



PEPSICO

2022

Company Profile



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Engine

Arizona State University

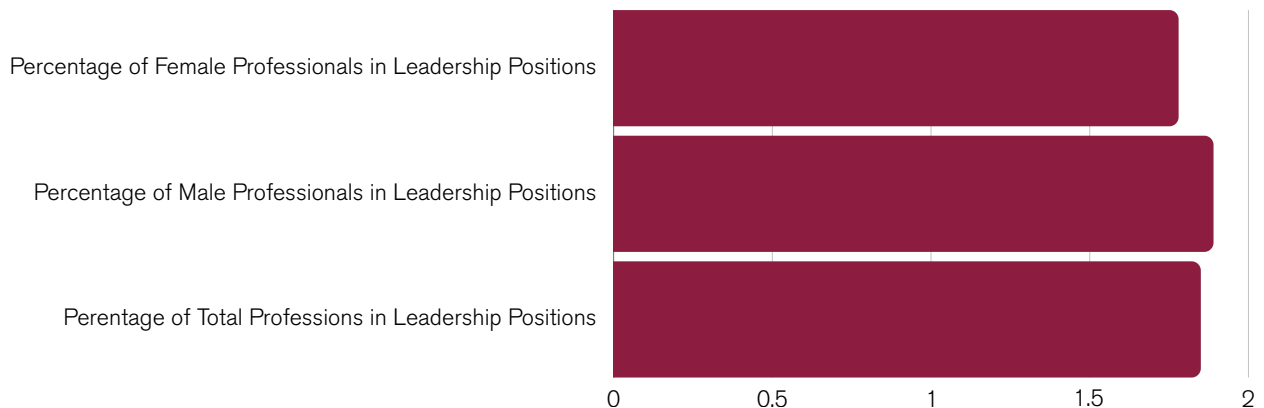
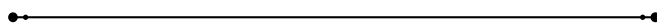
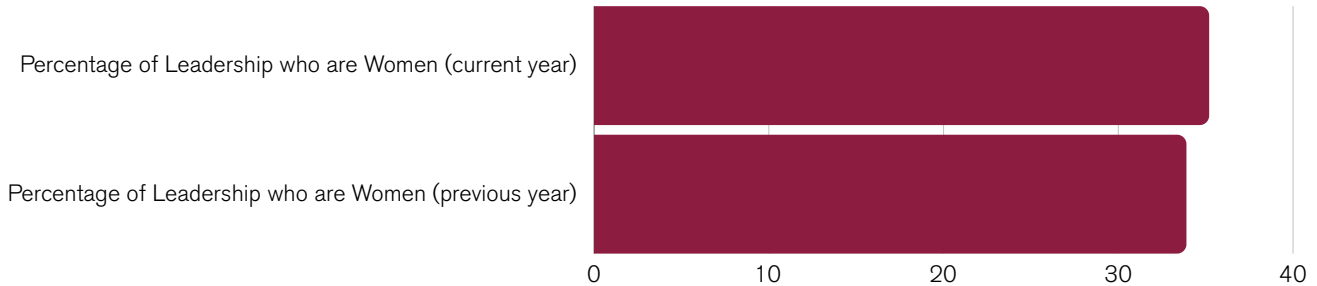
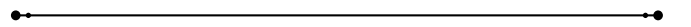
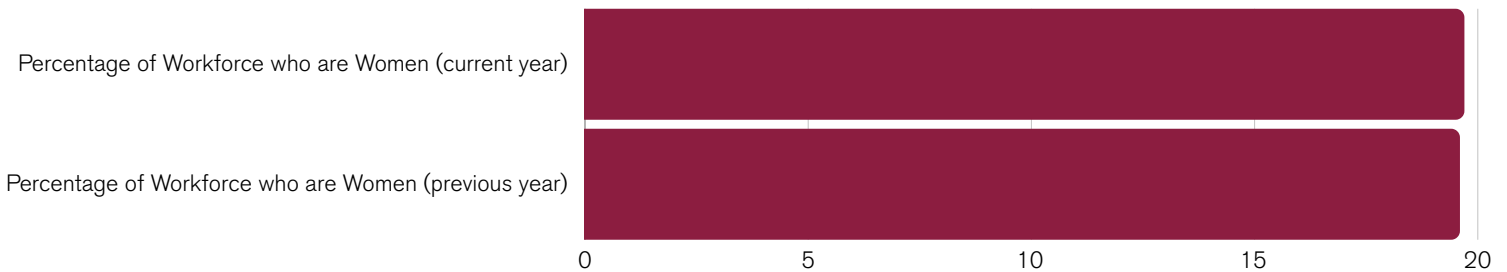
Women's Power & Influence Index (1.0)



PEPSICO

PepsiCo, a food and drink company, has been ranked as a **TRAILBLAZER** based on the criteria used for the Women's Power Index. As of 2020, Pepsi has reevaluated its commitment to gender pay equity by implementing a process to better understand differences in pay. Currently, men and women globally are paid within 1% of each other. Pepsi has implemented several professional development programs including a Transformational Leadership Program and PepsiCo's Pinnacle Program, both working to empower women in the workplace through mentorship opportunities, leadership training, networking, and general career development. Partnering with female-focused job sites, Pepsi works to recruit and retain female employees. Based on the most recent EEO data, 35% of its executives are women, and 20% of its workforce is female. Pepsi offers backup childcare benefits, 6-14 weeks of paid leave for new parents, and fertility benefits. Pepsi is involved in several community engagement programs including, Million Women Mentors, Women's Business Enterprise National Council pitch competition, and She Feeds the World Program. We could not find any information regarding harassment and discrimination training.

Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

All hyperlinks are valid as of 11/17/2023

Compensation

Pay Gap

Pay Gap Score

1

Existence of policy to address the gender pay gap

"Our pay equity goal is in line with the statement we made in 2016, when we signed the White House Equal Pay Pledge. As part of this pledge, we set a goal to implement a comprehensive, global annual review process to support pay equity for women."

"As of 2020, we had implemented this process in 72 countries that collectively make up more than 99% of our salaried employee population. Our results show that in this population, women and men are paid within 1%^[1] of each other, and in the U.S., Asians, Blacks, and Hispanics are paid within 1% of non-minorities^[1], after controlling for legitimate drivers of pay such as job level, geographic location and performance ratings."

Ref: pg 2, [Pepsico Pay Gap](#)

Career Growth

Professional Development

Professional Development Score

1

Existence of professional development programs geared towards female employees

"Our Transformational Leadership Program (TLP), a unique program designed to equip women with the tools they need to elevate their business impact and achieve career fulfillment. By providing participants with the knowledge and skills to navigate a global matrix organization, and increase their effectiveness and influence, TLP helps propel high-performing teams and innovation at PepsiCo. This program is active in the U.S., Europe, Asia, Middle East, and North Africa across multiple functions and levels."

"PepsiCo's Pinnacle Group is an example of our efforts to grow the number of female leaders. The organization was created to increase retention of PepsiCo female sales talent, and strengthen and diversify our future leadership pipeline. The program selects female sales associates with strong performance records and provides them with career development, leadership training and mentoring opportunities with senior sales leaders."

Ref: pg. 2-3, [Pepsico Gender Parity](#)

Mentorship

Mentorship Score

1

Existence of formal mentoring programs to facilitate advancement of careers of female employees

"PepsiCo's Pinnacle Group is an example of our efforts to grow the number of female leaders. The organization was created to increase retention of PepsiCo female sales talent, and strengthen and diversify our future leadership pipeline. The program selects female sales associates with strong performance records and provides them with career development, leadership training and mentoring opportunities with senior sales leaders."

Ref: pg. 3, Pepsico Gender Parity

Recruitment Efforts

Recruitment Efforts Score

1

Written commitment to attracting women to open positions

"Attracting and retaining female leaders across global sectors remains a key component of our recruitment strategy, and we've partnered with leading female-focus platforms such as Fairygodboss in order to advance these efforts."

Ref: pg 3, Pepsico Employee Recruitment

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

1

Existence of childcare subsidies and support

"We provide on-site childcare at our New York headquarters and near-site childcare for our Frito-Lay North America headquarters in Texas, with care provided by highly trained and reputable third-party providers. We also currently offer access to on-site or near-site childcare at select international locations."

"For our North American parents, including women feeling an increased economic impact during the pandemic, we enhanced work flexibility, educational support (virtual tutoring) and dependent care reimbursement."

Ref: pg 2, Pepsico Professional Development

Caregiver Paid Time Off (PTO)

Caregiver PTO Score

1

Availability of paid caregiver leave in excess of government mandates

" In the U.S., PepsiCo offers 6 weeks paid parental leave, plus 6-8 weeks of paid medical leave for the birthing parent, totaling a potential for 6-14 weeks of paid leave associated with the birth of a child."

Ref: pg 2, Pepsico Professional Development

Health Benefits

Health Benefits Score

Existence of female oriented health benefits

1

"Both medical options cover the following:

- Prescription drugs
- Maternity care, including access to Cleo, a family support system from pregnancy until your child's first birthday
- Fertility benefits (including IVF and surrogacy assistance) up to a \$35,000 lifetime maximum benefit
- Well-baby care including immunizations and more."

Ref: pg 3, [Pepsico Total Rewards](#)

External Stakeholder

Community Engagement

Community Engagement Score

Organizational support of initiatives that drive gender equality and women's empowerment in the community

1

"CARE: We are the largest private sector partner in CARE's She Feeds the World program, which is addressing gender inequality in the agriculture sector. Our \$18.2 million investment aims to provide approximately 5 million female farmers and their families with education, resources and economic support that can help them increase crop yields and income."

Ref: pg 5, Pepsico Philanthropy

Inclusive Culture

Gender Equality Program

Gender Equality Program Score

Additional programs that promote gender equality within the industry or the company

1

"We created a Global Female Sponsorship Taskforce with an aim to build a framework and toolkit that will enable our global leadership teams to accelerate key female talent. It will also enable leaders to better identify and remove bias to deliver organizational change."

Ref: pgs 5-6, Pepsico Professional Development

Harassment Policy

Harassment Policy Score

Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence

1

"Our Code prohibits harassment of any kind in the workplace or any other offensive or disrespectful conduct. PepsiCo also complies with all country and local laws prohibiting harassment. You must never engage in workplace harassment, which includes unwelcome verbal, visual, physical or other conduct of any kind that causes others to feel uncomfortable or creates an intimidating, offensive or hostile work environment. While the legal definition of harassment may vary by jurisdiction, we consider the following non-exhaustive list to be unacceptable behavior:

- Sexual harassment.
- Offensive language, jokes or degrading comments.
- Racial, ethnic, gender or religious slurs.
- Intimidating or threatening behavior."

Ref: pg 15, Pepsico Code of Conduct

Harassment and Discrimination Training

Harassment & Discrimination Training Score

Existence of policies mandating discrimination and sexual harassment training

0

Information related to this criterion could not be found.