Business and Human Rights Centre

US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

PepsiCo

Indicator	Finding - July 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	PepsiCo is committed to respecting the rights of all individuals and communities throughout our value chain. Specifically, we are committed to respecting the rights and freedoms defined in the following international instruments: - Universal Declaration of Human Rights - International Covenant on Civil and Political Rights - International Covenant on Economic, Social and Cultural Rights - International Labour Organization's Declaration on Fundamental Principles and Rights at Work - United Nations Convention on the Rights of the Child - United Nations Convention on the Elimination of All Forms of Discrimination against Women - United Nations Declaration on the Rights of Indigenous Peoples - International Convention on the Elimination of All Forms of Racial Discrimination - International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families In fulfilling our responsibility to respect human rights, we are committed to implementing the UN Guiding Principles on Business and Human Rights throughout our business and reporting on our progress in line with the UN Guiding Principles Reporting Framework. We are also supporters, signatories, or members of the	Global Human Rights Policy	https://www.pepsico.com/docs/default-source/sustainability-and-esg-topics/pepsico-global-human-rights-policy.pdf	Updated link; change in wording from "PepsiCo is committed to respsecting" to "PepsiCo aims to respect the rights..."	https://www.pepsico.com/docs/pepsico-5v9wci20/media/Files/esg-topics/pepsico-global-human-rights-policy.pdf
Human rights policy - ILO Core Labor Standards	See above				
Forced labor & prison labor	PepsiCo prohibits the use of all forms of forced labor, including involuntary prison labor, indentured labor, bonded labor, military labor, slave labor, and any form of human trafficking.	Global Human Rights Policy	https://www.pepsico.com/docs/default-source/sustainability-and-esg-topics/pepsico-global-human-rights-policy.pdf	Updated link	https://www.pepsico.com/docs/pepsico-5v9wci20/media/Files/esg-topics/pepsico-global-human-rights-policy.pdf
Human rights defenders & civic space	We will not tolerate nor contribute to threats, intimidation, or attacks (both physical and legal) against human rights defenders. We expect our suppliers and business partners to uphold the same commitments, and we will use our leverage to help enable remedy where there is clear evidence... has adversely impacted... HRDs. We will continue to actively engage with these stakeholders, including HRDs... [to] help create safe and enabling environments for civic engagement and human rights around the world.	PepsiCo Statement on Human Rights Defenders	https://www.pepsico.com/docs/default-source/sustainability-and-esg-topics/pepsico-human-rights-defenders-statement.pdf?sfvrsn=4050cc1b_3	Updated link	https://www.pepsico.com/docs/pepsico-5v9wci20/media/Files/esg-topics/PepsiCo-Human-Rights-Defenders-Statement.pdf
Gender equality and women's empowerment	[Signatory of WEPs since 2010]	WEPs	https://www.weps.org/companies	No change	
Indigenous Peoples	Secure land rights are a vital component of economic prosperity, sustainable food production and the responsible use of natural resources. This can be particularly true in developing countries and areas inhabited by indigenous communities, yet recent estimates indicate that only 30% of the world's population has a legally registered title to their land.1 Land rights issues have the potential to directly impact local communities and the daily lives of rights holders, such as through physical displacement or the loss of economic opportunity. [Webpage - Human Rights]	Webpage - Human Rights Global Policy on Sustainable Palm Oil	https://www.pepsico.com/our-impact/esg-topics-a-z/human-rights https://www.pepsico.com/docs/default-source/sustainability-and-esg-topics/global-policy-for-sustainable-palm-oil.pdf?sfvrsn=57aba3ae_2	Updated link for source 2. No reference on current human rights page.	https://www.pepsico.com/docs/pepsico-5v9wci20/media/Files/policies/global-policy-for-sustainable-palm-oil.pdf
Natural resources					
Land rights	PepsiCo recognizes that secure land rights are a vital component of economic prosperity, sustainable food production, and the responsible use of natural resources. As outlined in our Land Policy, we have a zero- tolerance policy for illegal activities in our operations and a zero-tolerance policy for land displacements of any legitimate land tenure holders. When PepsiCo acquires land (including purchasing, leasing, and utilization), we will engage in fair and legal negotiations and use the IFC Performance Standards to implement the Free, Prior, and Informed Consent (FPIC) principles for agricultural development in developing countries.	Global Human Rights Policy	https://www.pepsico.com/docs/default-source/sustainability-and-esg-topics/pepsico-global-human-rights-policy.pdf	Updated link	https://www.pepsico.com/docs/pepsico-5v9wci20/media/Files/esg-topics/pepsico-global-human-rights-policy.pdf
Free, Prior, and Informed Consent (FPIC)	See land rights			Updated	Human Rights. https://www.pepsico.com/esg-topics/human-
Living wage					

Living wage, own operations	We believe that all of our employees should be paid a wage sufficient to afford a decent standard of living, and we are committed to providing fair wages and equitable benefits for our employees and their families.' [Global Human Rights Policy 2022, PDF 3]	Global Human Rights Policy	https://www.pepsico.com/docs/default-source/sustainability-and-esg-topics/pepsico-global-human-rights-policy.pdf	Updated - see below	
Living wage in supply chain	We believe that everyone should earn a wage sufficient to afford a decent standard of living, and we have established several initiatives aiming to help advance fair pay and employment conditions throughout our direct operations and supply chain.	Webpage - Human Rights	https://www.pepsico.com/our-impact/esg-topics-a-z/human-rights	No change	
Human rights due diligence and supply chain					
Process for assessing human rights risks and impacts	We have established a due diligence process that assesses potential human rights impacts within our business and supply chain, integrates its findings into our internal systems, tracks the effectiveness of our actions and regularly communicates our progress. Our due diligence process focuses first on our direct operations and strategic, direct tier-1 suppliers. Our process utilizes a risk-based approach to help monitor risk and assess, identify and remediate potential impacts within our business and supply chain. When needed, we may increase the frequency and/or type of due diligence assessment in response to new events such as entry into new markets, onboarding of new suppliers or emerging human rights challenges in certain markets. We are continuing to expand our due diligence programs to integrate new assessment tools and to cover additional areas of our supply chain, including our third-party labor providers and transportation and logistics providers. We also regularly integrate new assessment tools into our due diligence process. For example, in 2021, we piloted an independent remote worker voice initiative in the United States, which we expanded to additional worker groups in Mexico, Egypt and Saudi Arabia in 2022. Learnings and insights from our due diligence programs are regularly integrated into our internal processes to help ensure that we have the appropriate policies and management systems in place to prevent, identify and address potential human rights risks within our business and supply chain.	Webpage - Human Rights	https://www.pepsico.com/our-impact/esg-topics-a-z/human-rights	Updated	We have established a due diligence process that helps us assess potential human rights risks in our business and direct supply chain, integrate insights into our internal systems, track the effectiveness of our actions and communicate our progress. Underlying this process is our Global Human Rights Due Diligence Program which helps us assess, identify and remediate impacts in our business and direct supply chain. Learnings and insights from this program are integrated into our internal processes to help develop appropriate policies and systems.
Heightened human rights due diligence in Conflict Affected and High Risk Areas (CAHRAs)	For those products in our supply chain that include conflict minerals that are necessary to the functionality or production of the products, we follow due diligence procedures consistent with the processes and procedures set forth in the Organization for Economic Co-operation and Development's Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-	Conflict Minerals Policy	https://www.pepsico.com/docs/default-source/policies/conflict-minerals-policy.pdf?sfvrsn=c2381c7f_3	Updated link	https://www.pepsico.com/docs/pepsico-5v9wci20/media/Files/esg-topics/Conflict-Minerals-Policy.pdf
Affected stakeholder engagement	We also recognize the importance of capturing the voice of rights holders through this process, and we are committed to engaging with potentially and actually affected rights holders in the development and management of our human rights approach. Throughout the year, we regularly engage with a wide range of stakeholders through a variety of engagement mechanisms such as direct consultations, worker roundtables, landscape programs and multi-stakeholder collaborations.	Webpage - Human Rights	https://www.pepsico.com/our-impact/esg-topics-a-z/human-rights	No change	
Human rights requirements in supplier code/requirements	All suppliers, vendors, contractors, consultants, agents and other providers of goods and services who do business with or on behalf of PepsiCo ("suppliers") are expected to follow the Supplier Code and all other relevant policies as a condition of doing business with PepsiCo and its affiliates... [Footnote] pplicable policies/commitments include PepsiCo's: (i) Environmental Health and Safety Policy, (ii) Sustainable Agriculture Policy, (iii) Land Use Policy, (iv) Forestry Stewardship Policy, (v) Sustainable Packaging Policy, (vi) Cage-Free Egg Policy, (vii) Human Rights Workplace Policy, (viii) Palm Oil Commitments, (ix) Cane Sugar Commitment, and (x) Global Anti-Bribery Compliance (ABAC) Policy.	PepsiCo, Inc Global Supplier Code of Conduct	https://www.pepsico.com/docs/default-source/sustainability-and-esg-topics/supplier-code-of-conduct/pepsico-supplier-code-of-conduct---english.pdf?sfvrsn=67dd868f_28	Updated	PepSiCo, Inc. Global Supplier Code of Conduct. https://www.pepsico.com/docs/pepsico-5v9wci20/media/Files/global-code-of-conduct/pepsico-supplier-code-of-conduct-english.pdf. Our Global Supplier Code of Conduct ("Supplier Code") reflects international standards and outlines the expectations we have set for our suppliers in the areas of business integrity, ethics and anticorruption, human rights and labor practices, health and safety, and environmental management.
Access to remedy					

Grievance mechanism for own employees	If you are aware of something that may be a violation of our Code, our policies or the law, you must speak up and report it so it can be addressed. You have several channels to seek guidance or make a report: Your immediate manager, next level manager or Human Resources manager: In most cases, your immediate manager should be your first point of contact. You should immediately contact your manager to report issues that require urgent attention, such as workplace violence, employee health and safety, and food safety. [...] Global Compliance & Ethics or the PepsiCo Law Department: For issues involving actual or potential Code or legal violations, you should contact Global Compliance & Ethics or the Law Department.' [Global Code of Conduct 2022, 9]	Global Code of Conduct 2022 Webpage - Speak Up	https://www.pepsico.com/docs/default-source/global-code-of-conduct/pepsico-global-code-of-conduct/english_pepsico_global_code_of_conduct_booklet-1.pdf?sfvrsn=f6422b75_28 https://secure.ethicspoint.com/domain/media/en/gui/52943/index.html	Updated	Human Rights. https://www.pepsico.com/esg-topics/human-rights#why-it-matters All PepsiCo employees have an obligation to report suspected violations of our Code, policies, or applicable law. Our employees have multiple channels for reporting issues and seeking advice, including their manager, Human Resources, the Law Department, the Global Compliance and Ethics Department and our Speak Up hotline. Speak Up is a toll-free ethics hotline operated by an independent third-party that provides PepsiCo employees, consumers, suppliers, business collaborators and community members with a 24/7, anonymous and confidential means of reporting suspected violations. Speak Up is accessible anywhere in the world, with dedicated toll-free phone lines in more than 70 countries in multiple languages and by web in 28 languages. Our latest report can be viewed here. Also see additional references in Global Code of Conduct https://www.pepsico.com/about/global-code-of-conduct and Ethics Point https://secure.ethicspoint.com/domain/media/en/gui/52943/index.html At PepsiCo, our Speak Up hotline provides employees, as well as consumers, business partners and others, with a way to report potential violations of our Code, our policies or applicable law.
Grievane mechanism for workers - supply chain	To register a grievance, please email SustAg@PepsiCo.com. Grievances raised directly with PepsiCo employees, and through Speak Up! will also be entered into the process. Our intent is that the Grievance Mechanism will be run on the principles of transparency, consistency, and neutrality. Our experience with grievances raised by third parties until now is that they are often complex, involving multiple actors and differing perspectives on the situation and potential remediation efforts. Our aim is to uphold our policies and to achieve outcomes that help people whose rights may have been affected in a way that is satisfactory to all parties of the complaint.	PepsiCo Grievance Mechanism for our Agriculture Supply Chain	https://www.pepsico.com/docs/default-source/policies/agricultural-supply-chain-grievance-mechanism-summary.pdf?sfvrsn=c80d3480_5	Updated	Human Rights. https://www.pepsico.com/esg-topics/human-rights#why-it-matters We expect our direct suppliers to operate with the same high standards of integrity to which we hold ourselves. This expectation includes having an effective grievance management system in place for their operations and prohibiting potential retaliation against individuals who raise concerns. To complement their systems, their employees and contractors may also report suspected violations of our policies and standards through the PepsiCo Speak Up Hotline, which is made available through our SCoC and Supplier Training.
Grievance mechanism for external individuals & communities	See above			See above	
Governance and staffing					
Board and/or C-Suite-level oversight	The Board plays an essential role in determining our strategic priorities and considers ESG issues (including human rights) as an integral part of its business oversight. To this end, the Board established a Sustainability and Public Policy Committee to assist them in providing more focused oversight of key sustainability, inclusion and public policy matters... Embedding sustainability within our business requires the commitment of our senior leadership, who drive the necessary mindset throughout their respective areas of oversight. Our Chairman & CEO, his direct reports and top functional leaders have direct oversight of the sustainability agenda (including human rights), strategic decisions and performance management and receive updates regularly.	Webpage - Human Rights	https://www.pepsico.com/our-impact/esg-topics-a-z/human-rights	Updated	We believe that strong governance is the foundation for embedding respect for human rights throughout our business. PepsiCo's Board of Directors (Board) considers sustainability issues to be an integral part of its business strategy oversight. Throughout the year, the Board and the relevant committees, such as the Sustainability and Public Policy Committee, receive updates and discuss sustainability, human capital management and public policy matters with management.
Senior level responsibility for human rights	Our Global Human Rights Office is led by PepsiCo's Chief Human Rights Officer (CHRO) who also serves as Senior Vice President and Chief Counsel for Global Human Resources at PepsiCo, reporting directly to our Executive Vice President, General Counsel and Corporate Secretary. It is a dedicated team within our Law Department that is responsible for driving our global human rights strategy, managing progress against our goals and our salient human rights issues. The team oversees our human rights due diligence programs and works closely with other internal stakeholders such as Human Resources, Global Sustainability, Sourcing and Procurement on implementing our strategy within our business and supply chain.	Webpage - Human Rights	https://www.pepsico.com/our-impact/esg-topics-a-z/human-rights	Updated	PepsiCo's Global Human Rights Office is charged with setting and driving the company's human rights strategy across the business and supply chain. It is led by the company's Chief Human Rights Officer, who reports directly to our Executive Vice President, General Counsel and Corporate Secretary. The Human Rights Office works closely with leaders across our various business units to operationalize our approach, conduct ongoing human rights due diligence and drive our human rights strategy. The Human Rights Operating Council (HROC) is a cross-functional group of senior business leaders that supports and advises the Global Human Rights Office on its efforts to embed and operationalize the company's human rights strategy. The HROC receives progress and trend updates, reviews our due diligence findings and provides ongoing feedback to help shape key initiatives and determine our future priorities.
Reporting and transparency					
Human rights reporting (integrated or stand-alone)				Updated	2025 ESG Performance Metrics and Calculation Methodology. https://www.pepsico.com/docs/pepsico-5v9wci20/media/Files/esg-topics/2025-ESG-Performance-Metrics-and-Calculation-Methodology.pdf

Memberships					
RBA	No	RBA	https://www.responsiblebusiness.org/about/members/	No change	
RSPO	Yes	RSPO	https://rspo.org/search-members/	No change	
WEPs (signatory)	Yes	WEPs	https://www.weps.org/companies	No change	
Lobbying and ethics					
Public statement or endorsement in support of mandatory human rights and environmental due diligence	"We are proud of our work on human rights at PepsiCo, but recognize that, as with all companies, challenges remain when it comes to respect for human rights across our entire value chain. So, naturally, as we've seen a proliferation of regulatory initiatives on modern slavery, child labor, or human rights due diligence, there has been some apprehension among businesses about what this may mean in terms of liability for potential impacts occurring deep in the supply chain. But it's clear that the time has now come to embrace this conversation and, in good faith, to discuss the opportunities and potential drawbacks of different types of mandatory measures as we try to further scale the implementation and impact of the UN Guiding Principles. " MICHELE THATCHER SENIOR VP, CHIEF COUNSEL GLOBAL HUMAN RESOURCES & CHIEF HUMAN RIGHTS OFFICER, PEPSICO	Shift - Let's Talk Mandatory Measures	https://shiftproject.org/wp-content/uploads/2019/11/BHR_Mandatory Measures_vNov23.pdf	No change	
Anti-bribery and anti-corruption policy	This policy emphasizes PepsiCo's obligation to act ethically and responsibly in all business dealings by providing a clear framework that: Prohibits both public sector and commercial bribery; [...] Emphasizes the importance of maintaining accurate books and records for all PepsiCo transactions.' [Global Anti-bribery Compliance Policy 2021, 1] 'PepsiCo prohibits any form of corruption in our business dealings. You must not pay bribes to anyone, anywhere, for any reason. You may not accept anything of value that might affect your objectivity in doing your job.' [Global Code of Conduct 2022, 23]	Global Anti-bribery Compliance Policy Global Code of Conduct	https://www.pepsico.com/docs/default-source/global-code-of-conduct/global-anti-bribery-compliance-policy/english-global-anti-bribery-compliance-policy.pdf?sfvrsn=910ca3b7_6 https://www.pepsico.com/docs/default-source/global-code-of-conduct/pepsico-global-code-of-conduct/english_pepsico_global_code_of_c	Updated links	https://www.pepsico.com/about/global-code-of-conduct

//END//