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At PepsiCo, we know that our company can only succeed when our associates and the societies we serve flourish. That's why we are committed to fostering a diverse workforce by creating a collaborative, equitable and inclusive space where everyone, regardless of what we look like, where we come from or whom we love, has a voice that is heard and valued. Because when we have a space to authentically be ourselves and explore each other's ideas with compassionate curiosity, we can deliver more smiles and build a better and more positive workplace and world.

PepsiCo was built on the foundation that we thrive because of our diversity, and we believe we have a responsibility and unique opportunity to help address societal challenges. To meet our pep+ (PepsiCo Positive) ambitions and contribute to a better workplace and world, we will continue to help address inequalities for historically marginalized people and underserved businesses and communities.

Our diversity values apply both in our own workplaces and also throughout our value chain, across four key pillars:

People: a space to be themselves

Our goal is to increase diverse representation, build inclusive leaders across the organization and help uplift people from underserved communities globally. To achieve these goals, we plan to discover and attract diverse talent, retain and develop our talent and foster an inclusive environment within PepsiCo.

Business: a place for partners to progress

Our goal is to build more resilient diverse-owned businesses and leverage a broader diversity of partners across our market, distribution network and customers to better reflect the many markets we serve.

Communities: a place for communities to thrive

Our goal is to enhance community prosperity by helping members to earn success, enjoy economic opportunity and gain mobility through investments in education, health, and nutrition as well as workforce readiness.

Culture: a space where everyone belongs

Our goal is to build a workforce that is not only diverse, but genuinely inclusive—a space where whoever walks through our doors sees, feels and knows PepsiCo is a company where they can achieve their maximum potential.

