



PEPSICO



SPEAK UP

Every PepsiCo employee is responsible for acting ethically and following our Code of Conduct. If you see or hear something you believe is illegal or a violation of our Code of Conduct.....Speak Up!

You should report your concerns to your supervisor or Human Resources representative, or you may use the Speak Up line. You may remain anonymous if you chose to do so. PepsiCo policy protects employees who raise concerns in good faith against retaliation.

The Speak Up Line should be used to report employee misconduct and business abuse.

Examples include:

-
- Accuracy of Financial Records
 - Accounting Irregularities
 - Bribery, Kickbacks, Illegal Payments
 - Criminal Conduct
 - Discrimination
 - Product Tampering
 - Safety Hazards
 - Sexual Harassment
 - Theft or Fraud
 - Workplace Violence
-

If you have concerns or questions about issues other than employee misconduct, please contact your supervisor or your Human Resources representative.

To Contact Speak Up By Phone, See Country Call List on Next Page.

*Or Contact the Speak Up WebLine at
<https://speakup.eaweblines.com>*

Anonymous. Toll-free. 24 hours a day.

To call the Speak Up line, please follow the dialing instructions below for the country you are calling from:

United States, Canada and Puerto Rico -- Call toll free at 1-866-729-4888

Argentina	0-800-444-3110
Australia	1-800-30-8737
Belgium	0800-71899
Bosnia	Dial AT&T Access Code 00-800-0010. After the tone, dial 800-472-6145. Or use International Operator to place collect call to U.S. at 770-810-2637. Ask for "Bosnian" or press "3".
Brazil	0-800-891-4156
Bulgaria	Dial AT&T Access Code 00-800-0010. After the tone, dial 800-472-6145
Chile	800-442400
China	10-800-711-0632 North China, 10-800-110-0575 South China
Colombia	01-800-912-0113
Croatia	Dial AT&T Access Code 0800-220-111. After the tone, dial 800-472-6145
Cyprus	8009-0662
Czech Republic	800-143-711
Dominican Republic	1-800-472-6145
Ecuador *	Dial AT&T Access Code 1-999-119 (Andinatel) or 1-800- 999-119 (Pacifictel). After tone, dial 800-472-6145
Egypt (Cairo) *	Dial AT&T Access Code 510-0200. After the tone, dial 800-472-6145
Egypt (Outside of Cairo) *	Dial AT&T Access Code 02-510-0200. After the tone, dial 800-472-6145
Germany	0800-181-7774
Greece	00-800-11-008-3110
Guatemala	Use International Operator to place collect call to U.S. at 770-810-2637.
Hong Kong *	Dial AT&T Access Code 800-96-1111(Telecom) or 800-93-2266(New World). After tone, dial 800-472-6145
Hungary	06-800-18042
India	000-800-100-1038 or 1-800-800-1038 (from landlines)
Indonesia	001-803-1-008-3110
Ireland	1800-553836
Israel	180-941-3110
Italy	800-788033
Japan	00531-11-4490
Jordan *	Dial AT&T Access Code 18-800-000. After the tone, dial 800-472-6145
Malaysia	1-800-80-3427
Mexico	001-800-472-6145
Netherlands	0800-022-9671
New Zealand	0800-449-061
Norway	800-15561
Pakistan*	Dial AT&T Access Code 00-800-01-001. After the tone, dial 800-472-6145
Peru	0800-52-501
Philippines	1-800-1-111-0910
Poland	0-0-800-111-1603
Portugal	800-811072
Romania *	Dial AT&T Access Code 0808-03-4288. After the tone, dial 800-472-6145
Russia (Moscow and St. Petersburg) *	Dial AT&T Access Code 363-2400. After the tone, dial 800-472-6145
Russia (all other areas) *	Dial 8 for dial tone, then dial Access Code 10-800-110-1011. After the tone, dial 800-472-6145
Saudi Arabia *	Dial AT&T Access Code 1-800-10. After the tone, dial 800-472-6145
Serbia	Use International Operator to place collect call to U.S. at 770-810-2637. Ask for "Serbian" or press "3".
Singapore	800-110-1514
Slovakia *	Dial AT&T Access Code 0-800-000-101. After the tone, dial 800-472-6145
South Africa	0800-980-063
Spain	900-97-1022 or 900-87-8097 from wireless phones
Switzerland	0800-55-7441
Taiwan *	Dial AT&T Access Code 00-801-10-288-0. After the tone, dial 800-472-6145
Thailand	001-800-11-008-3110
Turkey *	Dial AT&T Access Code 0811-288-0001. After the tone, dial 800-472-6145
Ukraine *	Dial AT&T Access Code 8 (wait for tone) 10011. After the second tone, dial 800-472-6145
United Arab Emirates *	Dial AT&T Access Code 8000-121. After the tone, dial 800-472-6145
United Kingdom	0808-234-6702
Uruguay	000-411-008-3110
Venezuela	Use International Operator to place collect call to U.S. at 770-810-2637
Vietnam	Dial AT&T Access Code 1-201-0288. After the tone, dial 800-472-6145

*These countries are serviced by AT&T Direct service. To call Speak Up, dial the AT&T "Access Code" listed for your country. After a brief AT&T greeting in English followed by a "bong" tone, please dial the Speak Up Toll-free number of 800-472-6145 to connect to the Speak Up line. Please be patient. An operator in your native language will answer the Speak Up call.

For All Other Countries Not Listed Use International Operator to place collect call to U.S. at 770-810-2637 (6/10)