



January 24, 2024



Dear Partners and Colleagues,

We begin 2024 with a spirit of gratitude for all that we accomplished together in 2023. We leveraged our global scale, local partnerships, and our most important asset – our associates – to bring about positive change for people in the communities where we live and work.

Some of our programmatic highlights from the second half of 2023 include:

- Advancing food security by investing in female farmers and supporting holiday hunger relief efforts,
- Celebrating global “Water Changemakers” who are providing access to safe water in their communities,
- Creating economic opportunities by awarding scholarships, internships and employment opportunities, particularly for those who are underserved and excluded,
- Responding to disasters both near and far, and
- Incentivizing and engaging employees in One Smile at a Time volunteering events.

Keep reading for more in-depth insights and to see PepsiCo’s social impact on full display as we created local, leading and lasting positive change for people and our communities, empowering them to thrive and maximize their full potential through intentional programs and partnerships. Each of our focus areas and supporting programs are essential to PepsiCo’s broader pep+ goals to transform the global food system and create a stronger, more sustainable future for all. Stay tuned for our **2023 Global Impact Report** in April which will share our full year impact and the stories of people and places we served around the world.

Here’s to another year filled with collaboration, collective impact, and the unwavering spirit of giving. Together with you, we look forward to doing more in 2024.



C.D. Glin

*President, PepsiCo Foundation &
Global Head of Social Impact, PepsiCo*



Stephen Kehoe

*Chairman of the Board of Directors,
PepsiCo Foundation &
EVP, Chief Corporate Affairs Officer, PepsiCo*



FOOD SECURITY

Hunger, Malnutrition, Agriculture



SAFE WATER

Conservation, Distribution, Purification



ECONOMIC OPPORTUNITY

Small Business Support, Skill-Building,
Scholarships



COMMUNITY ENGAGEMENT

Employee programs, Community
relations, Disaster response



ADVANCING FOOD SECURITY

Expanding Support for Female Farmers Around the Globe

Women smallholder farmers are the backbone of our food systems – yet often don't have the resources they need to be successful and sustainable. Alongside our partners at [CARE](#), we were thrilled to expand our She Feeds the World program in 2023 to [Vietnam](#), [India](#), and [Colombia](#) to provide critical training, funding, and nutrition to help feed the potential of the women who feed the world. We also celebrated the [impact of our program in Peru](#) and the incredible female farmers who will continue its legacy long into the future as we strive to reach our goal of empowering five million women farmers and members of their communities by 2025.



[Watch the She Feeds the World Peru video](#)



[Watch the holiday volunteering video](#)

Joining Forces to Address Increased Hunger During the Holidays

The holiday season can be particularly challenging for families around the world experiencing food insecurity. Every year, the global PepsiCo community takes action, building upon efforts throughout the year, to increase our impact during the holidays. This year, we were proud to convene more than 670 associates around the globe – including in the U.S., South Africa, Spain, the U.K., Mexico and Australia - to participate in local volunteer events, providing more than 65,000 meals for those in need in their local communities. United in our shared commitment to our Food for Good ambition and global [Zero Hunger Pledge](#), together we can help end hunger during this season of giving and beyond.

Learn more about our food security work including Season 2 of our [Journey to Zero Hunger podcast](#), and our partnerships with [Casa Buna](#), [GENYOUth](#) and [Boys and Girls Clubs](#) to help feed children's potential around the world.

INCREASING ACCESS TO SAFE WATER

Celebrating Water Changemakers in our Communities

In the second season of our Changemakers documentary series, we shed light on the inspiring work of community leaders around the world to address the global water crisis. Check out the videos below to learn how the PepsiCo Foundation and our partners support these incredible individuals:

- [Eliza Chox Pérez](#) is a single mother in **Guatemala** who helped the Aquafund project bring potable water to her community.

- [Dr. Humaira Saleem](#) is a homeopathic doctor and community leader in **Pakistan** who helped to create the Women Water Users Committee to install and oversee a water filtration plant.
- [Tukulo Mtshayelo](#) was able to help protect and restore critical springs in **South Africa** to provide clean potable water to his community.
- [Supot Meksawanbamrung](#) is a highland coffee farmer in **Thailand** who trains female farmers on leveraging safe water for agricultural purposes.
- [Mrs. Mamatha Pesara](#) helps to oversee her community water station and raise awareness of the importance of clean drinking water and safe hygiene in **India**.
- [Shumet Degu](#) received plumbing training to provide timely repairs to the water system in his community in **Ethiopia**.



[Watch the Water Changemakers Video](#) and learn more about our safe water access work including our partnership with WaterAid in [Pakistan](#) and [Ethiopia](#).



CREATING ECONOMIC OPPORTUNITY

Empowering Hispanic Communities Across the U.S.

We're proud to invest in Hispanic communities by providing resources like capital and accessible education to support them in overcoming systemic barriers as part of [PepsiCo's Racial Equality Journey](#). Key milestones this year include:

- We partnered with the Cheetos [Deja tu Huella](#) ("Leave Your Mark") campaign to raise awareness of our Uplift Scholarship program to help ambitious community college students reach their full potential and use their passions to leave a mark on their communities.
- We also welcomed 100 new grantees to the [Impacto Business Accelerator Program](#) which seeks to [empower food and beverage entrepreneurs](#) in Hispanic communities with the skills and resources to take their businesses to new heights.



Boosting Women's Access to Careers in Male-Dominated Fields

We recently celebrated the launch of year two of [She Works Wonders](#), a collaboration between the PepsiCo Foundation, PepsiCo Egypt, nonprofit INJAZ Egypt, and the Ministry of Higher Education to increase female representation in male-dominated fields through training, mentorship and learning bootcamps. According to USAID, despite making up more than 50% of college graduates, only 18% of Egyptian women pursue professional roles. In the program's first year alone, She Works Wonders had an incredible impact on 600 women and we hope to double this impact in its second year!



Explore more of our economic opportunity initiatives including our [Restaurant Accelerator](#) Program with the National Urban League, the [Arab Youth Hackathon](#) in partnership with the Arab Youth Center & Plug and Play Tech Center, the [Amal Career-Prep Fellowship](#) in Pakistan, and the [Hope Bus](#) initiative in partnership with the Iraqi Children Foundation.



RESPONDING TO DISASTERS AND ENGAGING ASSOCIATES

Prioritizing Relief Efforts in the Wake of Climate Disasters

With increasing climate and humanitarian disasters across the world, we stand with all those who are impacted and are committed to providing funding and on-the-ground support to those that need it most in our communities. This includes partnering with The Salvation Army and local organizations to support [wildfire relief efforts in Hawaii](#), working with the [Canadian Red Cross](#) to provide resources for wildfire relief efforts, providing Moroccan communities impacted by an earthquake with more than 340,000 meals in partnership with [World Central Kitchen](#), and supporting flood relief efforts in Libya with the [World Food Programme](#).



Increased Access to Post-Secondary Education for Children of Associates

In November, we opened another nomination window for our [PepsiCo Foundation Family Scholars](#) program for the children of PepsiCo associates. Since its inception, the program has [awarded](#) more than six thousand scholarships – totaling nearly \$70 million - to support undergraduate educational studies for the children of PepsiCo's associates across the globe – including nearly 250 students in 2023 alone.

Applications close on February 12, [apply today!](#)



[Watch the PepsiCo Foundation Family Scholars video](#)



For real-time updates on our community investments around the world, follow us [here](#).
Read more about our 2023 impact in our [Global Impact Report](#).

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