



PepsiCo Environmental, Health and Safety Policy

Environmental stewardship and health and safety protections for our people are guided by our core values and help us deliver on Performance with Purpose, our program to deliver long-term, sustainable financial performance. The Health and Safety of our employees and protection of the environment are of the utmost concern to PepsiCo, and we aspire to an incident-free workplace. We implement this Environmental, Health & Safety (EHS) policy through the PepsiCo Global Environmental, Health and Safety Management System (GEHSMS).

Guided by our values and consistent with our Global Code of Conduct and our Human Rights Workplace Policy, PepsiCo has established and is committed to these Environmental, Health and Safety Principles:

1. Ownership Culture: We build a proactive culture by driving ownership of environment, health and safety at the individual, managerial and organizational levels. We engage, consult with, and train our people and actively encourage participation in building our proactive culture.
2. Business Integration: We include environmental, health and safety considerations in both our short and long-term business decisions.
3. Resource Allocation: We provide appropriate resources to implement our environmental, health and safety management system, which identifies, assesses and manages risks. We share environmental, health and safety best practices across the company.
4. Regulatory Compliance: We apply appropriate environmental, health and safety management practices in order to comply with company standards and applicable legal requirements. We conduct regular audits to assess conformance with our standard and compliance with our legal obligations.
5. Performance Measurement: We establish meaningful metrics and monitor our performance against our environmental, health and safety performance goals, using these metrics to guide our continual improvement.
6. Continual Improvement: We monitor emerging issues and keep abreast of regulatory changes, technological innovations and stakeholder interests in order to implement effective and sustainable solutions to reduce waste and resource and energy consumption, protect natural resources, and create a healthy and safe work environment.
7. Stakeholder Engagement: We engage with contractors, licensed bottlers, suppliers, customers and local communities to reduce the environmental, health and safety impacts of our daily operations, technology and products. Working with governments, academia, nongovernmental organizations, business associations and other interested stakeholders, we strive to develop effective and sustainable solutions to environmental, health and safety challenges we face in our business activities.
8. Annual Review: We annually review and report on the progress of the company's performance in implementing this policy and update it as needed.

It is the responsibility of our senior leaders to ensure this policy is understood and effectively communicated and implemented throughout PepsiCo worldwide. All employees are responsible for understanding the impacts of this policy on their day-to-day work practices and are expected to practice and support the principles stated above.

Signed: Ramon Laguarta

Next review: 01 March 2021
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by: C. GILLIGAN