

The Coca-Cola Company

COCA-COLA PLAZA
ATLANTA, GEORGIA

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December 17, 2013

Mr. Thomas P. DiNapoli
Comptroller
State of New York
110 State Street
Albany, NY 12236

Dear Mr. DiNapoli,

Thank you for your letter to our Chairman regarding the upcoming Winter Olympics and LGBT rights issues that have been raised recently. He has asked that I personally respond to you. We appreciate the opportunity to provide you and the other investors who were signatories to your letter our perspective and information on our support for the LGBT community.

As one of the world's most inclusive brands, we value and celebrate diversity. The Coca-Cola Company has long been a strong supporter of the LGBT community and we have advocated for inclusion, equality and diversity through both our policies and practices. We do not condone intolerance or discrimination of any kind anywhere in the world.

As a business, it is our role and our responsibility to ensure that we embrace human rights practices in our own workplaces. It is also appropriate for us to help foster diversity, tolerance, unity and respect among all people.

Within our own business, we have a long-standing Human Resources policy protecting our employees from discrimination based on sexual orientation and gender identity and expression. This is a global policy that applies to our associates throughout the world.

We also have a Global Mutual Respect Policy that sets out our expectations for how employees should treat one another as well as anyone they interact with as a representative of The Coca-Cola Company. The policy outlines our commitment to valuing diversity and inclusion and providing a workplace free of discrimination or harassment. You can read more about this and about our Human Rights Statement, our Workplace Rights Policy and our Supplier Guiding Principles on the [Human and Workplace Rights section](#) of our Company website.

We will continue to demonstrate our support of the LGBT community and, more broadly, promote our values for diversity through our policies and actions. We have listed on our website a number of the actions we have taken. Rather than list them here, I invite you to take a look at these actions online in our [Company Statement](#).

We are working closely with International Olympic Committee (IOC) on concerns raised about human rights, including issues related to the LGBT community.

We take security very seriously, as does the IOC. We have been very straightforward in our many discussions with them about our expectations regarding safety and security for the athletes, spectators, guests, Torchbearers, officials, crews and anyone else associated with the Torch Relay and the Olympic Games.

The IOC has assured us that they are addressing safety and security with the Russian Government, which has publicly expressed its intent to make all athletes and visitors feel welcomed for the Winter Olympics in Sochi.

We will continue to engage directly with representatives of the IOC on this paramount priority.

We support the core values of the Olympic Movement – excellence, friendship and respect – and are proud to continue our role in helping to make the Olympics a memorable experience for athletes, fans and communities all around the world.

Best regards,

Mark Pincus