

Reward & Recognition

Employees who feel respected and valued are likely to work harder, work better in teams and give more focus and attention to your business goals, yet just one in three say their good work is regularly recognised.

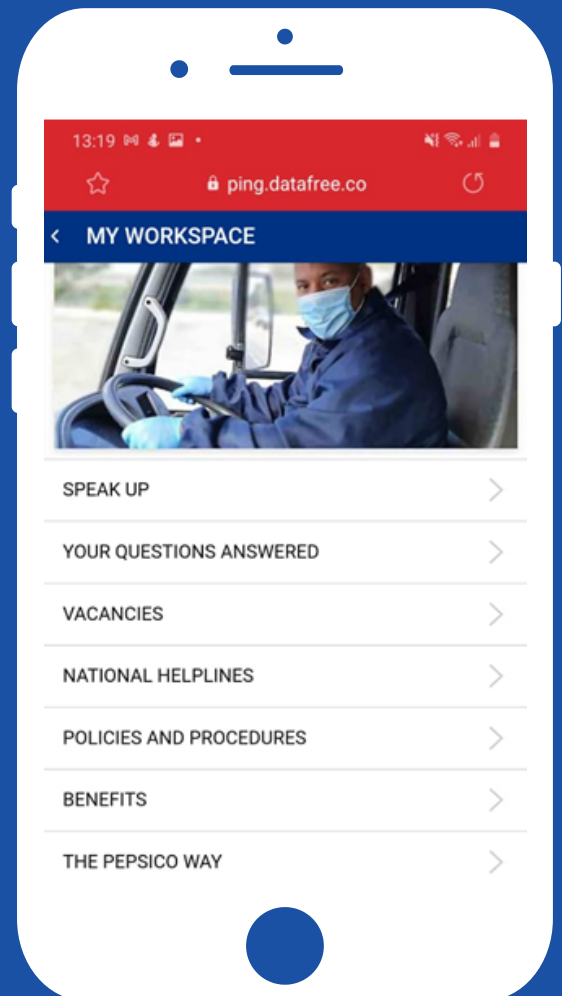
Fortunately, PepsiCo already has a recognition platform...



SMILES!



SMILES is available on the data free platform called PING which allows for all employees to participate in recognizing and appreciating each other.



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HOW TO USE SMILES ON PING

1. If you are a new employee, then please click "register". Fill out the registration form and we will send you a link to log in.
2. On the landing page, click on "PepsiCo Family" and then click "Employee Recognition".
3. Employee recognition SSA stars criteria will appear on the display screen, then click on "Are you ready to create more smiles?".
4. The PepsiCo Way behaviours will appear on the display screen, click on nominate and individual and reward them with a smile or hi-five nomination.

SMILES are unlimited and the most smiles received in the quarter wins R800!

SMILES is not only a management recognition platform but also a peer recognition platform. All employees are encouraged to send SMILES to peers - recognise work well done, thank you a co-worker for their additional support or simply acknowledge when they live The PepsiCo Way behaviours!

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As an alternative to SMILES, teams could use simple thank you cards. These cards acknowledge The PepsiCo Way behaviours. Using a simple "Thank You Card" for those teams working on site allows for anonymous appreciation for work well done.

Print a stack of cards per employee and encourage spontaneous or structured gratitude moments, which are anonymous.



Let's say **THANK YOU!**

	act with integrity	<input type="checkbox"/>	
	act as owners	<input type="checkbox"/>	
	voice opinions fearlessly	<input type="checkbox"/>	
	be consumer centric	<input type="checkbox"/>	
	celebrate success	<input type="checkbox"/>	
	raise the bar on talent and diversity	<input type="checkbox"/>	
	focus and get things done fast	<input type="checkbox"/>	

Tick the box of the behaviour you want to acknowledge