



PEPSICO



Tropicana



HIV/AIDS POLICY

At PepsiCo, we recognize HIV/AIDS as a uniquely challenging global health issue that poses a significant threat to the sustainability of our business operations worldwide. We are committed to making a significant contribution to the fight against this devastating pandemic and to assisting associates and their family members affected by it. PepsiCo has established an internal task force on HIV/AIDS to guide our actions in addressing the issue in our businesses.

Our policy outlines an approach that will be applied across the diverse array of markets in which we operate. In South Africa, for example, we have made important strides, including establishment of a comprehensive HIV/AIDS testing and treatment program. Based on our experience there, we believe any sustainable program to combat HIV/AIDS must focus first on building awareness, encouraging prevention and reducing the stigma associated with the disease. However, to succeed in the long term, an HIV/AIDS program must include a testing and treatment component.

We are currently working toward our goal of ensuring all of our associates and their families have access to affordable treatment for HIV/AIDS, including such services as anti-retroviral drugs, treatment for relief of HIV-related symptoms, nutrition counseling and supplements, stress reduction and treatment for the more common opportunistic infections, including STDs and tuberculosis.

The way we address HIV/AIDS in any individual country will reflect that country's particular needs and circumstances. Approaches may include review of existing benefit mechanisms to provide for the needs of workers living with HIV/AIDS and consultation with government and other partners to explore the sustainability of new health benefits, specifically addressing the retroviral and opportunistic elements of HIV/AIDS.

All of our HIV/AIDS programs will embody the following principles:

Inclusion — PepsiCo's policy applies to all associates of PepsiCo and its wholly owned subsidiaries. We will make available our policies, practices and experience to business partners according to their need and interest so they may be more effective in fighting this pandemic.

Sustainability — Our approach starts with basics and progresses as prerequisite elements are well-established. Testing and treatment programs require a solid foundation in awareness and education.

Commensurate Response — Our country-level programs should be commensurate with the severity of the local HIV/AIDS public health threat. Our goal is to meet or exceed local HIV/AIDS benchmark practices.

Local Relevance — Our local programs will be shaped by those responsible for implementing them. We will actively engage our associates and their representatives in developing and implementing our local approaches to HIV/AIDS.

Quality — We will encourage sharing of best practices, inside PepsiCo and with outside companies and organizations. We will facilitate access to information on HIV/AIDS prevention and care. Such information may come from external or internal sources and may include the insights of people living with HIV/AIDS. We will review our progress annually and continuously seek ways to improve.

Outreach — We will actively seek partnerships to increase the reach and impact of our efforts in the communities in which we operate. We will reach out to governments, nongovernmental organizations, other companies and community-based groups to leverage their capabilities in fighting HIV/AIDS.

Compliance — In the event our policy or programs conflict with local laws or regulations, we will respect those local laws and regulations.