



PepsiCo Global Human Rights Workplace Policy

Our PepsiCo Guiding Principles provide that we will respect others and succeed together. Respecting the human rights of our employees, along with those in our value chain, and the communities in which we operate is the cornerstone of our Human Rights Workplace Policy.

PepsiCo's Human Rights Workplace Policy aligns with our Values and Guiding Principles, [Global Code of Conduct](#), and business policies covering diversity, environment, health and safety, and employee relations. The Human Rights Policy also reflects the principles contained in the [International Bill of Human Rights](#), [International Labor Organization Declaration on Fundamental Principles and Rights at Work](#), [United Nations Global Compact](#), and the [UN Guiding Principles on Business and Human Rights](#).

The Human Rights Workplace Policy applies to all PepsiCo employees and joint venture employees over which PepsiCo has management control.

Respect for Human Rights

PepsiCo recognizes the importance of maintaining and promoting the fundamental human rights of employees by operating under programs and policies that:

- Promote a workplace free of discrimination and harassment
- Prohibit child labor, forced labor, and human trafficking
- Provide fair and equitable wages, benefits, and other conditions of employment in accordance with local laws
- Provide humane and safe working conditions, including safe housing conditions as applicable
- Recognize employees' rights to freedom of association and collective bargaining

Failure to adhere to the following PepsiCo standards of conduct intended to respect the human rights of our employees may result in disciplinary action, up to and including termination of employment.

1. Forced Labor and Human Trafficking

PepsiCo prohibits the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking. No use of physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as method of discipline or control will be tolerated in the workplace.

2. Harassment and Discrimination

PepsiCo prohibits any type of discrimination or harassment based on age, race, sex, color, national origin, religion, gender identity, disability, sexual orientation, pregnancy status, or any other status protected by applicable law. Furthermore, the basis of recruitment, hiring, placement, training, compensation and advancement at PepsiCo is qualifications, skills, experience, and performance. We value the diversity

and unique contributions of our employees and have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment.

3. Child Labor

PepsiCo prohibits the hiring of individuals under the age of (15) or the local legal minimum working age or the compulsory schooling age, whichever is higher. Younger workers may be employed through Company approved, short-term internships, apprenticeships or work experience programs, but they are never permitted to do work that may threaten their health and safety, or hinder their education or vocational orientation and training.

4. Safe and Healthy Working Conditions

PepsiCo provides and maintains a safe and healthy workplace and complies with applicable safety and health laws, regulations, and internal requirements. We are dedicated to ensuring a safe workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

5. Workplace Security

PepsiCo provides and maintains a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats.

6. Freedom of Association and Collective Bargaining

PepsiCo respects our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. PepsiCo is committed to bargaining in good faith with such representatives.

7. Working Hours, Wages, and Benefits

PepsiCo compensates employees competitively relative to the industry and complies with all applicable local laws governing the payment of wages and benefits to employees.

Reporting Concerns

PepsiCo encourages all employees to report violations of the Human Rights Workplace Policy through one of several channels available to them without fear of reprisal. Employees can contact:

- Their direct manager or next-level manager
- Their Human Resources manager
- The PepsiCo Law Department
- Global Compliance and Ethics
- [Speak Up Hotline](#) (available by phone or web)

Retaliation against an employee for reporting an issue in good faith is a violation of our Global Code of Conduct and our Non-Retaliation Policy.