



Dear team,

Cott Corporation is committed to conducting business in a manner that follows the highest ethical standards and complies with all applicable laws. To help ensure that this commitment is met, we require all Cott employees to adhere to the standards for ethical business behavior set forth in Cott's Code of Business Conduct and Ethics (the "Code of Conduct") that is provided to all employees when joining the company. The Code of Conduct is also located on the corporate governance page of our website at <https://www.cott.com/about/governance/> as well as on your country website.

Please contact your HR manager or Ghire Shivprasad, Vice President – Corporate Human Resources ([gshivprasad@cott.com](mailto:gshivprasad@cott.com)) or Marni Poe, Vice President – General Counsel & Secretary ([mpoe@cott.com](mailto:mpoe@cott.com)) if you have any questions regarding the Code of Conduct.

To ensure that associates have the ability to voice concerns regarding possible Code of Conduct issues, we continue to engage with EthicsPoint®. EthicsPoint® is a worldwide confidential and anonymous<sup>1</sup> web and telephone-based reporting system that cultivates a positive work environment where improper behavior can be resolved, reinforcing the organization's ethical values. This helps ensure that our employees can file confidential reports in the manner most comfortable or convenient for them.

The EthicsPoint® tool is to be used for sharing concerns or violations in the following areas:

- . Accounting, Internal Controls and Auditing Matters (including violations of state, provincial, or federal securities laws)
- . Business Conduct
- . Environment, Health, and Safety Concerns
- . Fraud, Theft, or Misuse of Company Assets
- . HR/Employment or Workplace Concerns

You are encouraged to **go to your manager or the Human Resources department** whenever you have questions or concerns. However, there may be cases where you may not feel comfortable going to them, or cases in which, due to the nature of the concern, you may want to keep your identity confidential. That's when you can use EthicsPoint®. This system is managed by a third party to ensure confidential and secure reporting. Cott maintains a policy of non-retaliation for reports made in good faith when suspected violations of policies, regulations, or laws are noted.

To reach EthicsPoint®, visit [www.cottcompanies.ethicspoint.com](http://www.cottcompanies.ethicspoint.com) to create a report or to locate your toll-free reporting number.

<sup>1</sup> Where allowable by country laws.