identified as sensitive

personal information under applicable laws and regulations in China. We restrict our process to the purposes described above and will take strict protection measures.

If you provide us with personal information of others, please make sure that the relevant individuals have consented to the processing of their personal information as described in this Applicant Privacy Notice.

How Does Coca-Cola Share Personal Information?

Coca-Cola will share your personal information to third parties in accordance with section 4 "HOW DOES COCA-COLA SHARE PERSONAL INFORMATION?" of the Applicant Privacy Notice.

If it is necessary for Coca-Cola to transfer personal information in case of a merger, division, dissolution, declaration of bankruptcy, or other reasons, we will notify you of the name and contact information of the recipient. The recipient must comply with the Applicant Privacy Notice when processing your personal information.

Does Coca-Cola Transfer Personal Information To Other Countries?

Coca-Cola is a global company which has legal entities in several countries. Your personal information may be transferred to The Coca-Cola Company.

- Contact information: Address: 1 Coca-Cola Plaza, Atlanta, GA 30313, USA; email: privacy@coca-cola.com.
- Types of personal information transferred overseas: Please refer to Section 2 "WHAT TYPES OF PERSONAL INFORMATION DOES COCA-COLA COLLECT, WHY DO WE COLLECT IT, AND WHAT LEGAL BASES DO WE RELY ON?" of the Applicant Privacy Notice.
- Purposes of processing by the overseas recipient: Please refer to Section 2 "WHAT TYPES OF PERSONAL INFORMATION DOES COCA-COLA COLLECT, WHY DO WE COLLECT IT, AND WHAT LEGAL BASES DO WE RELY ON?" of the Applicant Privacy Notice.
- Method of processing by the overseas recipient: Collection, use, storage, deletion, provision, transmission.
- Retention period: Your personal information will only be stored overseas for as long as necessary for the relevant purposes described in the Applicant Privacy Notice and as permitted by the applicable Chinese laws.

Your personal information may be transferred to other global entities of Coca-Cola (please see Appendix 1 for a detailed list of these global entities) and third parties engaged by us who are located outside of China for the purposes described in the relevant sections of the Applicant Privacy Notice. For instance, in the process of our business operation, your personal information may be shared with our human resources service provider Workday. Processing methods may include collection, use, storage, deletion, provision, and transmission.

We will use a lawful transfer mechanism to transfer your personal information outside of China. We also adopt necessary measures to ensure the overseas recipient listed above can provide the same level of protection as specified in the Section 5 of this Applicant Privacy Notice "HOW DOES COCA-COLA PROTECT PERSONAL INFORMATION?" and as required under applicable Chinese laws.

If you want to exercise your rights against the overseas recipient, please contact privacy@coca-cola.com.

Residents of Chile

Applicants from Chile or to whom the Chilean data protection law applies have the following rights:

- To request information on the processing of their personal information;
- To request that incorrect, inaccurate or incomplete information be modified;
- To request that their personal information be deleted if they are stored without a legal basis or if they are out of date notwithstanding legal exceptions;
- To request the deletion or blocking of their personal information, if applicable, if the data have been provided voluntarily or if they are used for commercial communications and the user no longer wishes to be included in the relevant register, either permanently or temporarily;
- To oppose the use of their personal information for advertising, market research or opinion polling purposes; and
- To revoke their consent to the processing of personal information at any time with effect for the future. If you revoke consent, we may be unable to continue evaluating your application.

We do not collect or process any Background Screening data in Chile.

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

Residents of Colombia

The controller of your personal information is:

Coca-Cola Bebidas de Colombia S.A.

Post: Attn: Privacy Officer

Av. Carrera 45 N 103-60 Piso 8, Bogotá D.C.

In order to process your personal data, the data controller for Colombia will always obtain consent as required by applicable law.

Together with the rights mentioned above in this section, the data subject shall have the rights established in Article 8 of Law 1581 of 2012. Any exercise of the rights must be done to the addresses included in this section for Colombia, and must comply with the requirements established in Law 1581 of 2012 and its regulatory decrees. We will answer your queries as established in the applicable law.

The applicable Privacy Policy for Colombia can be requested at any time to the Privacy Officer of Coca-Cola Bebidas de Colombia S.A.

In the case that we collect sensitive information, note that the answer to the questions of sensitive information is optional.

In the case the changes to this Privacy Notice are considered as substantial by Colombian law, the data controller will obtain your specific consent to continue handling your personal data.

We do not collect or process any Background Screening data in Colombia.

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

Residents of Costa Rica

Coca-Cola Industrias LTDA (the controller of your personal information) acknowledges and agrees to comply, as applicable, with local legal provisions and requirements regarding (i) collecting personal information and obtaining the consent of data subjects, (ii) processing of sensitive personal data, (iii) protecting privacy rights, (iv) transferring personal information and (v) maintaining security measures for collected personal information.

We do not collect or process any Background Screening data in Costa Rica.

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

For Residents of Ecuador

In Ecuador, Coca-Cola's handling of personal information will also be guided by the following principles:

- ❖ Lawfulness
- ❖ Fairness
- ❖ Purpose Limitation
- ❖ Data Minimization
- ❖ Proportionality
- ❖ Confidentiality
- ❖ Accuracy
- ❖ Storage Limitation
- ❖ Security
- ❖ Accountability
- ❖ Favorable Applicability
- ❖ Non-Discrimination

Coca-Cola Ecuador will also collect the following Identification information: Labor ID and Tax ID. All Identification Information collected by Coca-Cola will be processed in order to comply with the labor, tax, social security, and all the legal provision by applicable laws.

We do not collect or process any Background Screening data in Ecuador.

All sensitive personal information collected will be processed only to comply with legal or regulatory obligations (including the Ecuadorian Data Protection Law (*Ley Orgánica de Protección de Datos Personales - LOPDP*) or based on specific consent given by you.

All consent will be collected prior to any activity that process personal information.

The personal information collected by Coca-Cola and shared with third parties will only be used for the purposes established in this Privacy Notice.

At any time, you can withdraw your consent for us processing your personal information and sensitive personal information by contacting us at the email address or physical address below. Please consider that if you withdraw your consent, you may not be able to apply to any open position on The Coca-Cola Company website, and we may be unable to continue evaluating your existing applications.

We will not delete any data that is required by law to fulfill our legal or regulatory obligations or if the data is necessary to exercise our legal rights.

In addition to the rights described at the beginning of this Section 8, you have the following rights:

- Right to Know – you can ask to receive information concerning the purposes for our processing; the period for which your personal information will be stored; the applicable data protection rights; and the contact details for the controller and data protection officer, if applicable.
- Right to Object – you can object at any time to our processing of your personal information, as long as the law allows the objection, no third party's rights are not affected, and the processing is not related to public data or ordered by law.
- Right to the Suspension of Processing – you can ask us to suspend the processing when: (i) the personal information is inaccurate; (ii) the processing is unlawful; (iii) the controller does not longer require the personal information to fulfill their purpose; or (iv) the minimum requirements for processing health data are not fulfilled.
- Right to Object an Automated Individual Decision Making (profiling) – you can ask to not be subject to a decision based solely on automated processing, including profiling, which produce direct legal effects for you.

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

For Residents of European Economic Area, Switzerland and United Kingdom

The data controller (i.e., the Coca-Cola entity that determines the purpose and means of processing your personal information) for your personal information is the Coca-Cola entity related to the Opportunity that interests you or that operates the website on which you created your Candidate Account.

The legal bases for our processing of your personal information depend on the context in which the personal information is collected and processed.

When Coca-Cola transfers personal information to third parties for processing in jurisdictions not deemed "adequate" by the European Commission and/ or the Government of the United Kingdom (as applicable), standard contractual clauses, the international data transfer agreement, and other appropriate safeguards are in place.

If you would like to access, correct, update, suppress, restrict, object to or delete personal information that you have previously provided to Coca-Cola as or if you would like to receive an electronic copy of your personal information for purposes of transmitting it to another company (where this right to portability is provided to you by law), please submit your request to us as follows:

- hrhelp@coca-cola.com

- Our EU Data Protection Officer is available at • dpo-europe@coca-cola.com

In your request, please make clear what personal information you would like to have changed, whether you would like to have your personal information suppressed from our database or other limitations you would like to put on our use of your personal information. For your protection, we verify your identity and geographic residency before fulfilling your request. We will comply with your request as soon as reasonably practicable and within the time periods required by applicable law.

Please note that we often need to retain certain personal information for recordkeeping purposes and/or to complete any transaction that you began prior to submitting your request (e.g., when you make a purchase or enter a promotion, you may not be able to change or delete the personal information provided until after the completion of the purchase or promotion). We also may not delete certain personal information for legal reasons.

If you work or reside in the EEA:

You have the right to lodge a complaint with the competent supervisory authority in the Member State of your habitual residence, your place of work or the location of the alleged infringement of your data protection rights if you believe that Coca-Cola's personal information processing violates the General Data Protection Regulation. The data protection regulators for the EEA jurisdictions are specified in Appendix 1.

If you work or reside in the Switzerland:

The Swiss regulator is specified in Appendix 1.

If you work or reside in the UK:

The UK data protection regulator is specified in Appendix 1.

Residents of India

GOCCI@coca-cola.com

Residents of Indonesia

Coca-Cola maintains and implements policies and procedures to protect personal information.

You understand and agree that Coca-Cola may transfer your personal information to a country outside of Indonesia. We will coordinate with the relevant authority before the transfer and where applicable, transfer of information to other jurisdiction will be done to a country with a data protection policy that is equal or stricter to the data protection regulation in Indonesia.

Coca-Cola will inform applicants regarding a data breach involving their personal information, as required by law.

You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

Residents of Japan

The English version is the original and the Japanese version is for reference purposes. If there is any conflict or inconsistency between these two versions, the English version shall prevail.

We may jointly use Personal Information to the extent necessary for the following scope and purpose of use:

<Purpose of Joint Use>

Addressed in Section 2

<Scope of Personal Information for Joint Use>

Addressed in Section 2

<Persons for Joint Use>

Coca-Cola Affiliates

(Affiliate, as used in this section, means any corporation controlled by or under common control with Coca-Cola. For such purposes, "control" means the direct or indirect ownership of at least fifty percent of the voting interest in such corporation or the power in fact to control the management decisions of such entity.)

<Person Responsible for Managing Personal Information>

Coca-Cola (Japan) Company, Limited

Residents of Kenya

In addition to the rights set out at the beginning of this Section 8, you shall have the right to:

- Object to the processing of your data via the Form DPG 1 outlined in Kenya's Data Protection Regulations, 2021.
- Send a data access request to <mailto:privacy@coca-cola.com> or hrhelpwarsaw@coca-cola.com seeking confirmation as to whether or not your personal information is being processed and:
 - the purposes of the processing
 - the categories of personal information concerned
 - the recipients or categories of recipient to whom the personal information have been or will be disclosed, including recipients in other countries or territories
 - where possible, the envisaged period for which the personal information may be stored, or, if not possible, the criteria used to determine that period
 - where the personal information is not collected from the data subject, any available information as to the source of collection

Either you or a person you authorize in writing may exercise the rights you have under this Privacy Notice.

Residents of Malaysia

In addition to the rights mentioned above, applicants may have the right to be notified, as required under the applicable laws, in the event of data breach affecting your personal information. You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

Residents of Mexico

In Mexico, Coca-Cola's handling of personal information will also be guided by the following principles

- ❖ Legitimacy
- ❖ Consent
- ❖ Information
- ❖ Quality
- ❖ Purpose
- ❖ Loyalty
- ❖ Proportionality
- ❖ Responsibility

All consent will be collected prior to any activity that process personal information.

The personal information collected by Coca-Cola and shared with third parties will only be used for the purposes established in this Privacy Notice.

At any time, you can withdraw your consent for us processing your personal information and sensitive personal information by contacting us at the email or address below. Please consider that if you withdraw your consent, you may not be able to apply to any open position on The Coca-Cola Company website, and we may be unable to continue evaluating your existing applications.

We will not delete any personal information that is required by law to fulfill our legal or regulatory obligations or if the data is necessary to exercise our legal rights.

In addition the rights described at the beginning of this Section 8, you have the following rights:

Exercise ARCO rights (access, correction, cancellation, opposition).

You have the right to Access the personal information that you have provided to us and to know the characteristics of the treatment given to them; to Rectify personal information if your personal information is inaccurate or incomplete; to request your personal information be Canceled when you consider that they are unnecessary for the purposes for which personal information were collected and it the personal information are not being treated in accordance with the principles and duties established by Law, as well as to Oppose to the treatment of your personal information for specific purposes and/or withdraw the consent you have given us for your treatment.

In order to exercise the aforementioned rights, you, as the data subject of personal information, sensitive personal information, and property or financial data, must submit the respective request, either personally (at the address specified earlier in Appendix 1) or by sending an email to the Avisodeprivacidad@coca-cola.com containing the terms established by the Federal Law on the Protection of Personal Data Held by

Private Parties (name of the owner and/or his legal representative; address or other means to receive a response; documents that prove their identity or legal representation, in case it is done by an agent; clear and precise description of the data with respect to which they seek to exercise their rights; and other elements or documents that facilitate the location of the data).

For any questions regarding the procedures to exercise your rights, you can send an email to Avisoprivacidad.mexico@coca-cola.com for assistance.

We do not collect or process any Background Screening data in Mexico.

For the purposes of exercising your rights or compliance with any obligation established in the data protection regulation, the data controller of your information would be the Coca-Cola entity to which you apply for a job opportunity.

Residents of New Zealand

You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

Residents of Nigeria

If you have questions about this Privacy Notice or need further information (such as the legal basis on which we collect and use your personal information), please contact us at privacy@coca-cola.com.

Residents of Papua New Guinea

You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

Residents of Philippines

You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

Residents of Singapore

In addition to the rights at the beginning of this Section 8, you have the right to be notified, as required under the applicable laws, in the event of data breach affecting your personal information. You also have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

In the event of a data breach, Coca-Cola must take steps to assess if notice is required. If the data breach likely results in significant harm to individuals, and/or is of significant scale, organizations are required to notify the Personal Data Protection Commission and the affected employees as soon as practicable.

Residents of South Africa

Coca-Cola may transfer your personal information to a country outside of South Africa to any of the places where we, our affiliates, our suppliers, or our partners do business. However, if your personal information is transferred or otherwise transmitted across borders by us or on our behalf by processors or other third parties, we use appropriate safeguards to protect your personal information in accordance with this Privacy Notice and as set out in Section 7 of this Privacy Notice.

In addition to the rights described at the beginning of this Section 8, and in accordance with the Protection of Personal Information Act 4 of 2013, you have the right to:

- Request we confirm, free of charge, whether we hold any personal information about you, subject to you providing adequate proof of identity.
- Request we, within a reasonable time, at a prescribed fee, in a reasonable manner and understandable format, provide you a record or a description of your personal information, subject to you providing adequate proof of identity.
- Object to our processing of your personal information, unless applicable law provides for us to process such personal information.
- Lodge a complaint to the Information Regulator of South Africa via email at POPIAComplaints@inforegulator.org.za.

Residents of South Korea

For residents of South Korea, Coca-Cola does not collect information that is not relevant to job performance.

In the event of any conflict between the provisions of the "COCA-COLA APPLICANT PRIVACY NOTICE" and "CCKC APPLICANT PRIVACY NOTICE", "CCKC APPLICANT PRIVACY NOTICE" shall prevail to the extent of such conflict.

한국코카콜라 유한회사(CCKC) 채용지원자의 개인정보처리방침은 아래의 링크(링크 추후 제공 예정)를 통해 확인해주시기 바랍니다. 만약, "COCA-COLA APPLICANT PRIVACY NOTICE"와 "CCKC 채용 지원자 개인정보 처리방침" 내용에 서로 다른 부분이 있거나 기타 상충하는 경우, 상충되는 부분에 한하여 "CCKC 채용 지원자 개인정보 처리방침"의 내용이 우선합니다.

Residents of Thailand

Types of Personal Information that Coca-Cola collects

In addition to the items specified in the table under Identification information in Section 2, Coca-Cola also collects blood types, religion of the applicants as specified on the Thai national ID cards of the applicants.

Cross-border Transfer

Coca-Cola may transfer your personal information to a country outside of Thailand. However, we will only do so if we have determined that the other country's laws provide an adequate level of data protection, or if we have otherwise provided appropriate safeguards, such as entering into an agreement with the recipient that includes appropriate standard data protection clauses.

Collection of Personal Information

Any provision of your personal information is voluntary. You may choose not to give any information that we request. However, the failure to provide such information may result in Coca-Cola's inability to provide you with certain benefits, products, or services.

Some of the Personal Data collected by us may be considered "Sensitive Personal Data." For example, if you are a Thai national, we may ask for a copy of your Thai identification card, which may contain sensitive personal data (i.e., religion and/or blood type). We intend to collect sensitive personal Information only (1) upon your express consent when the information is reasonably necessary for our business operations; (2) as required by law, court orders, or orders of any government agencies, or (3) in cases where you intentionally disclose such data to the public. We intend to share sensitive personal information only when we deem that it is necessary to be collected, used, or processed for any of the following objectives:

- To prevent or suppress a danger to the life, body, or health of the data subject, when the data subject is incapable of giving the consent for whatever reason;
- To carry out legitimate activities, with appropriate safeguards, of foundations, associations, or any other not-for-profit bodies with political, religious, philosophical, or trade union purposes for their members;
- If the information is disclosed to the public with your explicit consent;
- To establish, comply with, exercise, or defend legal claims; or
- If it is necessary for compliance with the law to achieve purposes relating to scientific, historical, or statistical research, or for other public interests.

You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's processing of personal information violates the applicable law.

Residents of Vietnam

You have the right to lodge a complaint with the competent supervisory authority if you believe that Coca-Cola's personal information processing violates the applicable law.

9. DA LI ĆE SE OVO OBAVEŠTENJE O PRIVATNOSTI PROMENITI?

S vremena na vreme možemo da ažuriramo ovo Obaveštenje o privatnosti kao odgovor na promene pravnog, tehničkog ili poslovnog razvoja. Kada ažuriramo ovo Obaveštenje o privatnosti, promenićemo gore navedeni datum stupanja na snagu. Takođe ćemo preduzeti odgovarajuće mere da vas unapred obavestimo o značajnim promenama za koje verujemo da utiču na vaša prava na privatnost i kako to zahteva važeći zakon o privatnosti. Ako je vaša potvrda obavezna prema važećem zakonu o privatnosti, od vas ćemo tražiti da potvrdite izmene pre nego što se revidirano Obaveštenje o privatnosti primeni na vaše podatke o ličnosti.

10. KOGA DA KONTAKTIRAM AKO IMAM PITANJA?

Ako imate pitanja u vezi sa obradom vaših podataka o ličnosti od strane kompanije Coca-Cola koja nisu navedena u ovom Obaveštenju o privatnosti, obratite se na privacy@coca-cola.com.

Dodatak 1

Ako se prijavite za posao u:	Vaš Coca-Cola rukovalac podataka je...	Kontakt kompanije Coca-Cola	Kontakt regulatora (ako je potrebno)
Algeria	EURL Beverage Services Algeria	Post: Algerian Business Center Pins Maritimes, 4th floor, El Mohammadia, Algiers, Algeria	Not operational yet
Angola	Coca-Cola Services Angola	Post: 6th Floor, Edificio Luanda, Belas Business Park, Talatona, Luanda, Angola	
Argentina	Servicios y Productos para Bebidas Refrescantes SRL	Post: Servicios y Productos para Bebidas Refrescantes SRL – Vedia 4090 – C.A.B.A. – Argentina- Attn: Responsable de Bases de Datos	Agency of Access to Public Information
Australia	Coca Cola South Pacific Pty Limited	Email: privacyofficerau@coca-cola.com Phone: Call our Consumer Information Centre on 1800 025 123 (within Australia) Post: Attn: Privacy Officer Coca Cola South Pacific Pty Limited GPO Box 388 North Sydney, NSW 2059	Office of the Australian Information Commissioner Post: GPO Box 5218 Sydney NSW 2001 Address: 175 Pitt Street Sydney NSW 2000 Tel: 1300 363 992 Fax: 61 2 9284 9666 Email: foi@oaic.gov.au Website: https://www.oaic.gov.au/
Austria	Coca-Cola Ges.m.b.H. Roemerquelle Beteiligungsverwaltungs GmbH	Email: dpo-europe@coca-cola.com Post: Am Europlatz 2, 1120 Vienna, Austria	Austrian Data Protection Authority Address: Österreichische Datenschutzbehörde Barichgasse 40-42, 1030 Wien Telephone: 43 1 52 152-0 Website: www.dsb.gv.at/ Email: dsb@dsb.gv.at
Azerbaijan	Reps office in Azerbaijan "CocaCola Meşrubat Pazarlama Danışmanlık Sanayi ve Ticaret A.Ş."	Nargiza Albekova nalbekova@coca-cola.com	
Bangladesh	Coca-Cola Bangladesh Limited	Coca-Cola Bangladesh Limited Doreen Tower, 6/A North Avenue, Gulshan-2, Dhaka-1212, Dhaka Bangladesh	
Bahrain	The Coca-Cola Export Corporation, Bahrain Branch	Post: 2 nd Floor, Office Number 22 of Unitag House (Govt. Avenue, Manama) PO Box – 11774, Kingdom of Bahrain	

Ako se prijavite za posao u:	Vaš Coca-Cola rukovalac podataka je...	Kontakt kompanije Coca-Cola	Kontakt regulatora (ako je potrebno)
Belarus	Coca-Cola Belarus (Coca-Cola Ukraine Ltd Belarus Representation office) Coca-Cola Belarus (Coca-Cola Soft Drink Consulting Representation office)	Internatsionalnaya 36-1, office 623, Minsk, 220030, Belarus	National Personal Data Protection Center of the Republic of Belarus 24-3 K. Zetkin Str. Minsk, 220004 info@cpd.by
Belgium	SA Coca-Cola Services NV	Email: dpo-europe@coca-cola.com Post: 1424 Chaussée de Mons, 1070 Brussels, Belgium	Data Protection Authority (DPA) - Autorité de la protection des données - Gegevensbeschermingsautoriteit (APD-GBA) Address: Rue de la Presse 35 – Drukpersstraat 35 1000 Bruxelles – Brussel Telephone: 32 (0) 2 274 48 00 / Fax: 32 (0) 2 274 48 35 Websites: https://www.autoriteprotectiondonnees.be https://www.gegevensbeschermingsautoriteit.be Email: contact@apd-gba.be
Bolivia	Coca-Cola Bolivia	Av. Las Ramblas, esquina Los Cedros, Edificio Torre Alas, Piso 9 de la ciudad de Santa Cruz de la Sierra, Bolivia	
Bosnia & Herzegovina	Barlan B-H d.o.o.	dpo-europe@coca-cola.com	Personal Data Protection Agency - Agencija za zaštitu ličnih podataka u Bosni i Hercegovini Address: Dubrovačka broj 6, Sarajevo Telephone: 00 387 33 726 250 Website: http://azlp.ba/ Email: azlpinfo@azlp.ba
Brazil	Recofarma Indústria do Amazonas Ltda. Praia de Botafogo, nº374 – Botafogo, Rio de Janeiro/RJ CEP: 22250-907:	Coca-Cola Brazil Data Protection Officer information: Name: Larissa Lourenço e-mail: encarregado.lgpd@coca-cola.com mail box: Praia de Botafogo, nº374 – Botafogo, Rio de Janeiro/RJ CEP: 22250-907	Autoridade Nacional de Proteção de Dados https://www.gov.br/anpd/pt-br

Ako se prijavite za posao u:	Vaš Coca-Cola rukovalac podataka je...	Kontakt kompanije Coca-Cola	Kontakt regulatora (ako je potrebno)
Bulgaria	Coca-Cola Bulgaria EOOD	Email: dpo-europe@coca-cola.com Post: 8, Racho Petkov Kazandzhivata, Vitosha district, Sofia, 1715, Bulgaria	Commission for Personal Data Protection Address: 2 Prof. Tsvetan Lazarov Blvd., Sofia 1592 Telephone: 359 2 915 3580 / +359 2 915 3548 / Fax +359 2 915 3525 Website: https://www.cpdp.bg/ Email: kzld@cpdp.bg
Canada	Coca-Cola Ltd.	335 King Street East, Toronto, ON, M5A 1L1, Canada Email: privacy@coca-cola.com	
Cambodia	Representative Office of Coca-Cola Southeast Asia, Inc.	Email: privacy@coca-cola.com	
China	Coca-Cola Beverages (Shanghai) Company Limited	Email: privacy@coca-cola.com	Cyberspace Administration of China http://www.cac.gov.cn/
Chile	Coca-Cola de Chile S.A.	Av. Presidente Kennedy 5757, Piso 12, Las Condes, Santiago, Chile	
Colombia	Coca-Cola Bebidas de Colombia S.A.	Post: Attn: Privacy Officer Av. Carrera 45 N 103-60 Piso 8, Bogotá D.C. Address: AK45 #103-60. Piso 8. Bogotá, Colombia. 110111 Phone 6386600 Email: repciondedocumentos@coca-cola.com	The data protection regulator is: Superintendencia de Industria y Comercio (SIC) Website: https://www.sic.gov.co/ Email: contactenos@sic.gov.co
Costa Rica	Coca-Cola Industrias LTDA	Plaza Tempo, Oficinas Corporativas, Lobby A, San Rafael, Escazú, San Jose, Costa Rica.	Inhabitants Data Protection Agency (Prodhab). Official Website: http://www.prodhab.go.cr/
Cote d'Ivoire	The Coca-Cola Export Corporation (Abidjan Representative Office)	Post: Abidjan, Plateau, Angle Boulevard Botreau Roussel, private street CRRAE-UEMOA Building, 04 BP 483 Abidjan 04	
Croatia	Coca-Cola Adria d.o.o.	Email: dpo-europe@coca-cola.com Post: Milana Sachsá 1, 10000 Zagreb, Croatia	Agencija za zaštitu osobnih podataka (Personal Data Protection Agency) (the "Agency") Selska cesta 136 HR - 10 000 Zagreb Telephone: 00385 (0)1 4609-000 Email: director@azop.hr Website: www.azop.hr

Ako se prijavite za posao u:	Vaš Coca-Cola rukovalac podataka je...	Kontakt kompanije Coca-Cola	Kontakt regulatora (ako je potrebno)
Czech Republic	Coca-Cola Ceska Republika spol.	Email: dpo-europe@coca-cola.com Post: Českobrodská 1329, 198 00 Praha 9-Kyje, Czechia	The Office for Personal Data Protection (Úřad pro ochranu osobních údajů) (the "Office") Pplk. Sochora 27 170 00 Praha 7 Czech Republic Telephone: +420 234 665 800 Email: posta@uoou.cz Website: www.uoou.cz
Denmark	Coca-Cola Nordic Services ApS	Email: dpo-europe@coca-cola.com Post: Philip Heymans Alle 17, DK2900 Hellerup, Denmark	The Data Protection Agency (Datatilsynet) (the "Agency") Carl Jacobsens Vej 35 DK-2500 Valby Denmark Telephone +45 33 19 32 00 Email: dt@datatilsynet.dk Website: www.datatilsynet.dk
Dubai	The Coca-Cola Export Corporation, Dubai Branch	Email: privacy@coca-cola.com Post: Office Park Building, Block B, Fourth Floor, Knowledge Village, Dubai, United Arab Emirates P.O. Box: 501738	
Ecuador	COCA-COLA DE ECUADOR S.A.	Avenida República de El Salvador N36-230 y Av. Naciones Unidas, Edificio Citibank, Primer piso, Quito, Ecuador Phone: 3982622 Email: privacy@coca-cola.com Data Protection Officer Infomation: Name: Larissa Lourenço e-mail: encarregado.lgpd@coca-cola.com mail box: Praia de Botafogo, nº374 – Botafogo, Rio de Janeiro/RJ CEP: 22250-907	
Egypt	Atlantic Industries-Egypt Branch	Post: Nasr City, Freezone, 8th District, Cairo, Egypt	
El Salvador	Compania de Servicios (El Salvador), S.A.	89 Ave. Norte, Edif. World Trade Center, Torre 2, local 209, San Salvador, El Salvador	

Ako se prijavite za posao u:	Vaš Coca-Cola rukovalac podataka je...	Kontakt kompanije Coca-Cola	Kontakt regulatora (ako je potrebno)
Estonia	Coca-Cola Balti Jookide AS	Email: dpo-europe@coca-cola.com Post: Mustamäe tee 16, 10617 Tallinn	Estonian Data Protection Inspectorate - (Andmekaitse Inspektsioon) Address: Tatari 39, 10134 Tallinn Telephone: 372 6828 712 Website: http://www.aki.ee/ Email: info@aki.ee
Eswatini	Conco Limited	Post: Plot 467 Conco Crescent, Matsapha, Eswatini	Eswatini Communications Commission (ESCCOM) https://www.esccom.org.sz/contactus/
Ethiopia	Coca-Cola Central East & West Africa Limited, Ethiopia Representative Office	Post: Addis Ababa, Sub city Kirkos, Kebele 20/21, H. No 1146(903)	
Finland	Coca-Cola Finland Oy	Email: Dpo-europe@coca-cola.com Post: C/O Sinebrychoff, Sinebrychoffin aukio 1/ Korkeavarasto (building), 04250 Kerava, Finland	The Office of the Data Protection Ombudsman P.O. Box 800 00521 Helsinki Finland Telephone: +358 (0)29 566 6777 Email: tietosuoja(at)om.fi Website: www.tietosuoja.fi
France	Coca-Cola Services France S.A.S.,	Email: Dpo-europe@coca-cola.com Post: 9 Chemin de Bretagne, 92130 Issy les Moulineaux, France	Commission Nationale de l'Informatique et des Libertés (the "CNIL") 3 Place de Fontenoy TSA 80715 75334 Paris Cedex 07 France Telephone: 00 33 1 53 73 22 22 Website: www.cnil.fr
Georgia	Reps office in Georgia "CocaCola Meşrubat Pazarlama Danışmanlık Sanayi ve Ticaret A.Ş."	Nargiza Albekova nalbekova@coca-cola.com	

Ako se prijavite za posao u:	Vaš Coca-Cola rukovalac podataka je...	Kontakt kompanije Coca-Cola	Kontakt regulatora (ako je potrebno)
Germany	Coca-Cola GmbH	Email: dpo-europe@coca-cola.com Post: Stralauer Allee 4, 10245 Berlin, Germany	German Federal Commissioner for Data Protection and Freedom of Information (BfDI) - Der Bundesbeauftragte für den Datenschutz und die Informationsfreiheit Address: Graurheindorfer Straße 153, 53117 Bonn Telephone: 49 228 997799 0 / Fax +49 228 997799 5550 Email: poststelle@bfdi.bund.de Website: http://www.bfdi.bund.de/
Ghana	Coca-Cola Equatorial (Africa) Limited	Post: 19, Kofi Annan Street, Airport Residential Area, Accra, 233, Ghana	Data Protection Commission East Legon, Paw Paw Street, GPS: GA-414-1469, P.O. Box CT7195, Accra +233-(0)302222927 info@dataprotection.org.gh
Great Britain	Beverage Services Limited	Email: dpo-europe@coca-cola.com Post: 1A Wimpole Street, London W1G 0EA	Information Commissioner's Office (ICO) Wycliffe House, Water Ln, Wilmslow SK9 5AF, United Kingdom Tel: 0303 123 1113 E-mail: icocasework@ico.org.uk Website: https://ico.org.uk/
Greece	Coca-Cola Hellas S.A.	Email: dpo-europe@coca-cola.com Post: 26 Kifissias Ave. & 2 Paradissou str., 15125, Maroussi, Greece	Hellenic Data Protection Authority Kifissias Av. 1-3 11523 Ampelokipi Athens Tel. +30 210 6475 600 Fax +30 210 6475 628 Email: contact@dpa.gr Website: http://www.dpa.gr/
Guatemala	Compania De Servicios Del Distrito Norte, S.A.	c/o Coca-Cola Interamerican Corporation, Av Las Americas 18-81 Zona 14, Edificio Columbus Center Piso 13, Guatemala City, Guatemala	
Hong Kong	Coca-Cola China Limited	Email: tedchang@coca-cola.com Floor 24, Cambridge House, Taikoo Place, Quarry Bay, Hong Kong	

Ako se prijavite za posao u:	Vaš Coca-Cola rukovalac podataka je...	Kontakt kompanije Coca-Cola	Kontakt regulatora (ako je potrebno)
Hungary	Coca-Cola Hungary Services Ltd	Email: dpo-europe@coca-cola.com Post: 2330 Dunaharaszti, Némedi út 104, Hungary	Hungarian National Authority for Data Protection and Freedom of Information Address: Falk Miksa utca 9-11 H-1055 Budapest Telephone: 36 1 3911 400 Email: privacy@naih.hu Website: http://www.naih.hu/
Indonesia	PT Coca-Cola Indonesia	Email: privacy@coca-cola.com	Ministry of Communication and Informatics Jl. Medan Merdeka Barat No.9, RT.2/RW.3, Gambir, Kecamatan Gambir, Kota Jakarta Pusat, Daerah Khusus Ibukota Jakarta 10110 Phone: (+62-21) 159
Israel	Refreshment Product Services, Inc., Israel Branch	Post: 111 Kahaneman Street, Bnei Brak 5155357, Israel	
Ireland	European Refreshments Unlimited Company	Email: dpo-europe@coca-cola.com Post: Soutgate Dublin Road, Drogheda County Meath A92 YK7W	Data Protection Commission Address: 21 Fitzwilliam Square, D02 RD28 Dublin 2 Telephone: 353 76 110 4800 Email: info@dataprotection.ie Website: http://www.dataprotection.ie/
Italy	Coca-Cola Italia S.r.l	Email: dpo-europe@coca-cola.com Post: Viale T. Edison 110/B, Sesto San Giovanni (MI)	Garante per la Protezione dei Dati Personali (the "Garante") Piazza Venezia n. 11 - 00187 Rome (Italy) Telephone: (+39) 06.696771 Email: protocollo@gpdp.it Website: www.garanteprivacy.it

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Japan	日本コカ・コーラ株式会社 Coca-Cola(Japan)Company, Limited	〒150-0002 東京都渋谷区渋谷 4 丁目 6 番 3 号 TEL:03-5466-8000 (大代表) 6-3, Shibuya 4-Chome, Shibuya-Ku, Tokyo 150-0002 https://www.cocacola.co.jp/	
Kazakhstan	Coca-Cola Kazakhstan LLP	Post: 97 Zholdasbekova str, Business Center Samal Towers, 16th floor, 050010, Almaty, Kazakhstan	
Kenya	Coca-Cola Central East and West Africa Limited	90 JGO, 3rd Floor, James Gichuru Road, Nairobi, Kenya	Office of the Data Protection Commissioner https://www.odpc.go.ke/
Lithuania	UAB „Allied Beverages“	dpo-europe@coca-cola.com	The State Data Protection Inspectorate (the “Inspectorate”) L. Sapiegos st. 17 LT-10312 Vilnius Lithuania Telephone: +370 5 271 2804 / 279 1445 Email: ada@ada.lt Website: www.vdai.lrv.lt
Malaysia	Coca-Cola Far East Limited (Malaysia Branch)	Email: pjtan@coca-cola.com Data Privacy Officer	Personal Data Protection Act 2010 – Jabatan Perlindungan Data Peribadi (pdp.gov.my) Official Portal of Department of Personal Data Protection
Mauritius	Coca-Cola Indian Ocean Islands Limited	Post: Orange Tower, 9 th Floor Cybercity Ebene, Mauritius	Data Protection Office Level 5, SICOM Tower, Wall Street, Ebene Cyber City, Ebene, Republic of Mauritius. Tel: 4600251 Email Address: dpo@govmu.org
Mexico	SERVICIOS INTEGRADOS DE ADMINISTRACIÓN Y ALTA GERENCIA, S. de R.L. de C.V	Rubén Darío No 115 Col. Bosque de Chapultepec, Delegación Miguel Hidalgo, 11580 Ciudad de México. Coca-Cola’s Mexico data protection officer is available by email at avisodeprivacidad@coca-cola.com	The Mexico data protection regulator is: Instituto Nacional de Transparencia, Acceso a la Información y Protección de Datos Personales. https://inicio.inai.org.mx
Mongolia	Coca-Cola China Limited Mongolia Representative Office	Post: MCS Coca-Cola plant, Gachuurt Road 104, Amgalan 13260, Bayanzurkh district, 10 Khoroo, Ulaanbaatar, Mongolia	

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Morocco	The Coca-Cola Export Corporation - Morocco Branch	Post: CT 1029 Sidi Maarouf, BP 8062 Casablanca, Morocco	La CNDP https://www.cndp.ma/fr/
Myanmar	Coca-Cola Limited	No. 3/A Bogyoke Aung Sain Road, Level 14 Junction City Tower, Suite No. 16 - 19, Pabedan Township, Yangon, Myanmar	
Netherlands	Coca-Cola Netherland BV	Email: dpo-europe@coca-cola.com Post: Marten Meesweg 25 3068 AV Rotterdam, Netherlands	Dutch Data Protection Authority Address: Hoge Nieuwstraat 8, 2514 EL The Hague - Autoriteit Persoonsgegevens, P.O. Box 93374, 2509 AJ Den Haag Tel. +31 70 888 8500 / Fax +31 70 888 8501 Website: https://autoriteitpersoonsgegevens.nl/
New Zealand	Coca-Cola Oceania Limited	Email: privacyofficerau@coca-cola.com Phone: Call our Consumer Information Centre on 1800 025 123 (within Australia) Post: Attn: Privacy Officer Coca Cola South Pacific Pty Limited GPO Box 388 North Sydney, NSW 2059	Office of the Privacy Commissioner Office of the Privacy Commissioner Enquiry Form PO Box 10 094, Wellington 6143 New Zealand 0800 803 909 investigations@privacy.org.nz
Nigeria	Coca-Cola Nigeria Limited	Pemberton Place, 16, Gerrard Road, Ikoyi, LAGOS, NIGERIA, Nigeria Email: dpo-africa@coca-cola.com	Nigeria Data Protection Bureau No. 5, Donau Crescent, Maitama Abuja, Nigeria. info@ndpb.gov.ng
Norway	Coca-Cola Norge AS	Email: dpo-europe@coca-cola.com Post: Røbsrudskogen 5, PO Box 460, Lorenskog N-1471, Norway	Norwegian Data Protection Authority Address: P.O. Box 458 Sentrum, 0150 Oslo Telephone: 47 22 39 69 00 Email: postkasse@datatilsynet.no Website: https://www.datatilsynet.no
Pakistan	The Coca-Cola Export Corporation, Pakistan Branch	Post: 27-Q College Road Gulberg II, Lahore, Pakistan	
Papua New Guinea	Coca-Cola Papua New Guinea Limited	Ashurst PNG, Level 11 Mrdc Haus, Corner of Musgrave Street and Champion Parade, Port Moresby, National Capital District, Papua New Guinea	NICTA – National Information and Communication Technology Authority PO Box 8444, BOROKO, NCD, Papua New Guinea, Phone (675) 303 3200

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Peru	Coca-Cola Servicios de Peru S.A.	Post: 4050 Republica de Panama Avenue – Surquillo - Lima - Attn: Data personal compliance officer	Agency of Access to Public Information
Philippines	Coca-Cola Far East Ltd. (Philippines Regional Operating Headquarters)	mbernardino@coca-cola.com Data Privacy Officer	National Privacy Commission 5th Floor Delegation Building, PICC Complex, Roxas Boulevard, Manila. Email: info@privacy.gov.ph Website: www.privacy.gov.ph
Poland	Coca-Cola Poland Services Sp. z o. o.	Email: dpo-europe@coca-cola.com Post: ul. Prosta 67 00-838 Warszawa, Poland	Personal Data Protection Office - Urząd Ochrony Danych Osobowych Address: ul. Stawki 2, 00-193 Warsaw Telephone: 48 22 531 03 00 Email: kancelaria@uodo.gov.pl dwme@uodo.gov.pl Website: https://uodo.gov.pl/
Portugal	Sociedade de Serviços para Bebidas em Portugal, Unipessoal Lda.	Email: dpo-europe@coca-cola.com Post: Rua Afonso Praça, 30, 7º e 8º pisos, 1495-061 ALGÉS Lisboa, PORTUGAL	Portuguese Data Protection Authority (CNPD) - Comissão Nacional de Proteção de Dados - CNPD Address: Av. D. Carlos I, 134, 1º, 1200-651 Lisboa Telephone: 351 21 392 84 00 / Fax +351 21 397 68 32 Email: geral@cnpd.pt Website: http://www.cnpd.pt/
Puerto Rico	The Coca-Cola Company - Puerto Rico Branch	Email: privacy@coca-cola.com	
Romania	Coca-Cola Romania S.R.L.	Email: dpo-europe@coca-cola.com Post: Sos.Bucuresti-Ploiesti no.1A , Imobil A1 , 2nd Floor, Bucharest, 013681, Romania	The National Supervisory Authority for Personal Data Processing – Autoritatea Națională de Supraveghere a Prelucrării Datelor cu Caracter Personal Address: B-dul Magheru 28-30, Sector 1 BUCUREȘTI Telephone: 40 31 805 9211 / Fax +40 31 805 9602 Email: anspdcp@dataprotection.ro Website: http://www.dataprotection.ro/

Ako se prijavite za posao u:	Vaš Coca-Cola rukovalac podataka je...	Kontakt kompanije Coca-Cola	Kontakt regulatora (ako je potrebno)
Srbija	Barlan S&M d.o.o. Allied Beverages d.o.o.	E-pporuka: dpo-europe@coca-cola.com Post: Batajnicki drum 18, 11080 Belgrade, 110810 Belgrade, Serbia	Poverenik za informacije od javnog značaja i zaštitu podataka o ličnosti Adresa: 15 Bulevar kralja Aleksandra, Beograd 11120 Kancelarija izvan kancelarije glavnog poverenika 21 Vojvode Šupljikca ulica, Novi Sad 21101 Tel: +381 11 3408 900 / Faks: +381 11 3343 379 E -pošta: office@poverenik.rs Sajt: https://www.poverenik.rs/en/
Singapore	Pacific Refreshments Pte Ltd Coca-Cola Asia Pacific Pte Ltd	pitan@coca-cola.com Data Privacy Officer	PDPC PDPA Overview Personal Data Protection Commission Singapore
Slovakia	Coca-Cola Slovakia s.r.o.	Email: dpo-europe@coca-cola.com Post: 830 06 Bratislava 36, Tuhovska 1, Slovakia	The Office for Personal Data Protection of the Slovak Republic (Úrad na ochranu osobných údajov) (the "Office") Hraničná 12 820 07 Bratislava 27 Slovakia Telephone: +421/2/32313214 Email: statny.dozor@pdp.gov.sk Website: www.dataprotection.gov.sk
South Africa	Coca-Cola Africa (Proprietary) Limited	Post: Building 1, 116 Oxford Road, Houghton Estate, Johannesburg, 2198	Information Regulator South Africa https://inforegulator.org.za/about/ Address: JD House, 27 Stiemens Street, Braamfontein, Johannesburg, 2001. Phone: 010 023 5200 Email: enquiries@inforegulator.org.za Website: www.inforegulator.org.za
South Korea	Coca-Cola Korea Co., Ltd. 한국코카콜라유한회사	18th floor, Heungkuk Life Insurance Building, 68 Saemunan-ro, Jongno-gu, Seoul (110-786) cocacolajourneykorea@gmail.com	Personal Information Protection Commission Website: PIPC, Korea
Spain	Compañía de Servicios de Bebidas Refrescantes S.L.	Email: dpo-europe@coca-cola.com Post: Calle Ribera del Loira 20-22, 28042 Madrid, Spain	Agencia Española de Protección de Datos (the "AEPD") C/Jorge Juan, 6 28001 Madrid, Spain Telephone: +34 900 293 183/ +34 900 293 621 Website: www.aepd.es

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Sri Lanka	Coca-Cola Beverages Sri Lanka Ltd	Coca-Cola Beverages Sri Lanka Ltd, Thekkawatte, Biyagama, Sri Lanka.	
Sweden	Coca-Cola AB	Email: dpo-europe@coca-cola.com Post: Dryckesvagen 2C, 13650 Haninge, Sweden	Swedish Authority for Privacy Protection - Integritetsskyddsmyndigheten (IMY) Address: Drottninggatan 29 5th Floor, Box 8114, 104 20 Stockholm Telephone: 46 8 657 6100 / Fax +46 8 652 8652 Email: imy@imy.se Website: http://www.imy.se/
Switzerland	Coca-Cola Schweiz GmbH Valser Mineralquellen GmbH	Email: dpo-europe@coca-cola.com Post: Thurgauerstrasse 132/134, Glattpark (Opfikon), 8152, Switzerland	Federal Data Protection and Information Commissioner (FDPIC) - Office of the Federal Data Protection and Information Commissioner FDPIC Address: Feldeggweg 1 CH - 3003 Berne Tel: +41 (0)58 462 43 95 / Fax: +41 (0)58 465 99 96 Website: https://www.edoeb.admin.ch/edoeb/en/home.html
Taiwan	Coca-Cola China Limited Taiwan Branch	Email: tedchang@coca-cola.com 14F.-2, 88 DunHua N. Rd., Songshan District, Taipei City, Taiwan	
Tanzania	Beverage Services Tanzania Limited	Post: Plot No. 370, 1st Floor, Oyster Pearl Galleria, Chole Street off Toure Drive Road, Oyster Bay/Peninsula Dar es Salaam, Tanzania	Not Operational
Thailand	Coca-Cola (Thailand) Ltd.	Email: privacythailand@coca-cola.com	Thailand Personal Data Protection Commission Ministry of Digital Economy and Society Address: No. 120, Moo 3, The Government Complex, Tower B, Changwattana Road, Lak Si, Bangkok, Thailand, Bangkok Tel: 662-142-1033, 662-141-6993 Email: pdpc@mdes.go.th Website: https://www.mdes.go.th/mission/82

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Trinidad / Tobago	Caribbean Service Company Ltd. – Trinidad	BHP Billiton Building, 2nd. floor Invaders Bay- Audrey Jeffers Highway, Port of Spain, Trinidad	
Tunisia	Beverage Services Tunisia S.A.R.L.	Post: Rue du Lac Loch Ness, Immeuble les Arcades, Tour C, 1053 Les Berges du Lac, Tunis, Tunisia.	INPDP https://www.inpdp.tn/contact.html
Uganda	Allied Beverages Company Limited	Post: UAP Nakawa Business Park 3-5 Old Port Bell Road P.O. Box 21207 Kampala, Uganda	Personal Data Protection Office info@pdpo.go.ug +256 417 801 008 +256 417 801 009 +256 417 801 011
Ukraine	Coca-Cola Ukraine Ltd	139 Velyka Vasylkivska Street, 13 floor, Kyiv, 03150, Ukraine	TBC
United Arab Emirates	The Coca-Cola Export Corporation, Dubai Branch	Email: privacy@coca-cola.com Post: Office Park Building, Block B, Fourth Floor, Knowledge Village, Dubai, United Arab Emirates P.O. Box: 501738	
Uzbekistan	Reps office in Uzbekistan "CocaCola Meşrubat Pazarlama Danışmanlık Sanayi ve Ticaret A.Ş."	Nargiza Albekova nalbekova@coca-cola.com	
Vietnam	The Representative Office of Coca-Cola Southeast Asia, Inc. In Ho Chi Minh City	Email: privacy@coca-cola.com	The Ministry of Public Security – Department of Cybersecurity and High-tech Crime Prevention and Control Address: No. 44 Yet Kieu Street, Hoan Kiem District, Hanoi City, Vietnam. Tel: (+84) 069 234 3647 - 069 234 1165 Website: Ministry of Public Security Portal (bocongan.gov.vn)
Zimbabwe	Coca-Cola Central Africa (Private) Limited	Post: 127 Harare Drive, Mt Pleasant, Harare, Zimbabwe	Postal and Telecommunications Regulatory Authority of Zimbabwe 1008 Performance Close Mt Pleasant Business Park P.O. Box MP843 Mount Pleasant Harare, Zimbabwe Tel.: +263 242 333032 Website: http://www.potraz.gov.zw