



Sue Norton
President
Norton Impact Partners, LLC

Sue Norton is President of Norton Impact Partners, a US-based consultancy specializing in Social Impact strategy. Drawing on over 25 years of experience in the corporate, foundation, and nonprofit sectors, she helps organizations define meaningful social impact priorities, develop partnerships and initiatives to bring them to life, and embed purpose and practices in how they operate to sustain long-term impact and enhance business results.

Prior to launching Norton Impact Partners, Sue served as Vice President of Global Citizenship & Sustainability for PepsiCo, Inc. and led the corporation's global social impact agenda for nine years as Vice President of the PepsiCo Foundation. Under her leadership, the Foundation provided over 50 million people with safe water access, delivered over 225 million meals to food insecure communities, benefited over 16 million women and girls with the knowledge and skills needed for economic advancement, and committed over \$65MM to support racial equality for Blacks and Hispanics in the US. While in this role, Sue grew the Foundation's size by 4X, culminating with global investments of over \$100MM in 2020.

In a 27-year career with PepsiCo, Sue held Strategy, Sales, Marketing, HR, Communications, Sustainability, and General Manager positions across its beverage and food businesses. Prior to assuming leadership of the PepsiCo Foundation, she served as Vice President and General Manager of Global Business Ventures, leading the creation of innovative new business platforms for emerging markets. Prior to that, she served as General Manager of PepsiCo's US Vending Operations, where she led a turnaround that grew the division's annual revenues to over \$1B. Before joining PepsiCo, Sue was a consultant specializing in strategic planning, change leadership, and organizational communication.

Sue serves as adjunct Global Impact Strategist for the Charities Aid Foundation of America (CAF America). In addition to having served as an officer of the PepsiCo Foundation, she has served on several nonprofit governing boards. Sue is Board Chair for Feeding Westchester, a nonprofit focused on alleviating food insecurity, and previously served on the Board for the American Red Cross of NY & CT. She was a member of the Strategic Advisory Board for Physic Ventures, a venture capital firm specializing in the consumer-directed health and sustainable living sectors. She also served as Board Chair for Yale University's Graduate School of Nursing. Sue and her husband live in Connecticut and have six grown children.