

Speak Up!

If you see or hear something you believe is illegal or a violation of 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
- Food safety risks
- Misuse of confidential information
- Discrimination and harassment
- Product quality issues
- Conflicts of interest
- Theft or fraud
- Workplace violence
- Human rights violations
- Misuse of IT systems or other company assets

Contact Speak Up by web or by phone
www.PepsiCoSpeakUp.EthicsPoint.com

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

International 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

If your country is not listed, or if the number for your country is not working:

- Dial your local operator and request a reverse charge or collect call to be placed to the United States to 770-810-2637, or
- Submit your report via the webform at www.PepsiCoSpeakUp.EthicsPoint.com

Argentina	0-800-266-1573
Australia	1-800-214-393
Belarus	8-820-0011-0373
Belgium	0800-81-664
Bosnia	080-082-890
Brazil	0-800-047-4063
Bulgaria	0800-46-045
Canada	1-866-729-4888
Chile	800-914-768
China	40-063-99210
Colombia	01-800-011-0151
Costa Rica	0800-542-5526
Croatia	0800-806-116
Cyprus	80-077016
Czech Republic	420-800-050-171
Dominican Republic	1-809-200-9590
Ecuador	
From an outside line dial this AT&T Direct Access Code	1-999-119
At the English prompt dial	800-472-6145
Egypt	0800-000-9701
El Salvador	
From an outside line dial this AT&T Direct Access Code	800-1785
At the English prompt dial	800-472-6145
Estonia	
Dial your local operator, request a reverse charge or collect call to be placed to the United States to the following number	770-810-1120
Ethiopia	
Dial your local operator, request a reverse charge or collect call to be placed to the United States to the following number	770-810-2637
France	0800-94 22 65
Georgia	0800-10-02-89
Germany	0800-724-1916
Greece	00-800-492-2493-0029

Guatemala	
From an outside line dial this AT&T Direct Access Code	999-9190
At the English prompt dial	800-472-6145
Honduras	
From an outside line dial this AT&T Direct Access Code	800-0123
At the English prompt dial	800-472-6145
Hong Kong	800-90-3400
Hungary	06-809-81586
India	000-800-0501-589
Indonesia	007-803-321-2328
Ireland	1800-800016
Israel	180-941-3110
Italy	800-925012
Japan	0120-92-1024
Kazakhstan	8-800-333-74-89
Korea	0809080951
Kyrgyzstan	00800-13337-292
Lithuania	
Dial your local operator, request a reverse charge or collect call to be placed to the United States to the following number	770-810-1120
Malaysia	1-800-88-9803
Mexico	01-800-436-0138
Netherlands	0800-440-0005
New Zealand	0800-020-016
Nigeria	7080601364
Norway	0800-58225
Pakistan	
From an outside line dial this AT&T Direct Access Code	00-800-01-001
At the English prompt dial	800-472-6145
Panama	800-0273
Peru	0800-70875
Philippines	1800-1-322-0215

Poland	800-707-082
Portugal	800-784570
Puerto Rico	1-866-729-4888
Romania	0800-400-737
Russia	
Mobile	7-800-555-6423
Landline	8-800-555-6423
Saudi Arabia	800-850-0691
Serbia	0800-500804
Singapore	1-800-723-1410
Slovak Republic	0800-002-323
South Africa	080-098-4052
Spain	900-810-951
Switzerland	0800-11-1954
Taiwan	0-800-66-6431
Thailand	001-800-44-11758
Turkey	
From an outside line dial this AT&T Direct Access Code	0811-288-0001
At the English prompt dial	800-472-6145
Ukraine	0800-500-986
United Arab Emirates	8000-444-1080
United Kingdom	0800-917-9781
United States	1-866-729-4888
Uruguay	000-413-598-3944
Venezuela	0800-1009197
Vietnam	
From an outside line dial this AT&T Direct Access Code	1-201-0288
At the English prompt dial	800-472-6145

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