

Talent Sustainability

To the Associates of PepsiCo

It's a promise to invest in our associates to help them succeed and develop the skills needed to drive the company's growth, while creating employment opportunities in the communities we serve.



Talent Sustainability is founded on PepsiCo's belief that cherishing its extraordinary group of people is crucial to building an empowered workforce. At PepsiCo, our aim is to become a "best-in-class" employer through our inclusive and empowering workplace culture, our strong talent and leadership development programs, and our partnerships to help improve living standards in communities around the world. PepsiCo has increased female representation in the management ranks and has encouraged employees to participate in community service activities while continuing to create rewarding job opportunities.



PepsiCo's goals and commitments include

- Fostering diversity and inclusion by developing a workforce that reflects local communities.
- Encouraging our associates to lead healthier lives by offering workplace wellness programs globally.
- Supporting ethical and legal compliance through annual training in our code of conduct, which outlines PepsiCo's unwavering commitment to its human rights policy, including treating every associate with dignity and respect.
- Creating a work environment in which associates know that their skills, talents and interests can fully develop.
- Conducting training for associates from the frontline to senior management, to ensure that they have the knowledge and skills required to achieve performance goals.





PepsiCo India is an organization that offers a wide array of experiences to anyone who is ready to take up the challenge. However, it is also a place that helps choose these experiences in a meaningful way so as to make the most out of the time spent on each assignment. These experiences, when supported by a powerful work-life balance policy, make the overall journey both consequential as well as pleasurable.

Being the largest food and beverages organization in the country and the third largest FMCG, PepsiCo India offers a multitude of experiences across its various businesses, each with a distinct business model, making it an ideal training ground for industry leaders.

PepsiCo's promise of Talent Sustainability rests solidly on its three pillars:



Career building

Talent Sustainability in PepsiCo is founded on the belief that cherishing the company's extraordinary people is crucial to building an engaged and empowered workforce. This is aptly reflected in its employer brand POSSIBILITIES, which talks about possibilities to grow, learn, cherish, develop, empower and to get empowered.

The employer brand aims to capture and convey the excitement of being part of a dynamic, results-oriented company, with powerful brands and top talent. There is a continuous endeavor to match great talent with exciting roles to create significant career opportunities for the employees. This approach also helps build the business so that PepsiCo and its employees can grow together.

Possibilities also capture PepsiCo's career building agenda effectively:

- **Internal Job Posting:** Each PepsiCo employee has the tool to apply for any open position within PepsiCo Worldwide, ensuring maximum transparency.



- **Career Planning Tools:** PepsiCo's career planning processes like the Career Development Action Plan (CDAP) help employees define their career development objectives and identify actions needed to achieve those objectives. The CDAP focuses on both their personal and professional growth and development.

- **Future Leaders Program:** PepsiCo's Management Trainee Program sees that youngsters from premier colleges go through a rigorous year of training to graduate as leading managers within the organization, across various functions.

- **Building Outstanding Leaders for Tomorrow (BOLT):** BOLT, as we call it, is an integral part of the Talent Sustainability agenda. This framework of capability building integrates the organizational and individual needs, and provides employees with an appropriate intervention at every critical career transition. The framework includes WorkSmart, ManageSmart and LeadSmart series. Programs under work smart such as Time, Meeting and Personal Effectiveness are being cascaded to all employees to create the headroom for tomorrow. The leadership pipeline is built through structured leadership academies that include experiential learning, live projects and transformational coaching interventions.



- **ICARE:** In our endeavor to build cherishing and inclusive workplace, PepsiCo India embarked upon this cultural transformation journey to help business achieve, bigger, better and faster results by inspiring people. ICARE stands for Inclusion, Coaching, Appreciation, Respect and Empathy. ICARE, is a philosophy. It is more than the sum of its parts. It's all about the small day-to-day actions that make a difference. It is about creating that personal touch with each of the team members, which would eventually drive the business results.





Values-based inclusive culture

PepsiCo believes in respecting and encouraging diversity, and making it a point to encourage the intake of people with diverse backgrounds—not only at the headquarter office, but also at its plants and territories. PepsiCo firmly believes that encouraging diversity means encouraging policies and systems that respect their special needs. Some of these initiatives include:

- **Women’s Business Council:** PepsiCo’s WBC is a body led by its able women leaders. It aims to ensure that PepsiCo continues to remain a diversity-friendly workplace. Through their initiatives on safety and fortitude, the WBC provides a platform for women employees to voice their opinions and concerns.
- **Flexible Working:** PepsiCo’s forward thinking Flexible Working Scheme embraces the different needs and situations of all employees by enabling them to choose the hours they work, and at the same time providing options like telecommuting. The company also gives special consideration to women coming back from maternity leave, with the opportunity to phase in their working hours.
- **Sabbatical Policy:** PepsiCo has an active Sabbatical Policy that allows employees to take up to a year of sabbatical from their duties at work.
- **Inclusion:** Approximately 10 percent of PepsiCo’s associate strength at plants is comprised of specially-abled people. They are provided training on the job on general discipline and safety requirements. There is also a sensitization of the existing employees on inclusive behavior.





Engaged employees supporting local communities

- **HIV/AIDS Awareness:** From 2005 till December 2010, PepsiCo India has positively impacted more than a million people in the awareness sessions, thus eliminating stigma, saving lives and helping mainstream HIV-positive people in the process. The year 2010 saw a step change in the level of engagement and commitment in raising HIV/AIDS awareness in the community using religious festivals and other big community forums and events.
- **Community Initiatives around the Plants:** PepsiCo continues to tie up with local NGOs in an endeavor to provide employment and vocational training to local populace around its plants.
- **PepsiCo India – Akshay Patra Partnership:** PepsiCo India has partnered with Akshaya Patra, an NGO that supports the 'Mid-day meal' program launched by Government of India feeding over 1.2 million underprivileged students everyday of the school year, in 17 locations, across 7 states in India. For children belonging to the weaker economic sections of society, a full meal, even once a day, is a strong incentive to stay in school. This program enables hunger free education and it has led to a significant rise in enrollment and attendance. So this partnership has a simple but powerful mission - to change the trajectory of countless lives in our community.

In the first stage, PepsiCo India is funding equipment and vehicles to set up a kitchen, near Kapashera, Delhi which has the capacity to feed 75,000 children through the mid-day meal program. Through this program PepsiCo India employees can participate in this cause by contributing as little as Rs 2900 to keep 5 children in a school in a year. PepsiCo foundation will match the employee contribution and double the impact.



ENVIRONMENTAL SUSTAINABILITY

TO THE PLANET WE ALL SHARE

It's a promise to be a good citizen of the world, protecting the Earth's natural resources through innovation and more efficient use of land, energy, water and packaging in our operations.



HUMAN SUSTAINABILITY

TO THE PEOPLE OF THE WORLD

It's a promise to encourage people to live healthier by offering a portfolio of both enjoyable and wholesome food and beverages.



TALENT SUSTAINABILITY

TO THE ASSOCIATES OF PEPSICO

It's a promise to invest in our associates to help them succeed and develop the skills needed to drive the company's growth, while creating employment opportunities in the communities we serve.

For more details, visit www.pepsicoindia.co.in

For any queries contact: corporate.communications@pepsico.com