



Keurig Dr Pepper



2023 GRI Index

Global Reporting Initiative (GRI) Index

KDP has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards. Please refer to the [2023 Corporate Responsibility Report](#) for all page references.

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GRI 2: General Disclosures 2021	
2-1 Organizational details	Overview, page 4 2023 Form 10-K
2-2 Entities included in the organization's sustainability reporting	About this Report, page 50
2-3 Reporting period, frequency and contact point	About this Report, page 50
2-4 Restatements of information	Data Summary, page 54 SCOPE 3: Indirect Emissions, Value Chain (MTCO2e)*, 2019, page 54 Scope 3 : Indirect Emissions, Value Chain (MTCO2e)*, Use of Sold Products, 2019, page 54 % Packaging Recyclable or Compostable, page 55 % Plastic Packaging Recyclable or Compostable, page 55 % Plastic Packaging Reusable or Refillable, 2021, 2022, page 55 Packaging Mix (% of Total Weight Procured), Other, 2019, page 55 % Cocoa Responsibly Sourced, 2021, page 56 Responsible Sourcing — KDP Supplier Rating System for Factories, Apple Juice Concentrate Suppliers, 2022, page 57
2-5 External assurance	About this Report, page 50
2-6 Activities, value chain and other business relationships	2023 Form 10-K
2-7 Employees	People & Communities, pages 35-43 2023 Form 10-K
2-8 Workers who are not employees	People & Communities, pages 35-43 2023 Form 10-K
2-9 Governance structure and composition	Governance, pages 44-49 2024 Proxy Statement Corporate Governance Principles
2-10 Nomination and selection of the highest governance body	Governance, pages 44-49 2024 Proxy Statement
2-11 Chair of the highest governance body	Governance, pages 44-49 2024 Proxy Statement
2-12 Role of the highest governance body in overseeing the management of impacts	Governance, pages 44-49 2024 Proxy Statement

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2-13 Delegation of responsibility for managing impacts	Governance, pages 44-49 2024 Proxy Statement Corporate Governance Principles Audit and Finance Committee Charter
2-14 Role of the highest governance body in sustainability reporting	Governance, pages 44-49
2-15 Conflicts of interest	Governance, pages 44-49 2024 Proxy Statement Corporate Code of Conduct
2-16 Communication of critical concerns	Governance, pages 44-49 2024 Proxy Statement
2-17 Collective knowledge of the highest governance body	Governance, pages 44-49 2024 Proxy Statement
2-18 Evaluation of the performance of the highest governance body	Governance, pages 44-49 2024 Proxy Statement
2-19 Remuneration policies	2024 Proxy Statement Remuneration and Nomination Committee Charter
2-20 Process to determine remuneration	2024 Proxy Statement Remuneration and Nomination Committee Charter
2-21 Annual total compensation ratio	2024 Proxy Statement
2-22 Statement on sustainable development strategy	A Letter from our Chief Executive Officer and Chief Corporate Affairs Officer, page 3
2-23 Policy commitments	Governance, pages 44-49 Our Policies
2-24 Embedding policy commitments	Governance, pages 44-49 Our Policies
2-25 Processes to remediate negative impacts	Governance, pages 44-49 Our Policies
2-26 Mechanisms for seeking advice and raising concerns	Governance, pages 44-49 Our Policies
2-27 Compliance with 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 quality, environmental, and health and safety programs designed to foster compliance with applicable laws and regulations. KDP had instances of non-compliance in 2023. However, the costs of such compliance matters did not have a material financial impact on KDP operations.

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2-28 Membership associations	Environment, pages 7-18 Supply Chain, pages 19-27 Health & Well-Being, pages 28-34 People & Communities, pages 35-43
2-29 Approach to stakeholder engagement	Governance, pages 44-49
2-30 Collective bargaining agreements	2023 Form 10-K
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Governance, pages 44-49
3-2 List of material topics	Governance, pages 44-49
3-3 Management of material topics	Environment, pages 7-18 Supply Chain, pages 19-27 Health & Well-Being, pages 28-34 People & Communities, pages 35-43 Governance, pages 44-49
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	2023 Form 10-K
201-2 Financial implications and other risks and opportunities due to climate change	2023 Form 10-K 2023 CDP Climate Submission
201-3 Defined benefit plan obligations and other retirement plans	2023 Form 10-K
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	Governance, pages 44-49 Corporate Code of Conduct
205-2 Communication and training about anti-corruption policies and procedures	Governance, pages 44-49 Corporate Code of Conduct
GRI 206: Anti-competitive Behavior 2016	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance, pages 44-49 Corporate Code of Conduct
GRI 301: Materials 2016	
301-1 Materials used by weight or volume	Environment, pages 7-18 Data Summary, pages 54-59
301-2 Recycled input materials used	Environment, pages 7-18 Data Summary, pages 54-59
301-3 Reclaimed products and their packaging materials	Environment, pages 7-18 Data Summary, pages 54-59

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GRI 302: Energy 2016	
302-1 Energy consumption within the organization	Environment, pages 7-18 Data Summary, pages 54-59
302-2 Energy consumption outside of the organization	Environment, pages 7-18 Data Summary, pages 54-59
302-3 Energy intensity	Environment, pages 7-18 Data Summary, pages 54-59
302-4 Reduction of energy consumption	Environment, pages 7-18 Data Summary, pages 54-59
302-5 Reductions in energy requirements of products and services	Environment, pages 7-18 Data Summary, pages 54-59
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	Environment, pages 7-18 Data Summary, pages 54-59
303-2 Management of water discharge-related impacts	Environment, pages 7-18 Data Summary, pages 54-59
303-3 Water withdrawal	Environment, pages 7-18 Data Summary, pages 54-59
303-4 Water discharge	Environment, pages 7-18 Data Summary, pages 54-59
303-5 Water consumption	Environment, pages 7-18 Data Summary, pages 54-59
GRI 304: Biodiversity 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment, pages 7-18 Supply Chain, pages 19-27 Data Summary, pages 54-59
304-2 Significant impacts of activities, products and services on biodiversity	Environment, pages 7-18 Supply Chain, pages 19-27 Data Summary, pages 54-59
304-3 Habitats protected or restored	Environment, pages 7-18 Supply Chain, pages 19-27 Data Summary, pages 54-59

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GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Environment, pages 7-18 Data Summary, pages 54-59
305-2 Energy indirect (Scope 2) GHG emissions	Environment, pages 7-18 Data Summary, pages 54-59
305-3 Other indirect (Scope 3) GHG emissions	Environment, pages 7-18 Data Summary, pages 54-59
305-4 GHG emissions intensity	Environment, pages 7-18 Data Summary, pages 54-59
305-5 Reduction of GHG emissions	Environment, pages 7-18 Data Summary, pages 54-59
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Environment, pages 7-18 Data Summary, pages 54-59
306-2 Management of significant waste-related impacts	Environment, pages 7-18 Data Summary, pages 54-59
306-3 Waste generated	Environment, pages 7-18 Data Summary, pages 54-59
306-4 Waste diverted from disposal	Environment, pages 7-18 Data Summary, pages 54-59
306-5 Waste directed to disposal	Environment, pages 7-18 Data Summary, pages 54-59
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	Supplier Code of Conduct
308-2 Negative environmental impacts in the supply chain and actions taken	Environment, pages 7-18 Supply Chain, pages 19-27 Data Summary, pages 54-59
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	People & Communities, pages 35-43 Data Summary, pages 54-59
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People & Communities, pages 35-43
401-3 Parental leave	People & Communities, pages 35-43

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GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	People & Communities, pages 35-43
403-2 Hazard identification, risk assessment, and incident investigation	People & Communities, pages 35-43
403-3 Occupational health services	People & Communities, pages 35-43
403-4 Worker participation, consultation, and communication on occupational health and safety	People & Communities, pages 35-43
403-5 Worker training on occupational health and safety	People & Communities, pages 35-43
403-6 Promotion of worker health	People & Communities, pages 35-43
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People & Communities, pages 35-43
403-9 Work-related injuries	Data Summary, pages 54-59
403-10 Work-related ill health	Data Summary, pages 54-59
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	Our non-frontline, full-time, salaried team members have completed more than 66,000 hours of training in 2023.
404-2 Programs for upgrading employee skills and transition assistance programs	People & Communities, pages 35-43
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	People & Communities, pages 35-43 Governance, pages 44-49 Data Summary, pages 54-59
405-2 Ratio of basic salary and remuneration of women to men	People & Communities, pages 35-43
GRI 406: Non-discrimination 2016	
406-1 Incidents of discrimination and corrective actions taken	People & Communities, pages 35-43 Human Rights Position Statement
GRI 407: Freedom of Association and Collective Bargaining 2016	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supply Chain, pages 19-27 Governance, pages 44-49 Human Rights Position Statement
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	Supply Chain, pages 19-27 Governance, pages 44-49 Supplier Code of Conduct Brazilian Coffee Purchasing Policy Forced Labor and Child Labor Statement Human Rights Position Statement

DISCLOSURE	LOCATION
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain, pages 19-27 Governance, pages 44-49 Supplier Code of Conduct Brazilian Coffee Purchasing Policy Forced Labor and Child Labor Statement Human Rights Position Statement
GRI 410: Security Practices 2016	
410-1 Security personnel trained in human rights policies or procedures	Supply Chain, pages 19-27 Human Rights Position Statement
GRI 411: Rights of Indigenous Peoples 2016	
411-1 Incidents of violations involving rights of indigenous peoples	Supply Chain, pages 19-27 Human Rights Position Statement
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Environment, pages 7-18 Supply Chain, pages 19-27 Health & Well-Being, pages 28-34 People & Communities, pages 35-43
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	Supply Chain, pages 19-27
414-2 Negative social impacts in the supply chain and actions taken	Environment, pages 7-18 Supply Chain, pages 19-27
GRI 415: Public Policy 2016	
415-1 Political contributions	Governance, pages 44-49
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	Health & Well-Being, pages 28-34
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Health & Well-Being, pages 28-34
GRI 417: Marketing and Labeling 2016	
417-1 Requirements for product and service information and labeling	Health & Well-Being, pages 28-34
417-2 Incidents of non-compliance concerning product and service information and labeling	Health & Well-Being, pages 28-34
417-3 Incidents of non-compliance concerning marketing communications	Health & Well-Being, pages 28-34
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance, pages 44-49