

# 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, where permitted by law

You should report\*:

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

Contact Speak Up by web or by phone  
[www.PepsiCoSpeakUp.EthicsPoint.com](http://www.PepsiCoSpeakUp.EthicsPoint.com)

For the phone number in your country, see **next page** for our

**International Phone List**

**Confidential. Toll Free. 24 hours a day.**

PepsiCo policy protects employees who raise concerns in good faith against retaliation

\* Due to local privacy laws in certain countries and the European Union region, the Speak Up line may permit only specific types of calls, such as accounting, financial, auditing and bribery matters. In those countries, contact your Human Resources manager to report issues.



# PepsiCo Speak Up Numbers

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

- Dial your local operator and request a reverse charge or collect call to be placed to the United States to 770-810-2637, or
- 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>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>	
From an outside line dial this AT&T Direct Access Code	1-999-119
At the English prompt dial	800-472-6145
<b>Egypt</b>	0800-000-9701
<b>El Salvador</b>	
From an outside line dial this AT&T Direct Access Code	800-1785
At the English prompt dial	800-472-6145
<b>Estonia</b>	
Dial your local operator, request a reverse charge or collect call to be placed to the United States to the following number	770-810-1120
<b>Ethiopia</b>	
Dial your local operator, request a reverse charge or collect call to be placed to the United States to the following number	770-810-2637
<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>	
From an outside line dial this AT&T Direct Access Code	999-9190
At the English prompt dial	800-472-6145
<b>Honduras</b>	
From an outside line dial this AT&T Direct Access Code	800-0123
At the English prompt dial	800-472-6145
<b>Hong Kong</b>	800-90-3400
<b>Hungary</b>	06-809-81586
<b>India</b>	000-800-0501-589
<b>Indonesia</b>	007-803-321-2328
<b>Ireland</b>	1800-800016
<b>Israel</b>	180-941-3110
<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>Lithuania</b>	
Dial your local operator, request a reverse charge or collect call to be placed to the United States to the following number	770-810-1120
<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>	
From an outside line dial this AT&T Direct Access Code	00-800-01-001
At the English prompt dial	800-472-6145
<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>	
From an outside line dial this AT&T Direct Access Code	0811-288-0001
At the English prompt dial	800-472-6145
<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>	0800-1009197
<b>Vietnam</b>	
From an outside line dial this AT&T Direct Access Code	1-201-0288
At the English prompt dial	800-472-6145

All Speak Up numbers listed above are subject to change without prior notice. The most current numbers will be available at [www.pepsico.com](http://www.pepsico.com).