

PepsiCo is committed to conducting business the right way. Our Speak Up program is a widely used and important part of our culture of ethics and compliance at PepsiCo. We encourage employees, contractors, suppliers, vendors and other third parties to use Speak Up to ask questions as well as report concerns about a potential violation of our Values, our Global Code of Conduct, our policies or applicable law.

The total number of Speak Up reports and contacts received in 2015 was 5,492. The following graph shows the categories of Speak Up reports received in 2015, the source of the report and whether the report was made anonymously or self-identified.

Of the cases closed during 2015, approximately 39% were closed as “Substantiated/Partially Substantiated” and resulted in some form of individual discipline such as coaching, written warning or termination of employment, or some form of training, policy revision or control enhancement. This is consistent with past years’ rates and industry benchmarks.

