




Equal Employment Opportunity Policy

PepsiCo, Inc. and its divisions and subsidiaries ("Company") are dedicated to the achievement of equality of opportunity for all of its associates and applicants for employment. This broadly interpreted policy not only prohibits discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, veteran status or any protected category under state, local or federal law, but also ensures that qualified individuals will be given the opportunity to join PepsiCo Inc. and progress within the Company in accordance with their own abilities. In this connection, the policy requires at least the following:

1. Recruit, hire, train and promote persons in all job classifications, without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, veteran status or any protected category under state, local or federal law.
2. Base decisions on employment and promotions so as to further the principles of equal employment opportunity.
3. Ensure that promotion decisions are in accordance with the principle of equal opportunity by imposing only job-related requirements for promotional opportunities.
4. Ensure that all personnel programs such as benefits, training, tuition assistance, and social and recreational programs will be administered without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, or veteran status or any protected category under state, local or federal law.

Responsibility for ensuring compliance and continued implementation of the policy for your facility is assigned to your local Human Resource Manager. An applicant or an associate with a disability requiring a reasonable accommodation should contact their local Human Resource Manager.

Employees of the Company as well as applicants are protected from retaliation for filing a complaint or assisting in the investigation of a complaint under this policy. Any questions or complaints concerning this policy should be forwarded to the employee's supervisor, Human Resources Manager, the Headquarters EEO/Employment Counsel, or the Speak Up line at 1-866-729-4888 .

It is the Company's strong desire that this Equal Employment Opportunity policy be carried out in fact as well as in spirit. PepsiCo wants to do everything possible to provide applicants and associates the maximum opportunity to capitalize on their abilities.