



HUMAN RIGHTS ABUSES **STOP PEPSI COMPLICITY**

Justice for warehouse workers in India!



Global drinks and snacks food giant PepsiCo is complicit in ongoing human rights violations by a warehouse supplier in West Bengal, India contracted exclusively to PepsiCo: Radhakrishna Foodland Pvt. Ltd (RKFL).

Since 2013, IUF members have been supporting a courageous group of these workers who were dismissed after attempting to form a union and are today still unemployed as a consequence of insisting on their rights. They were dismissed from their jobs after workers at the warehouse attempted to form a union. In response to international protests against these abusive firings, PepsiCo said it bore no responsibility but had nevertheless used its influence with RKFL to secure offers of reinstatement.

When 28 of the dismissed workers refused to sign statements saying they would never join a union as a condition of returning to work, PepsiCo said it never happened, and continues to deny the facts.

PepsiCo's warehouse supplier responded to the workers' fight for rights by compounding earlier abuses. RKFL replaced already precarious one-year contracts with contracts for 3 months. Contracts are in English, a language the workers neither speak nor understand.

When the IUF and its members around the world told PepsiCo these abusive contracts place rights for workers even further out of reach, PepsiCo said RKFL would revert to one-year contracts and provide translations so that workers could understand the terms of their employment.

Yet PepsiCo continues to deny that the 28 workers were unfairly dismissed and refuses to act to secure their reinstatement. This makes PepsiCo complicit in continuing human rights abuses.





Gautam Sardar

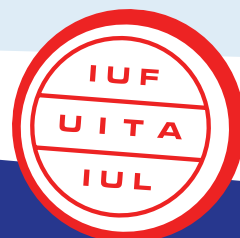
supports a 7-member household but has had no regular work since being fired from the warehouse. His father needs eye surgery. Gautam has become heavily indebted to the village moneylender but insists: "They must give us our jobs back and let us enter the warehouse not only as workers but as union members as well."



Since he was terminated for union activism, Action Committee member **Aktar Ali** depends on irregular construction work. "When I had my job, I was sure that I would be able to send my kids to school and get them a proper education. But now I know that the slightest problem at home will force me to take at least one of them out of school."



PepsiCo CEO **Indra Nooyi** gained USD 26.4 million in 2015 – an 18% increase over the previous year. At the time when the 28 refused to renounce their rights in perpetuity as a condition for returning to their jobs, a low-paid worker at RKFL would have needed to work more than 17,000 years to earn what the top boss made at PepsiCo.



"STOP PEPSIComplicity!"

is the international union campaign in support of the unfairly dismissed 28 workers. To end complicity, we call on PepsiCo to use the power of its relationship with its supplier to secure reinstatement of the workers with full back pay under conditions that guarantee their rights in the future, including the right to join or form a union without fear of reprisal.

What you can do:

- visit www.stoppepsicomplicity.org to send a message to PepsiCo;
- deliver a message to PepsiCo in your city to express concern about the company's complicity in ongoing violations of basic rights;
- join us on Facebook: **Pepsico-Workers-Rights**
- contact us to learn more about how you can help: iuf@iuf.org

