

**Company Name** Monster Beverage  
**Industry** Agricultural Products (Supply Chain only)  
**Overall Score (\*)** 7.4 out of 100

Theme Score	Out of	For Theme
1.2	10	A. Governance and Policies
1.4	25	B. Embedding Respect and Human Rights Due Diligence
2.5	15	C. Remedies and Grievance Mechanisms
0.0	20	D. Performance: Company Human Rights Practices
1.5	20	E. Performance: Responses to Serious Allegations
0.9	10	F. Transparency

(\*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also 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 2019 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

### A. Governance and Policies (10% of Total)

#### A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>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: <a href="http://monsterbevcorp.com">monsterbevcorp.com</a>]</li> <li>Not met: UNGC principles 1 &amp; 2</li> <li>Not met: UDHR</li> <li>Not met: International Bill of Rights</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: UNGPs</li> <li>Not met: OECD</li> </ul>
A.1.2	Commitment to respect the human rights of workers	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: ILO Core: The Company indicates that 'this policy is guided by the international human rights principles set forth in [...] and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work'. However, to be 'guided by' is not considered a formal commitment towards the initiative following CHRB wording criteria. In relation to specific ILO core commitments, no explicit evidence found in relation to respecting the right to collective bargaining for the Company's own operations. [Human Rights Policy on website, N/A: <a href="http://monsterbevcorp.com">monsterbevcorp.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not met: UNGC principles 3-6</li> <li>• 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: <a href="http://monsterbevcorp.com">monsterbevcorp.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• 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: <a href="http://monsterbevcorp.com">monsterbevcorp.com</a> &amp; Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> <li>• Met: Respect H&amp;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: <a href="http://monsterbevcorp.com">monsterbevcorp.com</a>]</li> <li>• Met: H&amp;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: <a href="http://monsterbevcorp.com">monsterbevcorp.com</a>]</li> </ul>
A.1.3.AG.a	Commitment to respect human rights particularly relevant to the industry - land and natural resources (AG)	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"> <li>• Not met: Respect land ownership and natural resources</li> <li>• Not met: Respecting the right to water</li> <li>• Not met: Expecting suppliers to respect these rights</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Voluntary Guidelines on Tenure Rights</li> <li>• Not met: IFC Performance Standards</li> <li>• Not met: FPIC for all</li> <li>• Not met: Zero tolerance for land grabs</li> <li>• Not met: Respecting the right to water</li> <li>• Not met: Expecting suppliers to respect these rights</li> </ul>
A.1.3.AG.b	Commitment to respect human rights particularly relevant to the industry – people's rights (AG)	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"> <li>• Not met: Women's rights: The Company is committed to diversity and equal opportunity in employment, training, promotion, etc. No specific commitment found to respect women's rights. [Code of Business Conduct and Ethics, N/A: <a href="http://files.shareholder.com">files.shareholder.com</a>]</li> <li>• Not met: Children's rights: Although the Company is committed against child labour, no specific commitment found in relation to children's rights. [Code of Business Conduct and Ethics, N/A: <a href="http://files.shareholder.com">files.shareholder.com</a>]</li> <li>• Not met: Migrant worker's rights: The company does not explicitly commit to migrant or women rights but in the Code of Ethics it states that "We are firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment or any kind. Examples include derogatory comments based on race, gender or ethnicity and unwelcome sexual advances." [Code of Business Conduct and Ethics, N/A: <a href="http://files.shareholder.com">files.shareholder.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: CEDAW/Women's Empowerment Principles</li> <li>• Not met: Child Rights Convention/Business Principles</li> <li>• Not met: Convention on migrant workers</li> <li>• Not met: Expecting suppliers to respect these rights</li> </ul>
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"> <li>• Not met: Commits to stakeholder engagement</li> <li>• Not met: Regular stakeholder engagement</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> <li>• Not met: Commits to engage stakeholders in design</li> <li>• Not met: Regular stakeholder design engagement</li> </ul>
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"> <li>• Not met: Commits to remedy: Although the Company indicates that it applies corrective actions when suppliers are in non-compliance, and also provides reporting channels for violations of the law or the Company's codes, no statement found of commitment to remedy adverse impacts caused or contributed to. [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B &amp; CA Transparency in Supply Chains Act &amp; Modern Slavery Act: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Not obstructing access to other remedies</li> <li>• Not met: Collaborating with other remedy initiatives</li> <li>• Not met: Work with AG suppliers to remedy impacts</li> </ul>
A.1.6	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Zero tolerance attacks on HRs Defenders (HRDs)</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Expects AG suppliers to reflect company HRD commitments</li> </ul>

### A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: CEO or Board approves policy: The Company's CA Transparency in Supply Chains Act &amp; UK Modern Slavery Act Statement (that include the Human Rights Policy, the Code of Business code and ethics and the Supplier Code of Conduct) is signed by Mr. Hilton H. Schlosberg- Vice Chairman of the Board of Directors, President, Chief Operating Officer, Chief Financial Officer and Secretary. [CA Transparency in Supply Chains Act &amp; Modern Slavery Act: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Board level responsibility for HRs</li> <li>• Not met: Speeches/letters by Board members or CEO</li> </ul>
A.2.2	Board discussions	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Board/Committee review of salient HRs</li> <li>• Not met: Examples or trends re HR discussion</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both examples and process</li> </ul>
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Incentives for at least one board member</li> <li>• Not met: At least one key AG HR risk, beyond employee H&amp;S</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Performance criteria made public</li> </ul>

## B. Embedding Respect and Human Rights Due Diligence (25% of Total)

### B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Commits to ILO core conventions: See indicator A.1.2</li> <li>• 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 &amp; Deputy General Counsel'. [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> <li>• 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: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> <li>• Not met: Day-to-day responsibility for AG in supply chain</li> </ul>
B.1.2	Incentives and performance management	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"> <li>• Not met: Senior manager incentives for human rights: The company has a compensation committee and a compensation committee charter that "review, approve and determine remuneration, including compensation, incentive compensation and equity-based compensation [...]" but it does not base its incentives in Human Rights issues. [Compensation Committee Charter: <a href="files.shareholder.com">files.shareholder.com</a>]</li> <li>• Not met: At least one key AG HR risk, beyond employee H&amp;S</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Performance criteria made public</li> </ul>
B.1.3	Integration with enterprise risk management	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"> <li>• Not met: HR risks is integrated as part of enterprise risk system</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Audit Ctte or independent risk assessment</li> </ul>
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	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"> <li>• Not met: Commits to ILO core conventions: See indicator A.1.2</li> <li>• Not met: Communicates its policy to all workers in own operations: The Company's code of conduct, which includes respect for human rights, states that 'each employee is required to acknowledge this Code of Business Conduct and Ethics'. However, no details found on whether it is communicated in local languages where necessary. [Code of Business Conduct and Ethics, N/A: <a href="files.shareholder.com">files.shareholder.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Commits to all 4 ILO core conventions: See A.1.2</li> <li>• Not met: Communication of policy commitments to stakeholder</li> <li>• Not met: How policy commitments are made accessible to audience</li> </ul>
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commits to all 4 ILO core conventions for suppliers</li> <li>• Not met: Communicating policy down the whole AG supply chain: The Slavery and Human Trafficking Initiative page states: 'Not only is the Supplier Code of Conduct communicated to suppliers, certain contracts with suppliers incorporate the Supplier Code of Conduct itself. As Monster's contracts with suppliers turn over at various intervals, when renewing, Monster will use commercially reasonable efforts to incorporate its Supplier Code of Conduct, with a view toward achieving incorporation in approximately 10% of its supplier contracts by June 30, 2021, 30% by June 30, 2022, and with the expectation of increasing the percentage to the majority of Monster's supplier contracts by 2024'. No evidence found, however, in relation to the supplier code being communicated down the supply chain (or requiring its suppliers to do so). [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> <li>• Not met: Requiring AG suppliers to communicate policy down the chain</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: How HR commitments made binding/contractual: As indicated above, 'certain contracts with suppliers incorporate the supplier code of conduct itself'. The Company has the objective of 'achieving incorporation in approximately 10% of its supplier contracts by June 30, 2021, 30% by June 30, 2022 and with the expectation of increasing the percentage to the majority of Monster's supplier contracts by 2024'. [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> <li>• Not met: Including on AG suppliers</li> </ul>
B.1.5	Training on Human Rights	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"> <li>• Not met: Scores at least 1 on A.1.2</li> <li>• Not met: Trains all workers on HR policy commitments: However, as indicated below, the Company trains some workers in relation to slavery and human</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>trafficking. [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com/Beverage%20Corporation%20Datapoint..xlsx#Sources%20summary">https://monsterbevcorp.com/Beverage Corporation Datapoint..xlsx#Sources summary</a>!B]</p> <ul style="list-style-type: none"> <li>• Not met: Trains relevant AG managers including procurement: The Company indicates that 'employees whose work relates to supply chain management (those in procurement and the legal department) are provided a mandatory training on slavery and human trafficking. The training equips these employees with an understanding of the issues of slavery and human trafficking, how their position relates to these issues, and steps to take if they have any concerns. The training will be offered annually and in a live session, with a recording available for employees who are unable to attend'. Although it seems to refer to future actions, the company text reflects that this training programme already is being implemented ('we have implemented a training program on slavery and human trafficking'). However, these training sessions seem to focus only in some aspects of ILO core labour standards, and all aspects wouldn't be covered even if policy commitments include all ILO core.</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Score of 2 on A.1.2</li> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.1.6	Monitoring and corrective actions	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"> <li>• Not met: Scores at least 1 on A.1.2</li> <li>• Not met: Monitoring implementation of HR policy commitments</li> <li>• Not met: Monitoring AG suppliers: The Company describes the due diligence process it follows with suppliers, which includes surveys to determine slavery &amp; human trafficking risks, training and audits: 'we conduct announced audits of certain suppliers, with a focus on suppliers identified as high-risk. Audits consist of a review of documents, interviews with workers, and visits to production facilities. Auditors are instructed to include issues of slavery and human trafficking in these audits'. Given the context of the process, it is not clear if the Company's monitoring goes beyond slavery and human trafficking in terms of labour rights (not clear if audits would cover child labor, freedom of association, collective bargaining and discrimination, even if company's policies cover these issues). [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com/Beverage%20Corporation%20Datapoint..xlsx#Sources%20summary">https://monsterbevcorp.com/Beverage Corporation Datapoint..xlsx#Sources summary</a>!B]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Score of 2 on A.1.2</li> <li>• Not met: Describes corrective action process: The Company indicates that '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, no specific details found in relation to the corrective action process (even if it might lead to termination if not followed). [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com/Beverage%20Corporation%20Datapoint..xlsx#Sources%20summary">https://monsterbevcorp.com/Beverage Corporation Datapoint..xlsx#Sources summary</a>!B]</li> <li>• Not met: Example of corrective action</li> <li>• Not met: Discloses % of AG supply chain monitored: The Company carries out a survey on its suppliers to identify risks of slavery and human trafficking. It states that 'our most recent survey covered 2017 and 2018 suppliers who contributed to products sold by Monster Energy. As of April, 30, 2019, over 80% of such suppliers completed the survey'. However, it is not clear whether other labour rights in general beyond slavery and human trafficking were covered.</li> </ul>
B.1.7	Engaging business relationships	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"> <li>• Not met: HR affects AG selection of suppliers</li> <li>• Met: HR affects on-going AG supplier relationships: The Company indicates that it is including human rights in contracts with suppliers, particularly when renewing. In addition, it indicates that '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 suppliers'. [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com/Beverage%20Corporation%20Datapoint..xlsx#Sources%20summary">https://monsterbevcorp.com/Beverage Corporation Datapoint..xlsx#Sources summary</a>!B]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirement under score 1 met</li> <li>• Not met: Working with AG suppliers to improve performance: The Company indicates that 'Monster requests that suppliers identified as being at medium- or high-risk complete a training program on slavery and human trafficking from a specialized third-party provider and Monster and/or a third party contacts such</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			suppliers regarding training with a goal towards improvement their compliance. Monster will use commercially reasonable efforts to have approximately 30% of suppliers flagged as medium- or high-risk trained by June 30, 2022 and with the expectation of training the majority of Monster's suppliers flagged as medium- or high-risk by 2025'. However, no example found. [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]
B.1.8	Approach to engagement with potentially affected stakeholders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Stakeholder process or systems</li> <li>• Not met: Frequency and triggers for engagement</li> <li>• Not met: Workers in AG SC engaged</li> <li>• Not met: Communities in the AG SC engaged</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Analysis of stakeholder views and company's actions on them</li> </ul>

## B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
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"> <li>• Not met: Identifying risks in own operations</li> <li>• Not met: Identifying risks in AG suppliers</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Ongoing global risk identification</li> <li>• Not met: In consultation with stakeholders</li> <li>• Not met: In consultation with HR experts</li> <li>• Not met: Triggered by new circumstances</li> <li>• Not met: Explains use of HRIAs or ESIA (inc HR)</li> </ul>
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"> <li>• Not met: Salient risk assessment (and context)</li> <li>• Not met: Public disclosure of salient risks</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Action Plans to mitigate risks</li> <li>• Not met: Including in AG supply chain</li> <li>• Not met: Example of Actions decided</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
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"> <li>• Not met: System to check if Actions are effective</li> <li>• Not met: Lessons learnt from checking effectiveness</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirement under score 1 met</li> </ul>
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"> <li>• Not met: Comms plan re identifying risks</li> <li>• Not met: Comms plan re assessing risks</li> <li>• Not met: Comms plan re action plans for risks</li> <li>• Not met: Comms plan re reviewing action plans</li> <li>• Not met: Including AG suppliers</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Responding to affected stakeholders concerns</li> <li>• Not met: Ensuring affected stakeholders can access communications</li> </ul>



## C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	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"> <li>• 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: <a href="http://files.shareholder.com">files.shareholder.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Number grievances filed, addressed or resolved</li> <li>• 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: <a href="http://monsterbevcorp.com">monsterbevcorp.com</a> &amp; Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> <li>• Not met: Expect AG supplier to have equivalent grievance systems</li> <li>• Not 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. The company has a hotline available 24 hours a day, 365 days a year.' However, it is not clear if the hotline is available for anyone outside California. [Supplier Code of Conduct on website, N/A: <a href="http://monsterbevcorp.com">monsterbevcorp.com</a>]</li> </ul>
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"> <li>• 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: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Describes accessibility and local languages</li> <li>• 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: <a href="http://monsterbevcorp.com">monsterbevcorp.com</a>]</li> <li>• Not met: AG supplier communities use global system</li> </ul>
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	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"> <li>• Not met: Engages users to create or assess system</li> <li>• Not met: Description of how they do this</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Engages with users on system performance</li> <li>• Not met: Provides user engagement example on performance</li> <li>• Not met: AG suppliers consult users in creation or assessment</li> </ul>
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	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"> <li>• Not met: Response timescales</li> <li>• Not met: How complainants will be informed</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Escalation to senior/independent level: However, one of the means to report grievances is through a written letter to the Senior VP and Deputy General Counsel. However, it is not clear whether (complex) cases may be escalated within the Company or to independent parties. This VP and Deputy General Counsel also reviews issues identified during audits. [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.5	Commitment to non-retaliation over complaints or concerns made	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"> <li>• Met: Public statement prohibiting retaliation: The Company has a public commitment that 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. We prohibit retaliation against individuals for reporting, through measures such as guaranteeing anonymity'. [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> <li>• Met: Practical measures to prevent retaliation: The Company states that it guarantees anonymity in the communication channel. [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Has not retaliated in practice</li> <li>• Not met: Expects AG suppliers to prohibit retaliation</li> </ul>
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	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"> <li>• Not met: Won't impede state based mechanisms</li> <li>• Not met: Complainants not asked to waive rights</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Will work with state based or non judicial mechanisms</li> <li>• Not met: Example of issue resolved (if applicable)</li> </ul>
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"> <li>• Not met: Describes how remedy has been provided [Slavery and Human Trafficking Initiative: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> <li>• 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: <a href="https://monsterbevcorp.com">https://monsterbevcorp.com</a> Beverage Corporation Datapoint..xlsx#'Sources summary'!B]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Changes introduced to stop repetition</li> <li>• Not met: Approach to learning from incident to prevent future impacts</li> <li>• Not met: Evaluation of the channel/mechanism</li> </ul>

#### D. Performance: Company Human Rights Practices (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.1.b	Living wage (in the supply chain)	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"> <li>• Not met: Living wage in supplier code or contracts</li> <li>• Not met: Improving living wage practices of suppliers</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> <li>• Not met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.2	Aligning purchasing decisions with human rights	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"> <li>• Not met: Avoids business model pressure on HRs (purchasing practices)</li> <li>• Not met: Positive incentives to respect human rights (purchasing practices)</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
D.1.3	Mapping and disclosing the supply chain	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"> <li>• Not met: Identifies suppliers back to manufacturing sites (factories or fields)</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Discloses significant parts of SP and why</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Child Labour rules in codes or contracts: No commitment found regarding child labour for supply chain that includes age verification mechanisms nor remediation programmes in case child labour is found. [Supplier Code of Conduct on website, N/A: <a href="http://monsterbevcorp.com">monsterbevcorp.com</a> &amp; Human Rights Policy on website, N/A: <a href="http://monsterbevcorp.com">monsterbevcorp.com</a>]</li> <li>Not met: How working with suppliers on child labour</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> <li>Not met: Analysis of trends in progress made</li> </ul>
D.1.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Debt and fees rules in codes or contracts</li> <li>Not met: How working with suppliers on debt &amp; fees</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> <li>Not met: Analysis of trends in progress made</li> </ul>
D.1.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Free movement rules in codes or contracts</li> <li>Not met: How working with suppliers on free movement</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> <li>Not met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.6.b	Freedom of association and collective bargaining (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: FoA &amp; CB rules in codes or contracts</li> <li>Not met: How working with suppliers on FoA and CB</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> <li>Not met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Sets out clear Health and Safety requirements</li> <li>Not met: Injury Rate disclosures</li> <li>Not met: Lost days or near miss disclosures</li> <li>Not met: Fatalities disclosure</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: How working with suppliers on H&amp;S</li> <li>Not met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.8.b	Land rights: Land acquisition (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Rules on land &amp; owners in codes or contracts</li> <li>Not met: How working with suppliers on land issues</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> <li>Not met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.9.b	Water and sanitation (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Rules on water stewardship in codes or contracts</li> <li>Not met: How working with suppliers on water stewardship issues</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> <li>Not met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.10.b	Women's rights (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not met: Women's rights in codes or contracts</li> <li>Not met: How working with suppliers on women's rights</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: Both requirements under score 1 met</li> <li>Not met: Provides analysis of trends demonstrating progress</li> </ul>

## E. Performance: Responses to Serious Allegations (20% of Total)

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, and so the score of 5.92 out of 80 points scored in themes A-D & F has been applied to produce a score of 1.48 out of 20 points for theme E.

## F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	0.86 out of 4	Out of a total of 42 indicators assessed under sections A-D of the benchmark, Monster Beverage made data public that met one or more elements of the methodology in 9 cases, leading to a disclosure score of 0.86 out of 4 points.
F.2	Recognised Reporting Initiatives	0 out of 2	The individual elements of the assessment are met or not as follows: Score 2 <ul style="list-style-type: none"> <li>• Not met: Company reports on GRI</li> <li>• Not met: Company reports on SASB</li> <li>• Not met: Company reports on UNGPRF</li> </ul>
F.3	Key, High Quality Disclosures	0 out of 4	Monster Beverage met 0 of the 8 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples <ul style="list-style-type: none"> <li>• Not met: Score 2 for A.2.2 : Board discussions</li> <li>• Not met: Score 2 for B.1.6 : Monitoring and corrective actions</li> <li>• Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers</li> <li>• Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s)</li> </ul> Discussing challenges openly <ul style="list-style-type: none"> <li>• Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts</li> <li>• Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned</li> </ul> Demonstrating a forward focus <ul style="list-style-type: none"> <li>• Not met: Score 2 for A.2.3 : Incentives and performance management</li> <li>• Not met: Score 2 for B.1.2 : Incentives and performance management</li> </ul>

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

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As CHRB Ltd, 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.