

Respectful Workplace and Non-Harassment Policy Summary

Keurig Dr Pepper is committed to providing a diverse and respectful workplace that is free from discrimination or harassment. From recruitment to on-boarding and hiring and throughout our employees' careers, we do not tolerate discriminatory or harassing behaviors based on race, color, ancestry, religion, sex, pregnancy, transgender status, gender identity or expression, age, marital/civil union status, national or ethnic origin, genetic information, sexual orientation, place of birth, veteran status, physical or mental disability or other personal characteristic protected by law, and any other form of harassment that is specifically prohibited by law. We expect our employees to uphold this obligation whether they are on or off-site and whether it is during working hours or non-working hours.

We also expressly prohibit retaliation against any employee because they complained of harassment or discrimination; or because they cooperated with any investigation into a complaint of harassment or discrimination.