

Company Name Monster Beverage
Industry Agricultural Products (Supply Chain only)
Overall Score 10.2 out of 100

Theme Score	Out of	For Theme
1.4	10	A. Governance and Policies
3.1	25	B. Embedding Respect and Human Rights Due Diligence
3.5	20	C. Remedies and Grievance Mechanisms
0.2	25	D. Performance: Company Human Rights Practices
2.0	20	E. Performance: Responses to Serious Allegations

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 2022 Methodology document for the sector concerned. 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"> 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'. [2022 Human Rights Policy on web, N/A: monsterbeverage.com] Not Met: Universal Declaration of Human rights (UDHR) Not Met: International Bill of Human Rights Score 2 <ul style="list-style-type: none"> Not Met: Commitment to the UNGPs: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. Not Met: Commitment to the OECD Guidelines for Multinational Enterprises: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material.
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Company has a commitment to the 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'. [2022 Human Rights Policy on web, N/A: monsterbeverage.com] Not Met: Company has a explicit commitment to All four ILO Core: The Company's Human Rights Policy address some of the following issues: Forced Labour and Human Trafficking, Child Labour, and the Company does 'not tolerate

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>discrimination'. Regarding to the right to Freedom of Association Collective Bargaining, under the heading 'Freedom of Association and Collective Bargaining', it indicates: 'We respect our employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment'. Although the Company indicates in its feedback to CHRB that from this statement, it is clear that it respects the unions and collective bargaining, it has not been found an explicit commitment to collective bargaining in publicly available sources. [2022 Human Rights Policy on web, N/A: monsterbevcorp.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Company expect suppliers to commit to ILO Core: The Supplier Code of Conduct indicates that 'The values contained in this document reflect our respect for international human rights principles, and the Company is committed to respecting the human rights that the International Labor Organization has declared to be fundamental rights at work. We encourage our suppliers to work toward implementing best practices and to exceed the requirements of this Supplier Code of Conduct'. However, it is not clear the Company expects suppliers to commit to respecting the human rights that the ILO has declared to be fundamental rights at work. The Company has provided feedback to CHRB on this datapoint. However, the evidence provided was already in use and did not meet CHRB requirements. [2020 Supplier Code of Conduct on web, 05/2020: monsterbevcorp.com] • Not Met: Company explicitly list All four ILO for suppliers: The Company commits to every ILO core in its Supplier Code of Conduct: child labour, forced labour, discrimination. In relation to freedom of association and collective bargaining, the Company states that it respects 'employees' right to join, form, or not join a labour 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'. However, it is not clear whether the Company requires to respect those rights in all contexts, as it indicates observance to 'all applicable local and national laws'. In these cases (companies referring to local laws in freedom of association and collective bargaining), companies are expected to require alternative mechanisms or equivalent workers bodies where the right to freedom of association and collective bargaining is restricted under law. The Company has provided feedback to CHRB on this datapoint. However, the evidence provided was already in use and did not meet CHRB requirements. [2020 Supplier Code of Conduct on web, 05/2020: monsterbevcorp.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	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"> • Met: Commitment to 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'. [2022 Human Rights Policy on web, N/A: monsterbevcorp.com] • Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week: The Human Rights Policy indicates that 'Our policy requires compliance with applicable wage, work hours, overtime, and benefits laws'. However, no evidence found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as regular working week, and that overtime is consensual and paid at a premium rate. The Company has provided feedback to CHRB regarding this indicator. However, the source provided was already in use and other piece of evidence is not found in the public domain. [2022 Human Rights Policy on web, N/A: monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expect suppliers to commit to H&S of their workers: The supplier code requires suppliers 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'. [2020 Supplier Code of Conduct on web, 05/2020: monsterbevcorp.com] • Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: The Supplier Code of Conduct requires suppliers to 'Operate in full compliance with applicable wage, work hours, overtime, and benefits laws'. However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime paid at a premium rate. The Company has provided feedback to CHRB regarding this indicator. However, the source provided was already in use and other piece of evidence is not found in

Indicator Code	Indicator name	Score (out of 2)	Explanation
			the public domain. [2020 Supplier Code of Conduct on web, 05/2020: monsterbevcorp.com]
A.1.3.a.AG	Commitment to respect human rights particularly relevant to the industry – land, natural resources and indigenous peoples' 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"> • Not Met: Respect land ownership and natural resources as set out in VGGT: The Company has provided additional comment to CHRB regarding this indicator. However, evidence was not material. It indicates that it does not own any agricultural lands nor manufacturing facilities. • Not Met: Respect land ownership and natural resources as set out in The IFC Performance Standards • Not Met: Respecting indigenous peoples' rights or ILO Convention No.169 or UN Declaration • Not Met: Expecting suppliers to make these commitments <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Respecting the right to water • Not Met: Company's policy commits to obtain FPIC • Not Met: Expecting suppliers to make these commitments <p>: The Supplier Code of Conduct indicates: 'We expect our suppliers to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the following principles: [...] Conduct business in ways which protect and preserve the environment. Consider sustainable agriculture practices, waste management, and pollution control, as well as opportunities for conservation of natural resources, water, and energy. Meet all applicable environmental laws, rules, and regulations'. However, it is not clear suppliers are expected to commit to respecting the right to water and to obtain FPIC. [Supplier Code of Conduct on website, N/A: monsterbevcorp.com]</p>
A.1.3.b.AG	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (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"> • Not Met: Women's rights: The Company has provided an additional source to this indicator but no material evidence was found. In order to score this indicator, the Company has to provide a publicly available policy statement committing it to respect women's rights. • Not Met: Children's rights: The Company has provided an additional source to this indicator but no material evidence was found. In order to score this indicator, the Company has to provide a publicly available policy statement committing it to respect children's rights. • Not Met: Migrant worker's rights: The Company has provided an additional source to this indicator but no material evidence was found. In order to score this indicator, the Company has to provide a publicly available policy statement committing it to respect migrant workers' rights. • Not Met: Expects suppliers to respect at least one of these rights: The Company has provided an additional source to this indicator but no material evidence was found. In order to score this indicator, the Company also expects suppliers to respect women's rights or children's rights or migrant workers' rights. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: CEDAW/Women's Empowerment Principles • Not Met: Child Rights Convention/Business Principles • Not Met: Convention on migrant workers • Not Met: Expecting suppliers to respect these rights
A.1.4	Commitment to remedy	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"> • Met: The Company 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'. [2022 Human Rights Policy on web, N/A: monsterbevcorp.com] • Not Met: Company expect suppliers to make this commitment: The Company has provided an additional source to this indicator, however, no material evidence was found. Also, in order the meet CHRB requirement for this datapoint, the evidence has to be found in a formal policy statement. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Collaborating with other remedy initiatives: The Company has provided an additional source to this indicator, however, no material evidence was found. Also, in order the meet CHRB requirement for this datapoint, the evidence has to be found in a formal policy statement. • Not Met: Work with suppliers to remedy impact: The Company has provided an additional source to this indicator, however, no material evidence was found. Also,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			in order the meet CHRB requirement for this datapoint, the evidence has to be found in a formal policy statement.
A.1.5	Commitment to respect the rights of human rights defenders	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: Zero tolerance attacks on HRs Defenders (HRDs): The Human Rights Policy indicates: 'We are committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats'. Also, 'Any employee who believes that a conflict arises between the language of the policy and the laws, customs, and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a violation or suspected violation of the Human Rights Policy, should raise these concerns, without fear of retaliation or reprisal'. However, although the Company indicates that it is committed to maintain a workplace free from violence and that workers can report issues without fear of retaliation, no publicly available policy statement found committing it to neither tolerate nor contribute to threats, intimidation and attacks (both physical and legal) against human rights defenders. [2022 Human Rights Policy on web, N/A: monsterbevcorp.com] • Not Met: Company expect suppliers to make this commitment: The Supplier Code of Conduct indicates: 'We expect our suppliers to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the following principles: [...] Provide 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'. However, it is not clear the Company expects suppliers to commit to neither tolerate nor contribute to threats, intimidation and attacks (both physical and legal) against human rights defenders. No further evidence found. [Supplier Code of Conduct on website, N/A: monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Work with HRD to create safe and enabling environment

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	<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: Board level responsibility for HRs: The Company states that 'our Board of Directors oversees our human rights initiatives and risks. The Nominating and Corporate Governance Committee of our Board of Directors has oversight over the company's policies related to human rights and annually reviews the company's efforts on these issues. Managers from quality, procurement and legal work as a team to implement Monster's Human Rights Policy and initiatives, including oversight of the ongoing refinement of our Supplier Code of Conduct.' [2020 Sustainability Report, 31/12/2020: monsterbevcorp.com] • Not Met: Describe HR expertise of Board member: The Company has provided additional comment to CHRB regarding this indicator. However, no description found of the human rights expertise of the board member or board committee tasked with that governance oversight. The feedback provided seemed to focus on executive level. [2020 Sustainability Report, 31/12/2020: monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Speeches/letters by Board members or CEO: The Company has indicated in its feedback to CHRB that Hilton H. Schlosberg, the Vice Chairman of the Board of Directors signs the Modern Slavery Statement following the Board's review and sign off (by board resolution) on the public statement. However, this indicator looks for specific speeches or presentations where the board member discusses why human rights matter to the business or challenges that the Company has faced in respecting them. [2021 MSA, 2022: monsterbevcorp.com]
A.2.2	Board responsibility	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: Board/Committee review HRs strategy: The 2020 Sustainability Report indicates: 'The Nominating and Corporate Governance Committee of our Board of Directors has oversight over the company's policies related to human rights and annually reviews the company's efforts on these issues'. However, no further description found of the processes it has in place to discuss and regularly review its human rights strategy or policy or management processes at board level or a board committee. [2020 Sustainability Report, 31/12/2020: monsterbevcorp.com] • Not Met: Examples/trends re HR discussion in the last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: How affected stakeholders/HR experts informed discussions

Indicator Code	Indicator name	Score (out of 2)	Explanation
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"> • Not Met: Incentives for at least one board member • Not Met: At least one key HR risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other board performance criteria
A.2.4	Business model strategy and risks	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy: The 2020 Sustainability Report indicates: 'The Nominating and Corporate Governance Committee of our Board of Directors has oversight over the company's policies related to human rights and annually reviews the company's efforts on these issues'. However, no further description found of the processes it has in place to discuss and review its business model and strategy for inherent risks to human rights at board level or a board committee. • Not Met: Describe frequency and triggers for reviewing Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions decided

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"> • Not Met: Score of 1 on A.1.2.a: See A.1.2.a • Met: Senior responsibility for HR implementation and decision making: 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: monsterbevcorp.com Beverage Corporation Datapoint.xlsx#'Sources summary'!B3] & [2020 Sustainability Report, 31/12/2020: monsterbevcorp.com] Score 2 <ul style="list-style-type: none"> • Met: How it assigns 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. The Company has provided comments to CHRB regarding this indicator but the evidence was already in use. [Slavery and Human Trafficking Initiative, N/A: monsterbevcorp.com Beverage Corporation Datapoint.xlsx#'Sources summary'!B3] & [2020 Supplier Code of Conduct on web, 05/2020: monsterbevcorp.com] • Not Met: Day-to-day resources and expertise allocation in own ops: In its comment to CHRB regarding this indicator, the Company indicates its multi-faceted approach to address the risk of human trafficking and slavery in their business and supply chain and lists the different steps it takes to tackle the problem. However, no further evidence found of how it allocates resources and expertise for the day-to-day management of relevant human rights issues within its own operations. • Not Met: Resources and expertise allocation in the supply chain: In its comment to CHRB regarding this indicator, the Company indicates its multi-faceted approach to address the risk of human trafficking and slavery in their business and supply chain and lists the different steps it takes to tackle the problem. However, no further evidence found of how it allocates resources and expertise for the day-to-day management of relevant human rights issues within its supply chain.
B.1.2	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"> • Not Met: Senior manager incentives for human rights: The Company states that it made significant changes to executive compensation program in 2020 to align the executive compensation program with market practice and make it more objective in nature. One such change was the redesign of our annual incentive program. Previously, annual incentive pay-outs were determined on an entirely discretionary basis. Starting in the 2020 fiscal year, we transitioned to a formulaic approach, whereby each named executive officer has a pre-established target bonus opportunity which will be earned based on pre-established financial and individual

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>performance. However, it has not mentioned incentives related to Human Rights issues. The Company has provided additional comment to CHRB regarding this indicator. However, evidence was not material. [2020 Sustainability Report, 31/12/2020: monsterbevcorp.com]</p> <ul style="list-style-type: none"> • Not Met: At least one key HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other senior management performance
B.1.3	Integration with enterprise risk management	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: HR risks is integrated as part of enterprise risk system: In its Annual Report, the Company lists its risks factors, including aspects related to human rights as described below. These factors are included and integrated in the Company's ERM. [2020 Annual Report, 31/12/2020: investors.monsterbevcorp.com] • Met: Provides an example: See above. Within that list of integrated factors, it indicates the following: 'Negative publicity (whether or not warranted) concerning [...] human and workplace rights [...] could damage our brand image and corporate reputation, and may cause our business to suffer [...] We have made a number of commitments to respect human rights, including the policies and initiatives described in our California Transparency in Supply Chains Act & United Kingdom Modern Slavery Act statement [...] Allegations, even if untrue, that we are not respecting one or more of the 30 human rights found in the United Nations Universal Declaration of Human Rights; actual or perceived failure by our suppliers or other business partners to comply with applicable labor and workplace rights laws, including child labor laws, or their actual or perceived abuse or misuse of migrant workers; and adverse publicity surrounding obesity and health concerns related to our products, water usage, environmental impact, labor relations or the like could negatively affect our Company's overall reputation and brand image, which in turn could have a negative impact on our products' acceptance by consumers'. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Audit Ctte or independent risk assessment
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external 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: Score of 1 on A.1.2.a: See A.1.2.a • 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. The Company indicates, in its feedback to CHRB, that all Monster Policies (Human Rights, Modern Slavery, Supplier Code of Conduct, Business Ethics and the Sustainability Report) are published on their website available for all stakeholders to see. However, it is not clear how it actively communicates these policies to workers, including in local languages where necessary. [Code of Business Conduct and Ethics, N/A: investors.monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communication of policy commitments to stakeholder: The Company indicates, in its feedback to CHRB, that all Monster Policies (Human Rights, Modern Slavery, Supplier Code of Conduct, Business Ethics and the Sustainability Report) are published on their website available for all stakeholders to see. However, it is not clear how it actively communicates these policies to affected stakeholders, including in local languages where necessary. • Not Met: How policy commitments are made accessible to audience
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"> • Not Met: Meets ILO requirement for suppliers on A.1.2.a: See indicator A.1.2.a • Not Met: Steps to communicate policy commitments to 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'. The Supplier Code of Conduct indicates: 'Monster Beverage Corporation and its subsidiaries (collectively, "Monster Energy") are committed to conducting business responsibly. [...]. This

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>commitment extends to all of our suppliers. The Monster Beverage Corporation Supplier Code of Conduct outlines our expectations for suppliers in a range of important areas, and applies to both a supplier's own practices and the acts of a supplier's employees. [...] We encourage our suppliers to work toward implementing best practices and to exceed the requirements of this Supplier Code of Conduct'. 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, N/A: monsterbeverage.com Beverage Corporation Datapoint.xlsx#Sources summary!B3] & [Supplier Code of Conduct on website, N/A: monsterbeverage.com]</p> <ul style="list-style-type: none"> • Not Met: Requires suppliers to communicate policy requirements <p>Score 2</p> <ul style="list-style-type: none"> • 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, N/A: monsterbeverage.com Beverage Corporation Datapoint.xlsx#Sources summary!B3] • Not Met: Company requires suppliers to cascade down to their suppliers
B.1.5	Training on Human Rights	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"> • Not Met: Scores at least 1 on A.1.2.a: See indicator A.1.2 • Not Met: How workers are trained on HR policy commitments: Regarding Employee Training, the 2021 MSA indicates: 'Employees whose work relates to supply chain management (including those in procurement and the legal department) are provided with mandatory training on slavery and human trafficking risks and our policies. This training is made available on the company intranet'. However, although the Company indicates it trains certain workers [whose work relates to supply chain management], this indicator focuses on how workers in general are trained on its human rights commitments. [2021 MSA, 2022: monsterbeverage.com] • Met: Trains relevant managers including procurement: The Company indicates that 'employees whose work relates to supply chain management (those in procurement and the legal department) must attend a mandatory training on slavery and human trafficking. The training equips these employees with an understanding of the issues of slavery and human trafficking risk and implementation of Monster's policies. The training helps to equip these employees with an understanding of slavery and human trafficking issues, how their position can relate to these issues and steps to take if they have any concerns'. Internal 'auditors are also given specialised training designed to help them recognize the risks and signs of slavery and human trafficking in their audits'. Although trainings seem to focus in slavery and human trafficking, it also indicates that relates to 'implementation of Monster's policies'. <p>[Slavery and Human Trafficking Initiative, N/A: monsterbeverage.com Beverage Corporation Datapoint.xlsx#Sources summary!B3]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a: See indicator A.1.2 • Not Met: Meets both requirements under score 1 • Met: Trains suppliers to meet company's HR commitment: The Company states, in its 2020 Sustainability Report, that it takes a multifaceted approach to address the risk of slavery and human trafficking in business and in supply chain. Its efforts include providing training for employees, internal auditors and suppliers. Regarding Supplier Training, the Company requests that suppliers who are identified as being at medium or high risk complete a training program on slavery and human trafficking from a specialized third-party provider. Also, according to its 2021 MSA: 'Monster offers training from a specialized third-party provider for certain suppliers on slavery and human trafficking. We are pleased to see that notwithstanding the pandemic, the vast majority of contacted suppliers engaged in online anti-slavery training'. [2020 Sustainability Report, 31/12/2020: monsterbeverage.com] & [2021 MSA, 2022: monsterbeverage.com] • Not Met: Disclose % trained
B.1.6	Monitoring and corrective actions	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"> • Not Met: Scores at least 1 on A.1.2.a: See indicator A.1.2 • Not Met: Monitoring implementation of HR policy commitments across global ops and supply chain: The Company states in its 2020 Sustainability Report, that it

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>'works closely with our suppliers to assist them in implementing our Supplier Code of Conduct into their strategy, policies and operations. In partnership with a leading supply chain risk management services provider, we conducted supplier risk assessments using the Slavery and Trafficking Risk Template to identify and address the risk of modern slavery across our supply chain. The result from these risk assessments was used to prioritize suppliers for further due diligence. Through this data-driven risk assessment process, certain suppliers were identified as being at a higher risk for modern slavery and human trafficking. We communicated our findings to the relevant suppliers and worked with them to address their tailored corrective action plans'. Also, according to the 2021 MSA: 'Audits are also a key part of our due diligence process. We conduct announced audits of certain suppliers. 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'. It is not clear, however, whether it monitors compliance with policies in its own operations. [2020 Sustainability Report, 31/12/2020: monsterbevcorp.com] & [2021 MSA, 2022: monsterbevcorp.com]</p> <ul style="list-style-type: none"> • Not Met: Proportion of supply chain monitored: The Company states that 'last year over three quarter of the suppliers contacted engaged in the STRT [Slavery and Trafficking Risk Template] process'. No further details found in relation to the proportion of the supply chain that is being monitored. • Not Met: Describe how workers are involved in monitoring: Although the Company indicates that internal auditors receive training, no details found on how they are involved in monitoring. [2020 Sustainability Report, 31/12/2020: monsterbevcorp.com] & [2020 Modern slavery statement, 31/12/2020: monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a: See indicator A.1.2 • Met: Describes corrective action process: The Company states that 'In 2021, we continued to engage a specialized third-party service provider to facilitate our engagement with the high risk suppliers in mitigating human trafficking and slavery risks in their operations and supply chains. We developed corrective action plans tailored to individual suppliers, with each element of the plan designed to address specific issues which came to light during the risk assessment process. Such corrective actions may include the adoption and implementation of new policies, the training of employees, and the establishment of internal due diligence processes to help the supplier identify and address slavery and human trafficking risks in their own business and supply chains. The implementation of the corrective action plans is preceded by training on the risks of slavery and trafficking and how to mitigate these for the affected suppliers. This encourages suppliers to approach their assigned corrective actions with a better understanding of modern slavery risks and why it is important that they take the actions assigned to them'. [2021 MSA, 2022: monsterbevcorp.com] • Not Met: Disclose findings and number of corrective action
B.1.7	Engaging and terminating 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"> • Not Met: HR affects selection of suppliers: The Company indicated in its feedback to CHRB that Monster chooses to work with a limited number of suppliers who adhere to high ethical standards. However, no further description found of how human rights performance is taken into account in the identification and selection of potential business relationships, including suppliers. The Company has also provided a link, however, it refers to a general page from Social responsibility alliance. • Met: HR affects on-going 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, N/A: monsterbevcorp.com Beverage Corporation Datapoint...xlsx#'Sources summary'!B3] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe positive incentives offered to respect human rights • Met: Working with suppliers to meet HR requirements: 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 suppliers regarding training with a goal towards improvement their compliance. Monster will use commercially reasonable efforts to have approximately 30% of suppliers

Indicator Code	Indicator name	Score (out of 2)	Explanation
			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'. [Slavery and Human Trafficking Initiative, N/A: monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B3]
B.1.8	Approach to engagement with affected 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: Stakeholder process or systems to identify and engage with workers/communities in the last two years: The Company indicates in its feedback to CHRB that it Corrective Action Plans and training: 'In 2021, around 55% of the suppliers that we contacted engaged in the risk assessment process. Our risk assessments showed significant gaps in certain supplier's policies, processes and practices for managing human trafficking and slavery. We then engaged these suppliers in a corrective action process (discussed in further detail below) and over 60% of the affected suppliers have now completed their corrective actions. We continue to engage with the outstanding suppliers to progress any specific corrective actions. We are also engaging with those suppliers that are yet to complete the initial assessment. Our ongoing engagement with our suppliers enables us to try and continuously improve our due diligence program, and with time, we have seen an improvement in our suppliers' willingness and ability to engage with the different aspects of the due diligence process. [...] we try to track and follow up on the progress made by each supplier on their Corrective Action Plan. In 2021, nearly 80% of suppliers engaged in their tailored Corrective Action Plans, of which about 60% have completed them. We continue to engage with suppliers whose corrective actions are yet to be completed'. However, although it indicates it engages with key suppliers, it is not clear how it has identified, and engaged with affected stakeholders, including workers or local communities in its supply chain, in the last two years. [2021 MSA, 2022: monsterbevcorp.com] • Not Met: Discloses stakeholders that HRs may be affected • Not Met: Provides two examples of engagement with stakeholders: As it is indicated above: 'in 2021, around 55% of the suppliers that we contacted engaged in the risk assessment process. Our risk assessments showed significant gaps in certain supplier's policies, processes and practices for managing human trafficking and slavery. We then engaged these suppliers in a corrective action process (discussed in further detail below) and over 60% of the affected suppliers have now completed their corrective actions. We continue to engage with the outstanding suppliers to progress any specific corrective actions. We are also engaging with those suppliers that are yet to complete the initial assessment. Our ongoing engagement with our suppliers enables us to try and continuously improve our due diligence program, and with time, we have seen an improvement in our suppliers' willingness and ability to engage with the different aspects of the due diligence process. [...] we try to track and follow up on the progress made by each supplier on their Corrective Action Plan. In 2021, nearly 80% of suppliers engaged in their tailored Corrective Action Plans, of which about 60% have completed them. We continue to engage with suppliers whose corrective actions are yet to be completed'. However, no example found of engagement with stakeholders whose human rights have been or may be affected by its activities (or their legitimate representatives or multi-stakeholder initiatives) in the last two years. [2021 MSA, 2022: monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HR issues • Not Met: Describe how views influenced company's HR approach

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

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	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: Identifying risks in own operations

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Identifying risks through relevant business relationships: The Company indicates that 'We take a risk-based approach to our due diligence efforts, which requires us to endeavor to include the entirety of our supply chain, while paying greater attention to those suppliers who are deemed a heightened risk for operational or supply chain links to human trafficking and slavery. [...] As in previous years, our specialized third-party service provider sends each of our suppliers a 'Slavery and Trafficking Risk Template' (the "STRT") which they are requested to complete and return. Housed by the Social Responsibility Alliance, the STRT is a data exchange template that seeks to measure suppliers' vulnerability to modern slavery and human trafficking occurring in their own operations and/or in their supply chain. In the STRT, suppliers are asked numerous 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. This slavery and human trafficking risk survey is provided in multiple languages, and suppliers must certify to the accuracy of their responses and provide supporting evidence. These verification and certification efforts are not limited to our direct (tier 1) suppliers. Where possible, we review the suppliers of our suppliers (tier 2), going further down the supply chain. The STRT facilitates this sub-tier approach by requiring our direct suppliers to scrutinize their own suppliers for evidence of proper processes for managing human trafficking and slavery risks'. However, the Company only seems to refer 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. [2021 MSA, 2022: monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts • Not Met: Triggered by new circumstances • Not Met: Describes risks identified
B.2.2	Assessing human rights risks and impacts	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: Describe process for assessment of HR risks and discloses salient HR issues • Not Met: How process applies to supply chain: The Company indicates that 'We take a risk-based approach to our due diligence efforts, which requires us to endeavor to include the entirety of our supply chain, while paying greater attention to those suppliers who are deemed a heightened risk for operational or supply chain links to human trafficking and slavery. [...] As in previous years, our specialized third-party service provider sends each of our suppliers a 'Slavery and Trafficking Risk Template' (the "STRT") which they are requested to complete and return. Housed by the Social Responsibility Alliance, the STRT is a data exchange template that seeks to measure suppliers' vulnerability to modern slavery and human trafficking occurring in their own operations and/or in their supply chain. In the STRT, suppliers are asked numerous 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. This slavery and human trafficking risk survey is provided in multiple languages, and suppliers must certify to the accuracy of their responses and provide supporting evidence. These verification and certification efforts are not limited to our direct (tier 1) suppliers. Where possible, we review the suppliers of our suppliers (tier 2), going further down the supply chain. The STRT facilitates this sub-tier approach by requiring our direct suppliers to scrutinize their own suppliers for evidence of proper processes for managing human trafficking and slavery risks'. However, the Company only seems to refer to slavery and human trafficking risks, it is not clear if they conduct due diligence for other potential human rights risks and impacts in the supply chain. [2021 MSA, 2022: monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Public disclosure of the results of HR assessment • Not Met: Meets all requirements under score 1 • Not Met: How it involved affected stakeholders in the assessment
B.2.3	Integrating and acting on human rights risks and impact assessments	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"> • Not Met: Action Plans to mitigate risks • Not Met: Description of how global system applies to 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

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>diligence process). In its feedback to CHRB it also comments on its efforts to mitigate human trafficking and slavery risks. However, no description of its global system to prevent, mitigate or remediate its salient human rights issues in its supply chain found. Also, the evidence provided focusing on human trafficking and slavery risks rather than human rights risks in general. [Slavery and Human Trafficking Initiative, N/A: monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B3] & [2021 MSA, 2022: monsterbevcorp.com]</p> <ul style="list-style-type: none"> • Met: Example of actions decided on at least 1 salient HR issues: 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 labour and human trafficking. [Slavery and Human Trafficking Initiative, N/A: monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B3] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involve stakeholders in decisions about actions
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	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: System for tracking or monitor if actions taken 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: monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B3] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Lessons learnt from checking system effectiveness • Not Met: Meets both requirements under score 1 • Not Met: Involve stakeholders in evaluation of actions taken
B.2.5	Communicating on human rights impacts	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: Provides two examples of comms with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% 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	1.5	<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"> • Met: Channel is available in all appropriate languages and workers aware: The company states, in its Slavery and Human Trafficking Initiative, that it has a hotline channel which is available 24 hours a day, 365 days a year, and can be reached in several languages. The Human Rights Policy also corroborates this information. Its ComplianceLine solution provides various language options. 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'. This code includes hotline channel operation. [Slavery and Human Trafficking Initiative, N/A: monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B3] & [Human Rights Policy on website, N/A: monsterbevcorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Describe how workers in the supply chain have access to grievance mechanism: The supplier code requires to 'provide 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'. [Supplier Code of Conduct on website, N/A: monsterbevcorp.com] • Not Met: Expect Suppliers to convey expectation to their own suppliers: Although the Company expects suppliers to have their own grievance mechanism, it is not clear it expects its suppliers to convey the same expectation on access to grievance mechanism to their own suppliers. [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 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: monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B3] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes accessibility and local languages and stakeholder awareness: 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'. The hotline is available in multiple languages. However, no description of how affected external stakeholders are made aware of it. [Slavery and Human Trafficking Initiative, N/A: monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B3] & [My Compliance Report (Hotline) - web, N/A: mycompliancereport.com] • Not Met: Communities access mechanism direct or through suppliers: Although the supplier code requires suppliers to have a grievance mechanism, the requirement focus in it to be open to suppliers' workers. No evidence found that suppliers' external stakeholders have access to grievance mechanism. [Slavery and Human Trafficking Initiative, N/A: monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B3] & [Supplier Code of Conduct on website, N/A: monsterbevcorp.com] • Not Met: Expect supplier to convey expectation to their own suppliers
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"> • Not Met: Engages users to create or assess system: The Company has provided additional comment/source to CHRB regarding this indicator. However, evidence was not material. • Not Met: Examples (at least two) of how they do this <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Engages with potential or actual users on the improvement of the mechanism • Not Met: Provides user engagement example (at least two) on improvement
C.4	Procedures related to the mechanism(s)/channel(s) are equitable, 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"> • Not Met: Response timescales and how complainants will be informed: The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. • Not Met: Describe support (technical, financial,etc) available for equal access by complainants <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism • Not Met: Escalation to senior/independent level
C.5	Prohibition of retaliation for raising complaints or concerns	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: 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

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>anonymity'. [Slavery and Human Trafficking Initiative, N/A: monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B3]</p> <ul style="list-style-type: none"> • Met: Practical measures to prevent retaliation: The Company states that it guarantees anonymity in the communication channel. [Slavery and Human Trafficking Initiative, N/A: monsterbevcorp.com Beverage Corporation Datapoint..xlsx#'Sources summary'!B3] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Company indicate it will not retaliate against workers/stakeholders • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: The Supplier Code of Conduct indicates suppliers should: 'Provide 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'. However, it is not clear this provision extends to suppliers' external stakeholders. [Supplier Code of Conduct on website, N/A: monsterbevcorp.com]
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"> • Not Met: Complainants not asked to waive rights: The Company has provided an additional source to this indicator, however, the content no material evidence was found. • Not Met: Company does not require confidentiality provisions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Will work with state based non judicial mechanisms • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	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: The Company states 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.' However, there is no description about how remedy has been provided. The Company has provided additional comment and source to CHRB regarding this indicator. However, evidence was not material. [2020 Modern slavery statement, 31/12/2020: monsterbevcorp.com] • Not Met: Says how it would provide remedy for victims if no adverse impact identified <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Changes to systems, processes and practices to stop similar impact • Not Met: Describe approach to monitoring implementation of agreed remedy • Not Met: Approach to learning from incident to prevent future impacts
C.8	Communication on the effectiveness of grievance mechanism(s) 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: Number grievances filed, addressed or resolved and outcome achieved: The Company has provided an additional source to this indicator, however, the content no material evidence was found • Not Met: How lessons from mechanism improve management system <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Evaluation of the channel/mechanism and changes made as result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% 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"> • Not Met: Discloses timebound target for suppliers to pay living wage or include in code or contracts: The Supplier Code of Conduct indicates: ‘We expect our suppliers to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the following principles: [...] Operate in full compliance with applicable wage, work hours, overtime, and benefits laws. Compensate employees relative to the industry and local labor market, and offer employees opportunities to develop their skills and advancement opportunities where possible’. The 2020 Sustainability Report indicates: ‘we are committed to equality, including pay equity’. However, it is not clear it has a timebound target for requiring its suppliers to pay all workers a living wage or that the company includes requirements to pay workers a living wage in its contractual arrangements with its suppliers or its supplier code of conduct. A living wage should cover basic needs and provide some discretionary for employees and his/her family and or depends. The Company has provided an additional comments to this indicator, however, the content no material evidence was found. [2020 Supplier Code of Conduct on web, 05/2020: monsterbevcorp.com] & [2020 Sustainability Report, 31/12/2020: monsterbevcorp.com] • Not Met: Improving living wage practices of suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by payment below living wage • Not Met: Provides analysis of trends demonstrating progress
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"> • Not Met: Avoids business model pressure on HRs (purchasing practices): The Company has provided additional comment and source to CHRB regarding this indicator. However, evidence was not material. • Not Met: Practices adopted to pay suppliers in line with agreed timeframes • Not Met: Review own operations to mitigate negative impact <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Examples of how it assessed, addressed and change purchasing practices
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"> • Not Met: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields): Regarding its Risk Assessment and Due Diligence Process Slavery and Trafficking Risk, the Company indicates: [the] verification and certification efforts are not limited to our direct (tier 1) suppliers. Where possible, we review the suppliers of our suppliers (tier 2), going further down the supply chain. The STRT facilitates this sub-tier approach by requiring our direct suppliers to scrutinize their own suppliers for evidence of proper processes for managing human trafficking and slavery risks. Suppliers are asked to certify whether they require their own suppliers to accept and comply with the direct suppliers’ policies regarding forced labor and human trafficking, and whether that downstream supplier conducts its own verification activities to identify, assess, and manage risks specific to slavery and human trafficking in its own operations and supply chain’. However, no further evidence found that the Company identifies its suppliers, including direct and indirect suppliers. This needs to include the product source (e.g. farm, fishery, factories, manufacturing sites for components, mills, etc.). The Company also indicates in its feedback that it has detailed lists of (direct) tier 1 and tier 2 suppliers in their supply chain. However, no such evidence could be found in publicly available sources. [2021 MSA, 2022: monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Discloses names and locations of significant parts of SP and why • Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.4.b	Prohibition of child labour: Age verification and corrective actions (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"> • Not Met: Child Labour rules in codes or contracts: The Supplier Code of Conduct indicates: 'We expect our suppliers to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the following principles: [...] Prohibit the use of child labor, as defined by International Labor Organization convention or applicable law if more stringent, and comply with all applicable local and national child labor laws'. However, it is not clear whether it has a policy requirement for verifying the age of workers recruited and remediation programmes in its contractual arrangements with its suppliers or supplier code of conduct. The Company has provided additional comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [2020 Supplier Code of Conduct on web, 05/2020: monsterbevcorp.com] • Not Met: How working with suppliers on child labour <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by child labour in supply chain • Not Met: Analysis of trends in progress made
D.1.5.b	Prohibition of forced labour: Recruitment fees and costs (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"> • Not Met: Debt and fees rules in codes or contracts: The supplier code requires to 'refrain from having employees pay recruitment or other fees to obtain or retain their employment, and any such fees should be paid by the employer, not the employee. Make employees aware of the terms and conditions of employment either orally or in writing'. No evidence found of the requirement to extend this requirement to any third party recruitment intermediaries. The Company has provided additional comments to CHRB regarding this indicator. However, the comments made reference to the Company's own employees and this indicator focuses on the supply chain. [2020 Supplier Code of Conduct on web, 05/2020: monsterbevcorp.com] • Not Met: How working with suppliers on debt & fees <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by payment of recruitment fees • Not Met: Analysis of trends in progress made
D.1.5.d	Prohibition of forced labour: Wage practices (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"> • Not Met: Suppliers to pay workers in full and on time in codes or contracts: The Supplier Code of Conduct indicates: 'We expect our suppliers to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the following principles: [...] Operate in full compliance with applicable wage, work hours, overtime, and benefits laws. Compensate employees relative to the industry and local labor market, and offer employees opportunities to develop their skills and advancement opportunities where possible'. However, it is not clear the Company requires the suppliers to pay workers in full and on time in its contractual arrangements with suppliers or supplier code of conduct. [Supplier Code of Conduct on website, N/A: monsterbevcorp.com] • Not Met: How working with supply chain to pay workers regularly and on time: The Company indicates in its feedback to CHRB how it monitors wages compliance. However, no evidence found of how it actively works with supply chain to pay workers in full and on time. <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by failure to pay directly • Not Met: Provides analysis of trends demonstrating progress
D.1.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	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"> • Met: Free movement rules in codes or contracts: The Company states in its Supplier Code of Conduct that it prohibits the use of all forms of forced labour, including prison labour, bonded labour, indentured labour, military labour, or slave labour, as well as any form of human trafficking. It also prohibits restrictions on an employee's freedom of movement, including through retention of passports or other personal documents without the employee's consent. [2020 Supplier Code of Conduct on web, 05/2020: monsterbevcorp.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: How working with suppliers on free movement: The Company indicates in its feedback to CHRB how it monitors risks related to human trafficking and slavery. It also notes, in its 2021 MSA that it takes corrective actions when necessary: 'We developed corrective action plans tailored to individual suppliers, with each element of the plan designed to address specific issues which came to light during the risk assessment process. Such corrective actions may include the adoption and implementation of new policies, the training of employees, and the establishment of internal due diligence processes to help the supplier identify and address slavery and human trafficking risks in their own business and supply chains. The implementation of the corrective action plans is preceded by training on the risks of slavery and trafficking and how to mitigate these for the affected suppliers. This encourages suppliers to approach their assigned corrective actions with a better understanding of modern slavery risks and why it is important that they take the actions assigned to them'. However, no evidence found of how it proactively works with suppliers to eliminate retention of worker's documents or other actions to physically restrict movement, not as a response of non-compliances found. [2021 MSA, 2022: monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by retaining docs or restricting movement • Not Met: Provides analysis of trends demonstrating progress
D.1.6.b	Freedom of association and collective bargaining (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"> • Not Met: FoA & CB rules in codes or contracts: The Supplier Code of Conduct indicates: 'We expect our suppliers to conduct business responsibly, with integrity, honesty, and transparency, and to adhere to the following principles: [...] Respect 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. In its feedback to CHRB, the Company has referenced its Human Rights Policy, which indicates that 'Monster Energy expects its suppliers to uphold these principles, and encourages them to adopt similar policies within their own businesses'. However, it is not clear whether it also has policy to prohibit violence against trade union members or trade union representatives, and whether it respects these rights by providing alternative mechanisms in places where this right is restricted under local law. [2020 Supplier Code of Conduct on web, 05/2020: monsterbevcorp.com] & [Human Rights Policy on website, N/A: monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on FoA and CB • Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP • Not Met: Provides analysis of trends demonstrating progress
D.1.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (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"> • Not Met: Sets out clear Health and Safety requirements: The Company states in its Supplier Code of Conduct that suppliers should provide a secure, safe, and healthy workplace. Suppliers need to minimize the risk of accidents, injury, and exposure to health risks as far as reasonably practicable. Suppliers should comply with applicable local and national health and safety standards. no further details found including specific health and safety requirements. The Company has provided additional comment to CHRB regarding this indicator. However, evidence was not material. [2020 Supplier Code of Conduct on web, 05/2020: monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Injury Rate or Lost days or Near miss disclosures for last reporting period • Not Met: Fatalities rate for lasting reporting period • Not Met: Occupation disease rate for last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on H&S • Not Met: Assessment of the number affected by H&S issues in the SP • Not Met: Provides analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.8.b	Land rights: Land acquisition (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"> • Not Met: Rules on land & owners in codes or contracts: The Company has provided an additional source to this indicator, however, no material evidence was found. • Not Met: How working with suppliers on land issues <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Includes resettlement requirements that the supplier provides financial compensation • Not Met: Assessment of the number affected by land rights issues in its SP • Not Met: Provides analysis of trends demonstrating progress
D.1.9.b	Water and sanitation (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"> • Not Met: Rules on water stewardship in codes or contracts • Not Met: How working with suppliers on water stewardship issues: The Company indicates: 'Monster outsources its manufacturing process to third-party bottlers and contract packers. A substantial component of our water footprint comes from indirect water use consumed in the manufacturing of our products. We manage these risks through our Supplier Code of Conduct and investment in water-efficient equipment for AFF14'. Also: 'In late 2020, Monster initiated a pilot assessment of selected bottling and supply partners regarding a broad range of sustainability metrics, goals and performance related to their partnership with Monster. We received responses from bottlers and co-packers serving each of our key geographic markets, representing more than 50% of our finished product volume, as well as a majority of our container and sweetener suppliers. The primary focus was on energy, water and packaging-related use, emissions, goals and innovations'. However, it is not clear how it works with suppliers to improve their practices in relation to access to water and sanitation. The Company has provided additional comments to CHRB regarding this indicator. However, evidence was not material. [2020 Sustainability Report, 31/12/2020: monsterbevcorp.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment on the number affected by lack of access to water and sanitation • Not Met: Provides analysis of trends demonstrating progress
D.1.10.b	Women's rights (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"> • Not Met: Women's rights in codes or contracts: The Company has provided an additional source to this indicator, however, no material evidence was found as the Company is expected to show evidence that it requires suppliers to provide equal pay for equal work, introduce measures to ensure equal opportunities throughout all levels of employment and to eliminate health and safety concerns that are particularly prevalent among women workers in its contractual arrangements with suppliers or supplier code of conduct. • Not Met: How working with suppliers on women's rights: The Company indicates, in its 2020 Sustainability Report, that 'In 2020, we established our Equality, Diversity and Inclusion Leadership Advisory Group (EDI Advisory Group), comprised of leaders from across Monster. The EDI Advisory Group was formed to provide insight on our diversity and inclusion efforts, and to further integrate EDI principles into our overall strategy and business objectives. The EDI Advisory Group provides guidance to each of the Company's three regional EDI Councils'. Its mission is 'To always strive to create, promote and evolve a culture in which employees are engaged and given ownership to design, drive and deliver the EDI Agenda'. The Company has also published a Gender Gap report in 2022. However, both the EDI Advisory Group and Gender Gap report seem to focus on the Company's own operations. This indicator focuses on the Company's supply chain. The Company is expected to describe how it works with suppliers to improve their practices in relation to women's rights. [2020 Sustainability Report, 31/12/2020: monsterbevcorp.com] & [Gender Pay Gap 2022, 2022: monsterenergyeuropelimited.co.uk] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment on the number affected by discrimination or unsafe working conditions • Not Met: Provides analysis of trends demonstrating progress

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 8.18 out of 80 points scored in themes A-D has been applied to produce a score of 2.05 out of 20 points for theme E.

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.

The Benchmark is made available on the express understanding that it will be used solely for general information purposes. The material contained in the Benchmark should not be construed as relating to accounting, legal, regulatory, tax, research or investment advice and it is not intended to take into account any specific or general investment objectives. The material contained in the Benchmark does not constitute a recommendation to take any action or to buy or sell or otherwise deal with anything or anyone identified or contemplated in the Benchmark. Before acting on anything contained in this material, you should consider whether it is suitable to your particular circumstances and, if necessary, seek professional advice.

The CHRB is part of the World Benchmarking Alliance ('WBA'). The material in the Benchmark has been put together solely according to the CHRB methodology and not any other assessment models in operation within any of the project partners or EIRIS Foundation as provider of the analyst team.

No representation or warranty is given that the material in the Benchmark is accurate, complete or up-to-date. The material in the Benchmark is based on information that we consider correct and any statements, opinions, conclusions or recommendations contained therein are honestly and reasonably held or made at the time of publication. Any opinions expressed are our current opinions as of the date of the publication of the Benchmark only and may change without notice. Any views expressed in the Benchmark only represent the views of WBA, unless otherwise expressly noted.

While the material contained in the Benchmark has been prepared in good faith, neither WBA nor any of its agents, representatives, advisers, affiliates, directors, officers or employees accept any responsibility for or make any representation or warranty (either express or implied) as to the truth, accuracy, reliability or completeness of the information contained in this Benchmark or any other information made available in connection with the Benchmark. Neither WBA nor any of its agents, representatives, advisers, affiliates, directors, officers and employees undertake any obligation to provide the users of the Benchmark with additional information or to update the information contained therein or to correct any inaccuracies which may become apparent (save as to the extent set out in CHRB appeals procedure). To the maximum extent permitted by law any responsibility or liability for the Benchmark or any related material is expressly disclaimed provided that nothing in this disclaimer shall exclude any liability for, or any remedy in respect of, fraud or fraudulent misrepresentation. Any disputes, claims or proceedings this in connection with or arising in relation to this Benchmark will be governed by and construed in accordance with Dutch law and shall be subject to the exclusive jurisdiction of the Courts of Amsterdam.

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.

COPYRIGHT

Our publications and benchmarks are the product of the World Benchmarking Alliance. Our work is licensed under the Creative Commons Attribution-Non Commercial-No Derivatives 4.0 International License. To view a copy of this license, visit creativecommons.org

