

Speak Up!

If you see or hear something you believe is illegal or a violation of our Code of Conduct...

Speak Up!

Report your concerns to your supervisor, Human Resources manager or Speak Up

With Speak Up, you may choose to remain anonymous

You must report:

- Inaccuracy of financial records
- Accounting or auditing irregularities
- Bribery, corruption or illegal payments
- Criminal conduct or violations of law
- Safety or environmental hazards
- Food safety risks
- Misuse of confidential information
- Discrimination or harassment
- Product quality issues
- Conflicts of interest
- Theft or fraud
- Workplace violence
- Violations of Human Rights Policy
- Misuse of IT systems or other company assets

Contact Speak Up by web, QR code or phone
www.PepsiCoSpeakUp.EthicsPoint.com



For country-specific phone numbers, see the **next page**.

Confidential. Toll Free. 24 hours a day.

PepsiCo's Global Non-Retaliation Policy protects employees from retaliation for raising concerns or participating in an investigation



PepsiCo Speak Up Numbers

If your country is not listed, or if the number for your country is not working:

- Submit your report via the webform at www.PepsiCoSpeakUp.EthicsPoint.com

Argentina	0-800-266-1573
Australia	1-800-214-393
Belarus	8-820-0011-0373
Belgium	0800-81-664
Bosnia	080-082-890
Botswana	00-269-800-440-0103
Brazil	0-800-047-4063
Bulgaria	0800-46-045
Canada	1-866-729-4888
Chile	800-914-768
China	40-063-99210
Colombia	01-800-011-0151
Costa Rica	0800-542-5526
Croatia	0800-806-116
Cyprus	80-077016
Czech Republic	420-800-050-171
Dominican Republic	1-809-200-9590
Ecuador	1800000904
Egypt	0800-000-9701
El Salvador	22305329
Ethiopia	800861949
France	0800-94 22 65
Georgia	0800-10-02-89
Germany	0800-724-1916

Greece	00-800-492-2493-0029
Guatemala	2291 1943
Honduras	504 2235-8345
Hong Kong	800969652
Hungary	06-809-81586
India	000-800-0501-589
Indonesia	021 39504731
Ireland	1800-800016
Israel	1-809-349-270
Italy	800-925012
Japan	0120-92-1024
Kazakhstan	8-800-333-74-89
Korea	0809080951
Kyrgyzstan	00800-13337-292
Malaysia	1-800-88-9803
Mexico	01-800-436-0138
Netherlands	0800-440-0005
New Zealand	0800-020-016
Nigeria	7080601364
Norway	0800-58225
Pakistan	00800 900 44461
Panama	800-0273
Peru	0800-70875
Philippines	1800-1-322-0215

Poland	800-707-082
Portugal	800-784570
Puerto Rico	1-866-729-4888
Romania	0800-400-737
Russia	
Mobile	7-800-555-6423
Landline	8-800-555-6423
Saudi Arabia	800-850-0691
Serbia	0800-500804
Singapore	1-800-723-1410
Slovak Republic	0800-002-323
South Africa	080-098-4052
Spain	900-810-951
Switzerland	0800-11-1954
Taiwan	0-800-66-6431
Thailand	001-800-44-11758
Turkey	0080049240880058
Ukraine	0800-500-986
United Arab Emirates	8000-444-1080
United Kingdom	0800-917-9781
United States	1-866-729-4888
Uruguay	000-413-598-3944
Venezuela	0212-3358975
Vietnam	024 4458 3382