

# PepsiCo Statement on Human Rights Defenders

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Human rights defenders (HRDs)<sup>1</sup> and other potentially affected stakeholders play a critical role in the realization of human rights around the world. Not only are they important stakeholders in advancing human rights, identifying potential risks, and supporting remedy but, as recognized by the [UN Guiding Principles on Business and Human Rights](#), HRDs play an integral part in stakeholder engagement and human rights due diligence.

HRDs continue to face a number of challenges, including violence, threats and intimidation, diminishing support networks, and the weakening of civic freedoms due to weak rule of law. The protection of civic freedoms and respect for the rule of law are vitally important for business and civil society. If HRDs are threatened or afraid of raising their concerns, then the fundamental principles of human rights due diligence begin to erode.

PepsiCo prohibits retaliation against any individual or organization that raises human rights concerns in good faith. We will not tolerate nor contribute to threats, intimidation, criminalization, or attacks (both physical and legal) against human rights defenders, including those defending labor or land rights, supporting environmental protection, or exercising their rights and freedoms in peaceful assembly and protest of our business. We expect our suppliers to uphold the same commitments, and we will endeavor to help enable remedy where there is clear evidence a supplier linked to our business has adversely impacted the rights of HRDs, up to and including the potential termination of business relationships.

We believe that an open and continuous dialogue with our stakeholders is important to informing our human rights program. Our approach focuses on an ongoing dialogue with a wide range of stakeholders, including rightsholders and their proxies, (e.g., workers, NGOs, trade unions, investors, governments, etc.) to gain global and local perspectives on areas such as our risk assessment and grievance management processes. We will continue to actively engage with these stakeholders, including HRDs, to inform our program and help create safe and enabling environments for civic engagement and human rights around the world, where possible. Where appropriate, we will engage with national governments to help promote and advance respect for human rights locally.

If any stakeholder believes that PepsiCo or one of our suppliers has directly infringed on their rights or impeded the work of HRD's, they should raise a complaint through our [Speak Up! Hotline](#). Speak Up! is a toll-free ethics hotline operated by an independent third party that provides all PepsiCo stakeholders with a 24/7, anonymous and confidential means of reporting suspected violations. Speak Up is accessible anywhere in the world by dedicated toll-free phone lines in more than 70 countries in multiple languages and by web in 28 languages. Additional information on the Speak Up investigation and management process can be found [here](#).

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<sup>1</sup> In line with the [UN Declaration on Human Rights Defenders](#), we recognize that a human rights defender can be any individual, group, or organization that works non-violently to promote or defend human rights. It is also important to recognize that land and environment defenders and indigenous rights' advocates are all considered human rights defenders given their work intersects with human rights.