

# Factsheet

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## PepsiCo Talent Sustainability

PepsiCo's success is built on the talent and dedication of our team. For us to continue to grow, we know that it is vital for us to attract and retain the best and most capable people, something we call talent sustainability.

Talent sustainability is central to our overall business strategy, forming a key strand of 'Performance with Purpose', our commitment to bring together what is good for business with what is good for people.

Our 5,500 UK employees work across 11 sites, and are part of a global team which operates in over 200 countries.

At PepsiCo, we offer competitive pay and benefits, flexible working, a number of schemes to support work-life balance and many opportunities for career development.

We are proud of our record in retaining our staff – a number of our employees have been with us for more than 30 years.

### **Training, development and career growth**

The nature of our business means that we operate in a fast-paced, challenging and dynamic environment. This creates immense opportunities for professional development.

By inspiring, engaging and enabling every individual, we seek to allow them to grow with the company.

As part of a global company, our employees are able to pursue career opportunities in the UK and around the world as we seek ways to extend the experience and expertise of our staff throughout their career with us.

Career development plans are tailored to individuals and reflect personal interests, ambitions and abilities.

### **Diversity and inclusion**

To fulfil our ambition to have the best and most talented people, we know the importance of a culture where people respect and understand diversity and inclusion.

In 2007 we implemented our Appreciating Difference workshops, which were attended by over 400 managers from across the UK business. The workshops helped us to raise awareness of all aspects of inclusion and provide a structure in which to make the most of the diversity in our team.

We have set up a UK Diversity and Inclusion Council to help us build on our achievements and identify areas that require improvement. The Council is focused on developing and delivering a UK-wide diversity and inclusion strategy.

In recognition of our achievements in supporting diversity throughout the business, we have been awarded the Diversity Mark from the Next Step Foundation in recognition of supporting diversity.



### **Where women want to work**

We know that the talent pool is shrinking and gender diversity will be crucial to our future success. This means that we aim to be a company that women want to work for, at every level of our operations. As a result of our actions in this area, PepsiCo UK has been named, for the fourth year running, in The Times' prestigious top 50 list of companies 'Where Women Want to Work'.

In the UK, female representation stands at 53% of our middle managers and senior executives.

We have signed up to the UK Resource Centre for Women in Science, Engineering and Technology charter to support the participation and advancement of women in manufacturing. Initiatives to support and encourage women in this part of our business have included a particular focus on developing female managers in manufacturing, resulting in a representation of 36% against a national average of 25%.

We need women in leadership roles and the managerial ranks, so we are adjusting our practices to accommodate life phase needs and provide a flexible approach to career growth. This enables women to tailor career development to suit their life stage – stepping on and off the fast track as they need to.

We run The Authentic Women Leader Programme, which is a week-long conference designed to encourage and support women leaders. We also sponsor the 'Mentor of the Year' category at the Women of the Future Awards.

As a result of our progress in this area, 30% of PepsiCo's 80 leaders in the UK are women.

Making PepsiCo somewhere that women want to work means making high quality provision for those members of staff who are also mothers – over 33% of our executives are women and 80% of these are mothers. We offer flexible working hours and a phased return to work for mothers returning from maternity leave..

### **Getting the work-life balance right**

We place great emphasis on promoting a good work-life balance and offer a number of schemes to support our staff.

Our flexible working scheme enables staff to choose the hours they work. Flexible arrangements across the UK business include working shorter hours, job sharing, shift-swapping and home working.

Home working was rolled out across the UK business in 2007 and entitles any PepsiCo employee to work from home one day a week, provided their work can be performed from outside the workplace.

As part of an ambitious and dynamic business, our staff are committed to its growth and success, which is why we have invested major resources in making home-working easy and efficient.

### **Taking good care of our people**

We seek to care for our staff in the fullest way possible, from healthy meal choices in our cafeterias to robust health and safety measures, and from life coaching programmes to health screening.

In order to assist our employees in achieving a positive work-life balance, we devised Fit for Life. This programme combines a lifestyle 'MOT', followed by an intense workshop session in which employees learn how to track their stress signals, boost their energy levels, and focus on the lifestyle they really want. Then, over the next three months, we work closely with each employee to build a personal programme, and provide expert advice and coaching to help them put their individual desired changes into practice.

As part of our commitment to providing a safe working environment, we have an innovative programme in which safety action teams build on health and safety best practice using their front line expertise. We are also active in encouraging high compliance with health and safety procedures. Consequently, PepsiCo's health and safety record far outperforms the UK industry average, making our facilities among the safest places to work.

1600 Arlington Business Park, Theale, Reading, Berkshire, RG7 4SA  
Telephone 0118 930 6666 Fax 0118 930 3152  
[www.pepsico.co.uk](http://www.pepsico.co.uk)

