



B.C. Pay Transparency Report 2025

PEPSICO FOODS CANADA



EMPLOYER INFORMATION

Employer: PepsiCo Foods Canada (PFC)

Address: 2095 Matheson Boulevard East,
Mississauga, ON L4W 0G2

Reporting Period: January 1, 2024 - December 31, 2024

NAICS Code: 311990

Number of B.C. Employees: 300-999





OUR RESULTS

At PepsiCo Foods Canada (PFC), people are at the heart of everything we do so our efforts to foster an inclusive workplace is paramount. We recognize that our people are the cornerstone of our success, driving our ambition to build an inclusive, performance-driven culture where all individuals can thrive. Maintaining pay equity remains a key focus for us, and we are proud to share our efforts in this space.

PFC continues to advance our Pay Equity initiatives, including efforts to support attracting, retaining, and developing talent across all communities. We have robust, long-standing processes for managing pay programs supporting pay equity across employee groups.

Additionally, PFC maintains legislated pay equity plans designed to eliminate gender-based wage discrimination and ensure equal pay for work of equal value across our professional and frontline populations. Our pay transparency practices are essential in closing gaps and shaping inclusive talent strategies for growth for all.

Our initiatives are also bolstered by the impactful contributions of our Employee Resource Groups. These groups foster dialogue, provide opportunities for cultural education, and drive positive change. For example, the Women's Inclusion Network plays a pivotal role in supporting women and allies and providing opportunities for connection and education across our workforce.

Our recent upgrades to extended health and family-friendly benefits highlight our dedication to supporting an array of family journeys.

We've expanded coverage for surrogacy, adoption, and fertility drugs, and introduced new supports for fertility treatments. In addition to these expanded benefits, PepsiCo also enhanced how health care is accessed so that geography and availability are not barriers to support.

Virtual health care plays a crucial role in promoting inclusion in our workforce by offering accessible, timely medical consultations and support regardless of location, schedule, or mobility constraints. These enhancements demonstrate our efforts to provide thorough support to our employees during moments that matter in their lives.

In accordance with the BC Pay Transparency Act, we conducted a review of gender-based pay outcomes for PFC employees working in BC. However, this year, we were unable to generate meaningful insights due to insufficient data across the prescribed gender categories. Despite our efforts to encourage voluntary disclosure, the response rates did not meet the threshold required to produce reliable or representative analysis.

Recognizing the importance of this work, next year, we will strive to enhance our data collection efforts, improve employee awareness around the importance of self-identification, and continue to build systems that support equitable pay practices. We appreciate your understanding and partnership as we work toward more robust and meaningful reporting in future cycles.



Dave Moncur
Vice President, People
PepsiCo Canada

INCLUSION FOR GROWTH

Supporting inclusion for growth is not only the right thing to do for society, but it's also critical to the long-term success of our business. This is woven into our values and our vision of Winning with PepsiCo Positive (pep+), our end-to-end transformation strategy for creating growth and shared value with sustainability and human capital at the center.

By building a workforce that reflects society, the better we are at meeting the needs of our consumers and customers, and the faster we can grow our business and create value for our stakeholders. We strive to discover, attract, retain and develop top talent, all while fostering an inclusive working environment.



>RECRUITMENT

DIVERSIFYING OUR RECRUITMENT STRATEGIES

We work to complement our existing recruiting practices to reach broad talent pools.

PROMOTING INCLUSIVITY THROUGH SELF-IDENTIFICATION

We continue to strive to create a collaborative and inclusive space where everyone has a voice. We invite all associates to voluntarily self-identify their gender, among other identities and statuses.

>RETENTION

PROVIDING SUPPORT FOR WORK-LIFE BALANCE

We are dedicated to fostering a healthy work-life balance with a variety of initiatives. We offer flexible work options and schedules to meet individual needs while maintaining business efficiency. Our vacation purchase program allows employees to buy extra time off, and we provide both unpaid leave and a six-month paid sabbatical for extended breaks. Additionally, our comprehensive parental leave policies include paid maternity, adoption, and parental leave, along with structured return-to-work programs and gradual return options to ensure a smooth transition back to work.

INCLUSIVE AND FAMILY-FORMING BENEFITS

We strive to support employee well-being through a range of inclusive benefits for various life stages. Our comprehensive coverage includes fertility treatments, and select surrogacy, adoption, and gender affirmation expenses. We provide extensive resources for women's and men's health, menopause support, and mental health services for the whole family. Our benefits also cover support resources for children and elderly caregivers. Financial wellness is also a priority, with resources and flexible spending accounts available to help manage expenses. To further improve access to care, we offer virtual health care services that provide timely, confidential medical consultations regardless of location, schedule, or mobility ensuring employees and their families can get the support they need when they need it. Furthermore, we offer general wellness and wellbeing resources to promote a balanced and healthy lifestyle for our employees and their families.

GATHERING EMPLOYEE FEEDBACK

A strong culture is a cornerstone of PepsiCo. The One PepsiCo Way behaviors foster a passionate culture of engagement that motivates employees to be their best and do their best work. One of our behaviors is to Include Every Voice, encouraging employees to communicate openly and effectively. We offer multiple channels for employees to provide feedback on workplace inclusivity at PepsiCo Canada. Employees can share their experiences regarding discrimination and harassment through our PepsiCo Speak Up hotline. We have processes in place to track and address reports to continue to provide a responsive and supportive environment.

>DEVELOPMENT

EMPOWERING OUR WORKFORCE THROUGH EMPLOYEE RESOURCE GROUPS (ERGs)

Our ERGs are critical in helping drive our culture while fostering innovation and growth. These communities are spaces where all voices are listened to and valued. They truly connect, educate, and celebrate associates, allies, and our communities. Participation in ERGs is open to all and fosters a sense of belonging and helps support personal development by empowering employees to bring their whole selves to work. They also provide opportunity for employees to connect with and learn from others.

PROVIDING TOOLS FOR EMPLOYEES TO ELEVATE THEIR BUSINESS IMPACT AND ACHIEVE CAREER AMBITIONS

Our training and development programs are designed to empower every employee to reach their full potential. We foster an inclusive environment where all perspectives are valued, and continuous learning is encouraged. Through a wide range of learning opportunities, from leadership development to functional skill-building, we support personal and professional growth at every stage of an employee's career.

BUILDING A STRONG INTERNAL BENCH OF TALENT FOR FUTURE LEADERSHIP ROLES

Through succession planning and development strategies, we strive for holistic, and proactive talent growth fueled by an environment that provides equal opportunity career growth for all.