



## Job Title: Fall 2023 John Ruggie Fellowship on Business and Human Rights (Part-time)

### About PepsiCo and Our Commitment to Human Rights

PepsiCo products are enjoyed by consumers more than one billion times a day in more than 200 countries and territories around the world. PepsiCo generated more than \$6 billion in net revenue in 2022, driven by a complementary beverage and convenient foods portfolio that includes Lay's, Doritos, Cheetos, Gatorade, Pepsi-Cola, Mountain Dew, Quaker, and SodaStream. PepsiCo's product portfolio includes a wide range of enjoyable foods and beverages, including many iconic brands that generate more than \$1 billion each in estimated annual retail sales.

Guiding PepsiCo is our vision to Be the Global Leader in Beverages and Convenient Foods by Winning with PepsiCo Positive (pep+). pep+ is our strategic end-to-end transformation that puts sustainability and human capital at the center of how we will create value and growth by operating within planetary boundaries and inspiring positive change for planet and people.

To help ensure that we are in the best position to prevent, identify, and address potential impacts across our value chain, we have established a global human rights management approach that is guided by the UN Guiding Principles on Business and Human Rights (UNGPs). PepsiCo's Global Human Rights Office is a dedicated team within our Law Department that is responsible for setting and operationalizing our global human rights strategy, driving action to address our salient human rights issues, and ensuring compliance with human rights-related regulations. The team leads our human rights due diligence efforts and works closely with internal partners (e.g., Human Resources, Global Sustainability, and Global Procurement) to implement PepsiCo's human rights strategy across our business and throughout our broader value chain. The team is led by our Senior Vice President, Employment Law & Chief Human Rights Officer and reports up through our Executive Vice President, General Counsel and Corporate Secretary.

For more information, visit [www.pepsico.com](http://www.pepsico.com).

### About the John Ruggie Fellowship Program

Professor John Ruggie was a preeminent scholar-practitioner in the field of international affairs. As a political scientist, his work focused on the impact of globalization on international rule-making. Professor Ruggie applied his theoretical work to complex global governance challenges directly through his work at the United Nations (UN). This included his appointment in 2005 as the UN Secretary-General's Special Representative (SRSG) on business and human rights. During his six-year mandate, he authored the UNGPs, which were unanimously endorsed by the UN Human Rights Council in 2011, establishing them as the authoritative global standard on business and human rights.

Throughout his career, John was a tireless champion of both students and practitioners in the fields in which he worked. He consistently sought out, consulted and supported individuals from all backgrounds and perspectives, to grow and enrich the community of people working to turn the vision of the UNGPs into a reality. The John Ruggie Fellowship Program was created by Shift – the non-profit, mission-driven organization dedicated to implementing the UNGPs – in collaboration with John's family to honor his life and legacy.

The goal of the program is to enable talented students of business and human rights to gain practical experience as well as access to ideas and networks that can advance their own careers and their contribution to the field. It particularly seeks to support those students who may otherwise lack access to such opportunities.

Through the Program, Shift partners each year with a small number of leading organizations to support the placement of individual Fellows. The organizations reflect the diversity of actors in the business and human rights field, but they all





share a demonstrated commitment to implementing the UNGPs in their work and to a high-value immersive experience for the Fellows. The host organizations for the inaugural year of the John Ruggie Fellowship are Accountability Counsel, PepsiCo and Verité,

For more information on the John Ruggie Legacy Fund and John Ruggie Fellowship, visit [www.shiftproject.org/ruggie-in-memory](http://www.shiftproject.org/ruggie-in-memory).

### The 2023 John Ruggie Fellowship at PepsiCo

PepsiCo is proud to host a John Ruggie Fellow in 2023 as part of our Global Human Rights Fellowship Program. The John Ruggie Fellow will support PepsiCo's Human Rights Office in executing the Company's human rights program and report into PepsiCo's Senior Legal Director & Global Head of Human Rights. The Human Rights Fellow will complete a 12-week, part-time fellowship at PepsiCo's HQ in Purchase, NY, and receive a \$50 per hour stipend.

### What You Can Expect

#### Proactive Risk and Issue Analysis

- Support review of company policies and processes to identify potential risks and ensure alignment with internationally recognized business and human rights principles.
- Leverage knowledge of human rights to proactively identify, monitor, and analyze emerging global issues and trends (e.g., regulatory developments), and how they may impact PepsiCo's business.

#### Project Support

- Assist in the development and implementation of initiatives to address PepsiCo's salient human rights issues (e.g., forced labor, fair pay and working conditions, climate change).
- Support development of human rights trainings for the PepsiCo employee population with potential to also expand to strategic PepsiCo suppliers, Joint Ventures, and Franchisee partners.
- Assist with strategic review of human rights related policies and statements.

#### Due Diligence

- Assist in the execution and continuous improvement of PepsiCo due diligence programs across our own operations and supplier focused programs.
- Assist in the development of methods to track and evaluate the effectiveness of human rights processes.

#### Stakeholder Engagement & Collaborative Action

- Support and take part in PepsiCo's engagement with external stakeholders, including multi-stakeholder dialogues and collaborative initiatives such as the Consumer Goods Forum and the Leadership Group for Responsible Recruitment.

#### Communication & Thought Leadership

- Source and develop content for various human rights related disclosures (e.g., Modern Slavery Statement, Human Rights Report, etc.) and external rankings (e.g., Corporate Human Rights Benchmark, Know the Chain).
- Assist with the preparation and planning of internal and external events to highlight and explore human rights related issues.

### Minimum Qualifications

- Must be currently enrolled in an accredited school in the United States
- Demonstrate strong academic achievement





- Demonstrate excellence in oral and written communication skills
- Demonstrate interest in and commitment to business and human rights issues
- Must possess strong critical thinking and time management skills

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, or disability status. PepsiCo is an Equal Opportunity Employer: Female / Minority / Disability / Protected Veteran / Sexual Orientation / Gender Identity

Our Company will consider for employment qualified applicants with criminal histories in a manner consistent with the requirements of the Fair Credit Reporting Act, and all other applicable laws, including but not limited to, San Francisco Police Code Sections 4901-4919, commonly referred to as the San Francisco Fair Chance Ordinance; and Chapter XVII, Article 9 of the Los Angeles Municipal Code, commonly referred to as the Fair Chance Initiative for Hiring Ordinance.

If you'd like more information about your EEO rights as an applicant under the law, please download the available [EEO is the Law & EEO is the Law Supplement documents](#). [View PepsiCo EEO Policy](#).

Please view our [Pay Transparency Statement](#).

### How to Apply

Please submit your resume and a response to one of the following questions (maximum 500 words) to [PepsiCoHumanRights@pepsico.com](mailto:PepsiCoHumanRights@pepsico.com) by **August 25, 2023**.

- Please describe any prior experience (either academic or professional) that relates to the business and human rights field or corporate sustainability.
- Please describe why you are interested in working at PepsiCo and specifically in this Fellowship opportunity. What do you hope to gain from your participation in this Fellowship, and how will it further your future career goals?

