



PepsiCo Human Rights Workplace Policy

PepsiCo respects the dignity of our workers in the workplace and we work to ensure our associates' rights to personal security, a safe, clean and healthful workplace, and freedom from harassment or abuse of any kind.

We deal fairly and honestly with our associates regarding wages, benefits and other conditions of employment, and recognize our associates' right to freedom of association. We do not use forced or child labor.

We do not tolerate discrimination and work to ensure equal opportunity for all associates.

We comply with all applicable laws, regulations, and other employment standards, wherever we operate or work.

We encourage our partners, suppliers, contractors and vendors to support these policies and we place substantial value on working with others who share our commitment to human rights.

PepsiCo Human Rights Workplace Policy: Guidelines and Definitions

Guidelines

Scope: The policy applies to all PepsiCo associates.

Minimum Standard: All PepsiCo activities must comply with local laws and regulations. This policy must be complied with in the absence of relevant local laws and regulations.

Revised: February 2009

Definitions: These definitions are to be interpreted in conjunction with our Values Statement, Code of Conduct, and other relevant PepsiCo or division policies such as diversity, environment, health and safety, labor, and human resources policies.

Human rights cover three areas:

1. **Respect:** personal security; freedom from harassment or abuse; freedom of association.
2. **Equality:** equal opportunity with respect to age, sex, race, color, religion, gender, gender identity, national origin, sexual orientation, disability, veteran status, pregnancy status or any other characteristic protected by applicable national, state or local laws.
3. **Dignity of Work:** humane working conditions; worker health and safety; abolition of forced or child labor.

Freedom of association means: consistent with the law and with company policy and procedures, associates shall have the right to assemble, communicate and join associations of their choice.

Abolition of forced labor means: no coerced or prison labor, and no use of physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control.

Abolition of child labor means: no person under the age of 15 years old shall be employed for any purpose, either full time or part time, including paid or unpaid work.

Humane working conditions means: a safe, healthy and clean work environment with, appropriately lit work stations, potable drinking water, adequate restrooms, fire exits and essential fire safety equipment, emergency aid kits and access to emergency response including environmental, fire and medical.