



PepsiCo Occupational Health & Safety Policy

"PepsiCo's responsibility is to continually improve all aspects of the world in which we operate – environment, social, and economic – creating a better tomorrow than today."

Sustainability Vision

PepsiCo is proud to live by our Sustainability Vision and believes that protecting the health and safety of its people is a core value. Occupational injuries and occupational illnesses are preventable and we aspire to an incident-free environment. We implement our policy through the worldwide PepsiCo Environment, Health and Safety framework designed to deliver this core value.

These are our commitments to the health and safety of our people at PepsiCo:

1

Regulatory Compliance:

We apply sound health and safety management practices, comply with applicable legal and regulatory requirements and company standards, and conduct regular audits to verify compliance.

2

Resource Allocation:

We provide necessary resources to implement health and safety management systems that identify, assess and control risks. We share health and safety best practices across the company.

3

Business Integration:

We manage health and safety considerations into our short- and long-term business decisions.

4

Continuous Improvement:

We monitor emerging issues and keep abreast of regulatory changes, technological innovations and stakeholder interests in order to ensure effective and sustainable solutions to health and safety challenges we face.

5

Performance Measurement:

We establish meaningful metrics to monitor our health and safety performance, and use these metrics to set goals for continuous improvement.

6

Ownership Culture:

We build a proactive culture by driving ownership of health and safety at the individual, managerial and organizational levels. We engage and train our people and actively encourage participation.

7

Stakeholder Collaboration:

We collaborate with our contractors, licensed bottlers, suppliers, customers and local communities to reduce the health and safety impacts of our daily operations and technology, as it applies to them.

8

Annual Review:

We annually review the company's performance in implementing this policy and update it as needed.



Health, Safety & Risk



Healthy



Safe



People



Place

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 apply and support the principles stated above.

Signed:

Indra Nooyi
Chairman and CEO, PepsiCo