

PepsiCo Statement on Human Rights Defenders

May 2022

Human rights defenders (HRDs)¹ and other potentially affected stakeholders play a critical role in advancing respect for human rights around the world. Not only are they important stakeholders in promoting human rights, identifying risks, and enabling remedy but, as recognized by the [UN Guiding Principles on Business and Human Rights](#), their perspective is also one of the foundational elements of human rights due diligence.

HRDs face a growing number of challenges, including violence, threats and intimidation, diminishing support networks, and the degradation of civic freedoms due to weak rule of law. The protection of civic freedoms and respect for the rule of law are vitally important for business and civil society. If HRDs are threatened or afraid of raising their concerns, then the fundamental principles of human rights due diligence begin to erode.

PepsiCo strictly prohibits retaliation against any individual or organization that raises human rights concerns in good faith. We will not tolerate nor contribute to threats, intimidation, or attacks (both physical and legal) against human rights defenders, including those defending labor rights, supporting environmental protection, and exercising their rights and freedoms in peaceful assembly and protest of our business. We expect our suppliers and business partners to uphold the same commitments, and we will use our leverage to help enable remedy where there is clear evidence a supplier or business partner has adversely impacted the rights of HRDs.

We believe that an open and continuous dialogue with our stakeholders is critical to informing and strengthening our human rights program. Our approach focuses on an ongoing dialogue with a wide range of stakeholders (e.g., workers, NGOs, trade unions, investors, governments, etc.) to gain global and local perspectives on areas such as our risk assessment and grievance management processes. We will continue to actively engage with these stakeholders, including HRDs, to inform our program and help create safe and enabling environments for civic engagement and human rights around the world. Where appropriate, we will engage with national governments to help promote and advance respect for human rights locally.

If any stakeholder believes that PepsiCo or one of our suppliers or partners has directly infringed on their rights or impeded the work of HRD's, they should raise a complaint through one of our available grievance channels:

- Our [Speak Up! Hotline](#) is a toll-free ethics hotline operated by an independent third party that provides PepsiCo stakeholders with a 24/7, anonymous and confidential means of reporting suspected violations.
- Our [Agricultural Grievance Mechanism](#) is open to anyone who has a concern that our policies and expectations are not being met in our agricultural supply chain.

¹ In line with the [UN Declaration on Human Rights Defenders](#), we recognize that a human rights defender can be any individual, group, or organization that seeks to peacefully promote or protect fundamental human rights and freedoms.