

## ***Our Commitment.***

PepsiCo Australia & New Zealand is committed to providing a safe and healthy work environment for all our workers. Protecting the health, safety and welfare of our people, our products and our services is a core value.

Occupational injuries and ill health are preventable. We are dedicated to designing, constructing, maintaining and operating workplaces that eliminate risks to our workers. To drive Target Zero, we commit to develop strong, risk-minded leaders, with an uncompromising focus on promoting safe and healthy workplace behaviours. We commit to proactively identify and manage hazards and to continually improve our Health and Safety Management Systems.



**ZERO** Injuries  
**ZERO** Harm  
**ZERO** Tolerance of Unsafe Behaviour

***Our Focus.*** To realise this commitment we will focus on:

- **Cultural Integration** - put doing business safely at the core of everything we do, by developing and supporting a culture of involvement, empowerment and accountability.
- **Business Process Integration** - have processes in place to identify, assess and eliminate / minimise health, safety and welfare risks, as well as to receive, consider and respond to information regarding health, safety and welfare hazards, risks and incidents.
- **Regular Consultations** - consult effectively and fairly in relation to health, safety and welfare.
- **Visible Promotion & Communication** – openly communicate and promote health, safety and welfare initiatives to our workers.
- **Performance Measurement & Review** - set and review measurable health and safety objectives for the continuous improvement of health, safety and welfare performance and routinely review our progress towards Target Zero and celebrate our key successes.
- **Continuous Improvement** - provide necessary information, education, training, instruction and supervision to allow our people to work safely and build capable teams focussed on health, safety and welfare in all they do. Where appropriate, utilise internal and external expertise.
- **Regulatory Compliance** - comply with applicable legal requirements and relevant industry standards.

**Darren Fullerton**  
Chief Executive Officer  
PepsiCo Australia & New Zealand