

Company Name Monster Beverage
Industry Agricultural Products (Supply Chain only)
UNGP Core Score (*) 8.0 out of 26

Score	Out of	For indicators
Governance and Policy Commitments		
1	2	A.1.1 Commitment to respect human rights
1.5	2	A.1.2 Commitment to respect the human rights of workers
0	2	A.1.4 Commitment to engage with stakeholders
0	2	A.1.5 Commitment to remedy
Embedding respect and Human Rights Due Diligence		
Embedding respect		
2	2	B.1.1 Embedding - Responsibility and resources for day-to-day human rights functions
Human Rights Due Diligence (HRDD)		
0	2	B.2.1 HRDD - Identifying: Processes and triggers for identifying human rights risks and impacts
0	2	B.2.2 HRDD - Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)
1	2	B.2.3 HRDD - Integrating and Acting: Integrating assessment findings internally and taking appropriate action
0	2	B.2.4 HRDD - Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts
0	2	B.2.5 HRDD - Reporting: Accounting for how human rights impacts are addressed
Remedies and Grievance Mechanisms		
1.5	2	C.1 Grievance channels/mechanisms to receive complaints or concerns from workers
1	2	C.2 Grievance channels/mechanisms to receive complaints or concerns from external individuals and communities
0	2	C.7 Remedying adverse impacts and incorporating lessons learned
8.0	26	

(*) Instead of the full list of indicators in the 2020 CHRB Methodology, this year's assessment uses the CHRB Core UNGP Indicators. These are 13 non-industry specific indicators that focus on three key areas of the UNGPs: high level commitments, human rights due diligence and access to remedy.

The 13 indicators selected from the full CHRB Methodology are scored on a simple unweighted basis, with a maximum of 2 points for each indicator for a maximum total of 26 points.

In addition, allegations of severe human rights impacts (Measurement Theme E) were also assessed but do not impact overall final scores

Please note that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2020 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

Governance and Policies

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: General HRs commitment: The company states on its Human Rights Policy that "One of the core values of the Monster Beverage Corporation and its subsidiaries (collectively, "Monster Energy") is the respect for human rights. It is vital to always conduct business in a way that respects and promotes human rights. This commitment drives the Monster Beverage Corporation Human Rights Policy." [Human Rights Policy on website, N/A: monsterbeverage.com] • Not met: UNGC principles 1 & 2 • Not met: UDHR • Not met: International Bill of Rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: UNGPs • Not met: OECD
A.1.2	Commitment to respect the human rights of workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: ILO Core: The Company indicates that it 'is committed to respecting the human rights that the International Labor Organization has declared to be fundamental rights at work'. [Human Rights Policy on website, N/A: monsterbeverage.com] • Not met: UNGC principles 3-6 • Met: Explicitly list All four ILO for AG suppliers: The Company commits to every ILO core in its Supplier Code of Conduct. In relation to freedom of association and collective bargaining, the Company states that it respects 'employees' right to join, form, or not join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, establish a constructive dialogue with their freely chosen representatives, and bargain in good faith with such representatives. Observe all applicable local and national laws on freedom of association and collective bargaining'. [Supplier Code of Conduct on website, N/A: monsterbeverage.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Explicit commitment to All four ILO Core: As indicated above, the Company's human rights policy does not explicitly commit to respect the right to collective bargaining for own operations. In relation to 'freedom of association and collective bargaining' the policy states: 'we respect our employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment'. No specific commitment found in relation to collective bargaining. The modern slavery statement quotes ILO core areas in reference to this policy. [Human Rights Policy on website, N/A: monsterbeverage.com & Slavery and Human Trafficking Initiative, N/A: https://monsterbeverage.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B] • Met: Respect H&S of workers: The Company states that 'our policy is to provide a safe and healthy workplace for our employees, and to comply with applicable health and safety laws and requirements'. [Human Rights Policy on website, N/A: monsterbeverage.com] • Met: H&S applies to AG suppliers: The supplier code requires to 'provide a secure, safe and healthy workplace. Minimize the risk of accidents, injury, and exposure to health risks as reasonably practicable. Comply with applicable local and national health and safety standards'. [Supplier Code of Conduct on website, N/A: monsterbeverage.com]
A.1.4	Commitment to engage with stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to stakeholder engagement • Not met: Regular stakeholder engagement

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> Not met: Commits to engage stakeholders in design Not met: Regular stakeholder design engagement
A.1.5	Commitment to remedy	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Commits to remedy: The Company indicates in its human rights policy that 'If we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to providing for or cooperating in their fair and equitable remediation'. [Human Rights Policy on website, N/A: monsterbevcorp.com] Score 2 <ul style="list-style-type: none"> Not met: Not obstructing access to other remedies Not met: Collaborating with other remedy initiatives Not met: Work with AG suppliers to remedy impacts

Embedding Respect and Human Rights Due Diligence

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Commits to ILO core conventions: See indicator A.1.2. The Company is committed to respect human rights in ILO Declaration Met: Senior responsibility for HR: In relation to 'Monster Energy's human rights initiatives and risks', the Company indicates that 'on a day-to-day basis, managers from quality, procurement, and legal work as a team. They are assisted and supported by senior members of the Company's legal department, who are deeply involved in each aspect of Monster's initiatives. Our efforts are led by our Senior Vice President & Deputy General Counsel'. [Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B] Score 2 <ul style="list-style-type: none"> Met: Day-to-day responsibility: As indicated above, managers from quality and legal, among others work in these issues and they are assisted by other members of the Company's legal department. [Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B] Met: Day-to-day responsibility for AG in supply chain: The Company indicates: 'On a day-to-day basis, managers from quality, procurement, and legal work as a team to implement Monster Energy's human rights policies and initiatives, including oversight of agricultural suppliers and implementation of the Supplier Code of Conduct'. [Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B]
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Identifying risks in own operations Not met: Identifying risks in AG suppliers: The Company describes a process which includes a survey its suppliers to identify risks of slavery and human trafficking throughout the Company's supply chain and to evaluate the risk profiles of individual suppliers. However, the Company only refers to slavery and human trafficking risks, and the indicator requires processes for identifying which are the potential human rights risks and impacts, which includes identification, consultation, evaluation of human rights risks and impacts in specific locations or activities. Even though the Company indicates 'suppliers are asked an array of questions about their operating contexts, their processes, policies and practices, as well as any measures they have in place to identify, prevent and manage risks related to human trafficking and slavery', and also that 'suppliers are asked to identify whether they operate in countries identified as being at a higher risk of slavery and human trafficking', it is not a clear identification process of human rights risks, as it is limited to human trafficking and slavery. [Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B] Score 2 <ul style="list-style-type: none"> Not met: Ongoing global risk identification Not met: In consultation with stakeholders Not met: In consultation with HR experts Not met: Triggered by new circumstances Not met: Explains use of HRIAs or ESIA (inc HR)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context) • Not met: Public disclosure of salient risks Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Action Plans to mitigate risks • Not met: Including in AG supply chain: Although the Company describes Action plans to mitigate slavery risks, no description found of a systematic approach to mitigate salient risks or impacts in supply chain (i.e. mitigating other human rights impacts considered salient as a result of a due diligence process). [Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B] • Met: Example of Actions decided: The Company indicates there is a process to mitigate the human trafficking and slavery risks: 'We have engaged the specialized third-party service provider to work with those suppliers flagged as medium - or high-risk to mitigate human trafficking and slavery risks in their operations and supply chains'. It also discloses how it educates its employees, auditors, and suppliers on how to recognize and combat forced labor and human trafficking. [Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B] Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: System to check if Actions are effective: The Company states: 'In addition to monitoring by the specialized third-party service provider, we will review and track the progress of these suppliers and the implementation of these corrective action plans in our next survey'. However, no evidence there is a global system in place for reviewing the effectiveness of previously determined actions to see how salient risks are being mitigated. [Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B] • Not met: Lessons learnt from checking effectiveness Score 2 <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks: In order to be awarded this indicator, the Company needs to achieve at least 1,5 points in B.2.1 • Not met: Comms plan re assessing risks • Not met: Comms plan re action plans for risks: In order to be awarded this indicator, the Company has to achieve a full score in B.2.3 • Not met: Comms plan re reviewing action plans: In order to be awarded this indicator, the Company has to achieve a full score in B.2.4 • Not met: Including AG suppliers: In order to be awarded this indicator, the Company has to achieve a full score in B.2.2/B.2.3/B.2.4 and at least 1,5 points in B.2.1 Score 2 <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications

Remedies and Grievance Mechanisms

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The company states that "any employee of the Company may submit, on a confidential and anonymous basis if the employee so desires, directly to the Audit Committee any concerns regarding financial statement disclosures, accounting, internal accounting controls, auditing matters or violations of this Code." Moreover, "Employees are required to promptly report any perceived violations of law or the Code, and can anonymously report any such violation of the Code or concerns of possible ethics and compliance violations through our compliance hotline" [Code of Business Conduct and Ethics, N/A: investors.monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved • Not met: Channel is available in all appropriate languages: Although the company states that it has a hotline channel which is available 24 hours a day, 365 days a year, it is not clear whether that is accessible in different languages as appropriate. [Supplier Code of Conduct on website, N/A: monsterbevcorp.com & Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#Sources summary!B] • Met: Opens own system to AG supplier workers: The Company's Supplier Code states that 'the Company provides supplier's employees and workers with a mechanism to express grievances and violations or suspected violations of the Supplier Code of Conduct without fear of retaliation or reprisal. Ensure concerns are appropriately addressed in a timely manner. Elevate potential violations to management if necessary'. It also indicates: 'Call the anonymous Monster Beverage Corporation compliance hotline: (800) 506-4310 (U.S.) or (844) 815-4398 (international).The hotline is available globally 24 hours a day, 365 days a year'. [Supplier Code of Conduct on website, N/A: monsterbevcorp.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism for community: The Company indicates that 'we encourage individuals to, without fear of reprisal, report any violations or perceived violations or perceived violations of the law, the Code of Business Conduct and Ethics, the Supplier Code of Conduct, and the Human Rights Policy, and raise any other questions or grievances they have. We prohibit retaliation against individuals for reporting...'. [Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#Sources summary!B] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages: The Company indicates: 'Monster Beverage Corporation compliance hotline is available globally, as the Company indicates: 'The hotline is available globally 24 hours a day, 365 days a year'. It also states: 'We encourage individuals to, without fear of reprisal, report any violations or perceived violations of the law, the Code of Business Conduct and Ethics, the Supplier Code of Conduct, and the Human Rights Policy, and raise any other questions or grievances they have'. It also mentions there are different mechanisms available for any individuals or groups to report. However, no description of how it ensures the grievance mechanism is accessible to all potentially affected external stakeholders including in local languages. [Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#Sources summary!B] • Not met: Expects AG supplier to have community grievance systems: Although the supplier code expects suppliers to have mechanisms for 'supplier's employees and workers' to report concerns, no evidence found of mechanisms being extensive to all external individuals and communities. [Supplier Code of Conduct on website, N/A: monsterbevcorp.com] • Not met: AG supplier communities use global system: The Company indicates that 'we make a number of mechanisms available for any individuals or groups to report'. Although the Company provided specific comment to CHRB regarding how extensive the channel is made available, no evidence found in public sources to support this comment. [Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#Sources summary!B]

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.7	Remedying adverse impacts and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided [Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B] • Not met: Says how it would remedy key sector risks: The Company indicates the following: 'Any employee who is found to have violated the Code of Business Conduct and Ethics is subject to disciplinary action, including termination of employment. Similarly, if we uncover that a supplier is not adhering to laws regarding slavery and human trafficking, we will take corrective action, including, after consideration of ways to avoid unforeseen negative human rights impacts, terminating our business dealings with such offending supplier'. However, this indicator looks for evidence of specific steps and measures to take in order to remediate the damage caused. [Slavery and Human Trafficking Initiative, N/A: https://monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

Performance: Responses to Serious Allegations (Not included in the overall score)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found.

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for

human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

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