



**PEPSICO**  
Australia & New Zealand



By Email: [jobsecurity.sen@aph.gov.au](mailto:jobsecurity.sen@aph.gov.au)

26 April 2021

Mr Tas Larnach  
Committee Secretary  
The Senate Select Committee on Job Security

Dear Mr Larnach,

**Senate Select Committee on Job Security: Invitation to respond to unsubstantiated claims**

Thank you for your letter dated 20 April 2021 and for the opportunity to respond in writing to a number of unsubstantiated claims contained in the United Workers Union's (UWU) submission to the Senate Select Committee on Job Security.

PepsiCo Australia and New Zealand has a long history of being a responsible employer in Australia. We directly employ more than 1,300 people at our sites and offices across the country. Our portfolio includes global brands Pepsi Max, Gatorade and Doritos, as well as home-grown brands, including Smith's and Red Rock Deli. Smith's chips were first made in Australia in 1931 and to this day we continue to make Smith's and the majority of our products locally, using Australian produce, at our manufacturing sites in Queensland and South Australia. We are a people-focused business that is committed to our employees, their safety and wellbeing.

We note we have not been provided with a full copy of the UWU submission, therefore we are not aware of the full context in which the comments have been provided. However, we would like to outline the facts in relation to UWU's assertions and false claims that have been made about Smith's Snackfood Company Pty Ltd (Smith's).

Like many employers in Australia, Smith's has CCTV cameras installed in areas necessary to ensure we can maintain food quality and safety, the safety of our people and environment, as well as the security of property, plant and equipment at our sites. The CCTV cameras are not covert and appropriate signage is in place at entry points to sites notifying employees and visitors of their use. Furthermore, CCTV cameras are not installed in any private employee areas, such as toilets or change rooms.

The Company may review and use CCTV footage to investigate incidents at site, such as a security, safety, environmental, quality or food safety matters, and access controls are in place. We do not use CCTV footage to monitor employees on an ongoing basis.

PepsiCo respectfully asks the Committee to publish this response alongside the submission from the UWU.

Yours sincerely,

Danny Celoni  
CEO, PepsiCo ANZ