

# 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](http://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](http://www.PepsiCoSpeakUp.EthicsPoint.com)

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

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

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