

Speak Up!

If you see or hear something you believe is illegal or a violation of our Values or our Code of Conduct....

Speak Up!

Report your concerns to your supervisor, Human Resources manager or Speak Up

With Speak Up, you may choose to remain anonymous, where permitted by law

You should report:*

- Inaccuracy of financial records
- Accounting and auditing irregularities
- Bribery, corruption or illegal payments
- Criminal conduct and violations of law
- Safety and environmental hazards
- Discrimination and harassment
- Product quality issues
- Conflicts of interest
- Theft or fraud
- Workplace violence

Contact Speak Up by web or by phone
www.tnwgrc.com/PepsiCoSpeakUp

For the phone number in your country, see **next page** for our

Country Phone List

Confidential. Toll Free. 24 hours a day.

PepsiCo policy protects employees who raise concerns in good faith against retaliation

* Due to local privacy laws in certain countries and the European Union region, the Speak Up line may permit only specific types of calls, such as accounting, financial, auditing and bribery matters. In those countries, contact your Human Resources manager to report issues.



PepsiCo Speak Up Numbers

To call the Speak Up line, please follow the dialing instructions for the country you are calling from.

For countries not listed, use the international operator to place a collect call to the U.S. at 770-810-2637.

You can also submit a web report by using the Speak Up WebLine at <http://www.tnwgrc.com/PepsiCoSpeakUp>.

Note: Countries with an asterisk (*) are serviced by AT&T Direct service. To call from those countries, dial the AT&T Access Code listed for your country. After a brief AT&T greeting in English followed by a “bong” tone, please dial the Speak Up toll-free number 800-472-6145. Please be patient. It may take a few minutes to connect to an operator in your native language who will answer the Speak Up call.

Argentina	0-800-266-1573
Australia	1-800-21-4393
Belgium	0800-81664
Bosnia* Dial AT&T Access Code After the tone, dial	00-800-0010 800-472-6145
<i>or</i> Use international operator to place collect call to U.S. at Ask for “Bosnian” or press	770-810-2637 3
Brazil	0-800-047-4063
Bulgaria	00-800-120-4443
Canada	1-866-729-4888
Chile For Entel and Easter Island, Dial AT&T Access Code After the tone, dial	800-442400 800-800-312 800-472-6145
For Telefonica Dial AT&T Access Code After the tone, dial	800-800-288 800-472-6145
For Telmex, Dial AT&T Access Code After the tone, dial	800-225-288 800-472-6145
China	40-063-99210
Colombia	01-800-011-0151
Croatia	0800-806-116
Cyprus	8009-0662
Czech Republic	420-800-050-171
Dominican Republic* Dial AT&T Access Code After the tone, dial	1-800-225-5288 800-472-6145
Ecuador* Dial AT&T Access Code When prompted, dial	1-999-119 800-472-6145
Egypt* <i>Cairo</i> Dial AT&T Access Code After the tone, dial	2510-0200 800-472-6145
<i>Outside of Cairo</i> Dial AT&T Access Code After the tone, dial	02-2510-0200 800-472-6145
Estonia Use international operator to place collect call to U.S. at	770-810-1120
France	0800-94 22 65
Georgia Use international operator to place collect call to U.S. at	770-810-1120

Germany	0800-724-1916
Greece	00-800-11-008-3110
Guatemala Use international operator to place collect call to U.S. at	770-810-1120
Hong Kong	800-90-3400
Hungary	06-809-81586
India Dial AT&T Access Code After the tone, dial	000-117 800-472-6145
Indonesia	007-803-0191823
Ireland	1800-800016
Israel	180-941-3110
Italy	800-925012
Japan	0120-92-1024
Jordan* Dial AT&T Access Code After the tone, dial	18-800-000 800-472-6145
Lithuania Use international operator to place collect call to U.S. at	770-810-1120
Kazakhstan and Kyrgystan Use international operator to place collect call to U.S. at	770-810-1120
Korea	0809080951
Malaysia	1-800-88-9803
Mexico	01-800-436-0138
Netherlands	0800-440-0005
New Zealand	0800-020-016
Norway	0800-58225
Pakistan* Dial AT&T Access Code After the tone, dial	00-800-01-001 800-472-6145
Peru* For Americatel Dial AT&T Access Code After the tone, dial	0-800-70-088 800-472-6145
For Telefonica Dial AT&T Access Code After the tone, dial	0-800-50-000
Philippines* For Bayan, Digitel, Globe, Philcom and Smart, Dial AT&T Access Code After the tone, dial	105-11 800-472-6145
For PLDT Dial AT&T Access Code After the tone, dial	1010-5511-00 800-472-6145

Poland	800-707-082
Portugal	800-784570
Puerto Rico	1-866-729-4888
Romania	0800-400-737
Russia Mobile Landline	7-800-555-6423 8-800-555-6423
Singapore	1-800-723-1410
Saudi Arabia* Dial AT&T Access Code After the tone, dial	1-800-10 800-472-6145
Serbia Use international operator to place collect call to U.S. at Ask for “Serbian” or [press	770-810-2637 3
Singapore	1-800-723-1410
Slovakia	0-800-129-182
South Africa	0800-980-063
Spain	900-810-951
Switzerland	0800-11-1954
Taiwan	0-800-66-6431
Thailand	001-800-44-11758
Turkey* Dial AT&T Access Code After the tone, dial	0811-288-0001 800-472-6145
Ukraine	0800-50-28-87
United Arab Emirates	8000-444-1080
United Kingdom	0800-917-9781
United States	1-866-729-4888
Uruguay* Dial AT&T Access Code After the tone, dial	000-410 800-472-6145
Venezuela Use international operator to place collect call to the U.S. at	770-810-2637
Vietnam* Dial AT&T Access Code After the tone, dial	1-201-0288 800-472-6145

All Speak Up numbers listed above are subject to change without prior notice. The most current numbers will be available at pepsico.com