

Company Name The Hershey Company
Industry Agricultural Products (Supply Chain only)
Overall Score 38.5 out of 100

Theme Score	Out of	For Theme
3.1	10	A. Governance and Policies
14.8	25	B. Embedding Respect and Human Rights Due Diligence
8.5	20	C. Remedies and Grievance Mechanisms
4.4	25	D. Performance: Company Human Rights Practices
7.7	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	2	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 that 'we are committed to respecting all internationally recognized human rights'. Also 'our commitment to respect human rights also extends to all individuals throughout our value chain, and we use our relationships with our co-manufacturers, independent suppliers, and other business partners to encourage and promote the principles of this policy throughout their networks'. [Human Rights Policy 2019, 2/2019: thehersheycompany.com] Score 2 <ul style="list-style-type: none"> Met: Commitment to the UNGPs: The Company states: 'We also recognize the interdependence of human rights and the environment – particularly as it relates to land and natural resources and the importance of the people whose livelihoods depend on the ingredients we source. We do this in accordance with our endorsement of UN Guiding Principles on Business and Human Rights (UNGPs) and our commitment to the UN Global Compact and the Sustainable Development Goals'. [Human Rights Policy 2019, 2/2019: thehersheycompany.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	2	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's Code of Conduct, Human Rights Policy and Supplier Code of Conduct cover each ILO Core commitment: discrimination, forced labour, child labour, freedom of association and collective bargaining, as indicated below. [Code of Conduct (In good company), 09/2018: thehersheycompany.com] & [Code of Conduct (In good company), 09/2018: thehersheycompany.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Company has a explicit commitment to All four ILO Core: The Company's Code of Conduct prohibits conducting business with any individual or company that participates in the exploitation of children (including child labour), physical punishment, forced or prison labour or human trafficking' The Human rights policy also states that the Company believes 'in the principles of equality and non-discrimination, are committed to treating all individuals with respect and dignity'. Finally, regarding Freedom of association and collective bargaining, although the Company's policy and code does not cover these issues, the supplier code states that 'Hershey respects the rights of employees to freedom of association and collective bargaining across its operations and supply chain. Workers have the right to form, join or not join trade unions or other organizations of their choosing and collectively bargain without fear of discrimination, retaliation, harassment or intimidation. In cases where freedom of association is restricted by local law, alternative means of freedom of association will not be obstructed'. [Code of Conduct (In good company), 09/2018: thehersheycompany.com] & [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Company expect suppliers to commit to ILO Core: The Company's Supplier Code of Conduct covers each ILO Core commitment: discrimination, forced labour, child labour, freedom of association and collective bargaining, as indicated below. Moreover, 'We require all Suppliers and business partners to comply with this Supplier Code'. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Met: Company explicitly list All four ILO for suppliers: The Company requires that its suppliers comply with the Supplier Code of Conduct, which includes the prohibition of child labor, forced labor, and discrimination. Additionally, the Company 'respects the rights of employees to freedom of association and collective bargaining across its operations and supply chain. Workers have the right to form, join or not join trade unions or other organizations of their choosing and collectively bargain without fear of discrimination, retaliation, harassment or intimidation. In cases where freedom of association is restricted by local law, alternative means of freedom of association will not be obstructed'. Finally, 'We require all Suppliers and business partners to comply with this Supplier Code'. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.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 Supplier Code of Conduct indicates: 'Hershey requires that all workers be provided with a safe and healthy working environment'. The Supplier Code of Conduct 'outlines Hershey's expectations and guidelines with respect to responsible sourcing including our commitments to human rights, (...) health and safety, business ethics and the development of a diverse and sustainable supply chain'. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expect suppliers to commit to H&S of their workers: In the Supplier Code of Conduct, the Company 'requires that all workers be provided with a safe and healthy working environment'. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: The Supplier Code of Conduct indicates: 'Hershey is committed to upholding applicable laws and collective bargaining agreements regarding working hours, wages and benefits for individuals employed throughout the supply chain. (...) Working hours reflect applicable legal norms and overtime hours are paid at the legally mandated premium or in line with the guidance provided by ILO Convention 1 (the rate of pay for overtime shall not be less than one-and-one-quarter times the regular rate) if there is no mandated premium. Suppliers shall ensure that work schedules and rest periods are consistent with applicable local legal requirements. Work hours and schedules should not be excessive and negatively impact employees' health or safety. Temporary labor arrangements, including the excessive use of fixed-term contracts, labor-only contracting, sub-contracting, home-working or apprenticeship schemes, are not be used to avoid obligations to workers under labor or social security laws and regulations'. Also: 'We require all Suppliers and business partners to comply with this Supplier Code'. However, no formal commitment about respecting the ILO conventions on working hours, beyond premium rate requirement, was found. Alternatively, the Company would achieve this by requiring a maximum of 48 hours regular working week, and

Indicator Code	Indicator name	Score (out of 2)	Explanation
			consensual overtime. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com]
A.1.3.a.AG	Commitment to respect human rights particularly relevant to the industry – land, natural resources and indigenous peoples' rights (AG)	0.5	<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: Respect land ownership and natural resources as set out in VGGT: The Supplier Code of Conduct indicates: 'Land rights of individuals, indigenous people and local communities affected by sourcing practices, supply chains and operations are respected'. The Supplier Code of Conduct 'outlines Hershey's expectations and guidelines with respect to responsible sourcing including our commitments to human rights, the environment, health and safety, business ethics and the development of a diverse and sustainable supply chain'. However, no commitment to respecting land ownership and natural resources as set out in the IFC Performance Standards or VGGT found. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Not Met: Respect land ownership and natural resources as set out in The IFC Performance Standards: See above. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Not Met: Respecting indigenous peoples' rights or ILO Convention No.169 or UN Declaration • Not Met: Expecting suppliers to make these commitments: The Supplier Code of Conduct indicates: 'Land rights of individuals, indigenous people and local communities affected by sourcing practices, supply chains and operations are respected'. It also states: 'We require all Suppliers and business partners to comply with this Supplier Code'. However, it is not clear suppliers a requested to commitment to respecting land ownership and natural resources as set out in the IFC Performance Standards or VGGT found. Nor is it that the Company expects suppliers to respect the rights of indigenous peoples. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Respecting the right to water: The Supplier Code of Conduct indicates: 'Potable drinking water is provided to all workers as well as adequate and clean sanitation facilities for male and female workers'. However, it is not clear the Company's commitment to respecting the right to water for own operations goes beyond drinking water and sanitation for its workers. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Met: Company's policy commits to obtain FPIC: The Supplier Code of Conduct indicates: 'Hershey is committed to following the principles of Free, Prior and Informed Consent (FPIC) of Indigenous Peoples for property or land negotiations. All forms of land grabbing are prohibited. Adherence to the principles of Free, Prior and Informed Consent of Indigenous Peoples is required in all negotiations for property or land, including the use of and transfers of it. Land rights of individuals, indigenous people and local communities affected by sourcing practices, supply chains and operations are respected'. The Supplier Code of Conduct 'outlines Hershey's expectations and guidelines with respect to responsible sourcing including our commitments to human rights, the environment, health and safety, business ethics and the development of a diverse and sustainable supply chain'. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Not Met: Expecting suppliers to make these commitments : The Supplier Code of Conduct indicates: 'Hershey is committed to following the principles of Free, Prior and Informed Consent (FPIC) of Indigenous Peoples for property or land negotiations. All forms of land grabbing are prohibited. Adherence to the principles of Free, Prior and Informed Consent of Indigenous Peoples is required in all negotiations for property or land, including the use of and transfers of it. Land rights of individuals, indigenous people and local communities affected by sourcing practices, supply chains and operations are respected'. Moreover, 'Potable drinking water is provided to all workers as well as adequate and clean sanitation facilities for male and female workers'. However, it is not clear the Company expects suppliers to commit to respecting the right to water goes beyond drinking water and sanitation for its workers. The Responsible Palm Oil Sourcing Policy indicates: 'Respect and uphold land tenure rights of individuals, Indigenous Peoples and local communities. All forms of land grabbing are prohibited. Adherence to the principles of Free, Prior and Informed Consent of Indigenous Peoples is required in all engagement to seek consent for undertaking any studies, and negotiations, and/or developments on property or land to which they hold legal, communal or customary rights, including the use of and transfers of it'. However, no evidence found that it expects suppliers to respecting the right to water. The Company has also provided an additional source, however, it came from a report. In order the meet CHRB requirement for this indicator, the evidence has

Indicator Code	Indicator name	Score (out of 2)	Explanation
			to be found in a formal policy statement. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] & [Responsible Palm Oil Sourcing Policy, 10/2020: thehersheycompany.com]
A.1.3.b.AG	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (AG)	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: Women's rights: Although women's rights and empowerment is one of the Company's salient human rights issues, no explicit commitment found to respect the women's rights. [Human Rights Policy 2019, 2/2019: thehersheycompany.com] • Not Met: Children's rights • Not Met: Migrant worker's rights: The Responsible Recruitment Policy indicates: 'The final terms of the employment contract are reviewed by and agreed upon by the worker in advance of beginning employment and prior to arrival in the case of migrant workers. The terms and conditions of the contract are not changed without review and agreement by the worker'. However, no publicly available policy statement found committing it to respect migrant workers' rights. The Company has also provided an additional source, however, it could not be found online. [Responsible Recruiting & Employment Policy, 2020: thehersheycompany.com] • Met: Expects suppliers to respect at least one of these rights: Among the supplier requirements when it comes to respecting human rights is: 'Respect, recognize and uphold the rights of all workers including contract, temporary and migrant workers'. The Company has provided comments to CHRB regarding this indicator. However, the content of it was already in use. [No Deforestation Policy, 2021: thehersheycompany.com] <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	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: The Company commits to remedy: The Company states that 'when adverse human rights impacts are uncovered due to our business activities or from linkages to our operations, Hershey is committed to taking timely and transparent action to remediate in a fair and equitable manner in line with the UNGPs'. [Human Rights Policy 2019, 2/2019: thehersheycompany.com] • Met: Company expect suppliers to make this commitment: The No Deforestation Policy states requires the following (supply chain transparency & stakeholder engagement): 'Resolve any complaints and conflicts, including land rights disputes, and remediate policy violations in a timely manner through a transparent, responsive and effective grievance mechanism that allows workers and other stakeholders impacted by supply chain operations to report concerns and violations confidentially and anonymously without fear of retaliation or retribution'. [No Deforestation Policy, 2021: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Collaborating with other remedy initiatives • Not Met: Work with suppliers to remedy impact: The Company has provided an additional source to CHRB regarding this indicator, however, it came from a report. In order the meet CHRB requirement for this indicator, the evidence has to be found in a formal policy statement. The Company is expected to provide a policy statement that includes a commitment to work with suppliers to remedy adverse impacts which are directly linked to the company's operations, products or services.
A.1.5	Commitment to respect the rights of human rights defenders	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: Zero tolerance attacks on HRs Defenders (HRDs) • Met: Company expect suppliers to make this commitment: One of the supplier requirements when it comes to respecting human rights is: 'Zero tolerance for harassment, intimidation, criminalization or violence toward human rights, environmental and land defenders'. [No Deforestation Policy, 2021: thehersheycompany.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 indicates that the Finance and Risk Management Committee [a Board committee] has, among its duties: 'Review and oversee policies and procedures with respect to human rights, environmental stewardship and responsible sourcing/commodities practices within the Company's supply chain'. [2022 Proxy Statement and 2021 Annual Report, 17/05/2022: hershey.gcs-web.com] • Not Met: Describe HR expertise of Board member <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Speeches/letters by Board members or CEO: The Company's CEO has included a note on human rights in the Company's latest ESG report: 'We've strengthened our efforts within cocoa communities, our top priority across ESG. Our pledge to invest half a billion dollars in these communities by 2030 is translating to meaningful results on the ground, helping to keep children in school, helping to diversify and increase incomes, giving farmers the support to build thriving businesses and protecting the forests around cocoa farms. This work is complemented by our growing efforts to protect human rights across our value chain. We have been refining both our due diligence work and our transparency in this area, holding ourselves accountable to the people who work within our supply chain, and reporting our progress and challenges in-line with leading disclosure frameworks'. However, forewords of reports are not considered as sufficient evidence for this subindicator, unless the entire piece/communication evolves around human rights position or approach. [2021 ESG Report, 2022: thehersheycompany.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 Finance and Risk Management Committee Charter indicates one of the duties of the Committee: 'Review and oversee the Company's policies and procedures with respect to human rights, environmental stewardship and responsible sourcing/commodities practices within the Company's supply chain'. It also explains the Committee operations: 'The Committee shall meet in person or telephonically as frequently as required at a time and place determined by the Committee chairperson, with further meetings to occur, or actions to be taken by written consent, when deemed necessary or desirable by the Committee or its chairperson'. The 2022 Proxy Statement indicates: 'Our CEO [Board member] and her direct reports conduct at least quarterly reviews of our Shared Goodness Promise strategy, data and progress against our commitments and targets, as well as emerging ESG and sustainability challenges and opportunities'. Respect human rights is part of its global sustainability strategy, the Shared Goodness Promise. Also: 'The full Board oversees our ESG strategies and priorities, along with the most important emerging ESG trends, risks and opportunities. ESG-related oversight responsibilities are divided among the Board's committees, with oversight for ESG governance residing with the Governance Committee. Management and ESG leaders typically provide deep dives on ESG issues for the full Board at least once a year, with relevant committee updates occurring frequently throughout the year'. Moreover, the Finance and Risk Management Committee [a Board committee] has, among its duties: 'Review and oversee the Company's policies and procedures with respect to human rights, environmental stewardship and responsible sourcing/commodities practices within the Company's supply chain'. The Governance Committee [a Board committee] 'oversee[s] governance of the policies, programs and related reporting requirements with respect to environmental, social and governance ("ESG") matters applicable to the Company'. [Finance and Risk Management Charter, 13/12/2021: investors.thehersheycompany.com] & [Governance Committee Charter, 13/12/2021: investors.thehersheycompany.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
A.2.3	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"> • Not Met: Incentives for at least one board member: The Company has provided sources to this indicator, such as information on its Compensation and Human

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Capital Committee. It has also pointed out to the Proxy Document but without specifying any particular information. No evidence found.</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 board performance criteria
A.2.4	Business model strategy and risks	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 process to review business model and strategy: The 2022 Proxy Statement indicates: 'Our CEO [Board member] and her direct reports conduct at least quarterly reviews of our Shared Goodness Promise strategy, data and progress against our commitments and targets, as well as emerging ESG and sustainability challenges and opportunities'. Respect human rights is part of its global sustainability strategy, the Shared Goodness Promise. Also: 'The full Board oversees our ESG strategies and priorities, along with the most important emerging ESG trends, risks and opportunities. ESG-related oversight responsibilities are divided among the Board's committees, with oversight for ESG governance residing with the Governance Committee. Management and ESG leaders typically provide deep dives on ESG issues for the full Board at least once a year, with relevant committee updates occurring frequently throughout the year'. Moreover, the Finance and Risk Management Committee [a Board committee] has, among its duties: 'Review and oversee the Company's policies and procedures with respect to human rights, environmental stewardship and responsible sourcing/commodities practices within the Company's supply chain'. The Governance Committee [a Board committee] 'oversee[s] governance of the policies, programs and related reporting requirements with respect to environmental, social and governance ("ESG") matters applicable to the Company'. However, it is not clear the process 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. [2022 Proxy Statement and 2021 Annual Report, 17/05/2022: hershey.gcs-web.com] & [Finance and Risk Management Charter, 13/12/2021: investors.thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe frequency and triggers for reviewing • 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	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: Score of 1 on A.1.2.a: See A.1.2. • Met: Senior responsibility for HR implementation and decision making: It indicates: 'Human rights at Hershey are managed by our Global Sustainability team. This oversight includes senior leaders (Board and senior management) from across the business and the Sustainability team is led by the Senior Director of Global Sustainability. The day-to-day management of human rights is overseen by our Senior Manager for ESG & Human Rights and the implementation of human rights in our supply chain, including our agricultural supply chain, is overseen by our global Director for Responsible Sourcing and Head of Sustainable Sourcing. All sustainability efforts, including human rights, are directly overseen by the Sustainability Steering Committee, which is comprised of vice presidents from across all major business functions. Ultimate oversight for human rights falls within our Board of Directors and our Executive Committee (which includes our CEO and the CEO's direct reports) who are briefed on an annual and bi-annual basis, respectively'. [Commitment to Human Rights (web), N/A: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How it assigns Day-to-day responsibility: The Company indicates: 'The day-to-day management of human rights is overseen by our Senior Manager for ESG & Human Rights and the implementation of human rights in our supply chain, including our agricultural supply chain, is overseen by our global Director for Responsible Sourcing and Head of Sustainable Sourcing'. However, it is not clear how it implements its human rights policy commitment for day-to-day management across relevant departments beyond senior management. [Commitment to Human Rights (web), N/A: thehersheycompany.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Day-to-day resources and expertise allocation in own ops • Not Met: Resources and expertise allocation in the supply chain
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"> • Not Met: Senior manager incentives for human rights: The Company has provided a source to this indicator, however, no evidence found that it has an incentive or performance management scheme linked to its human rights policy commitment(s) for at least one senior manager. • 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: Regarding its Enterprise Risk Management, the Company indicates: 'Our Board takes an active role in risk oversight. While management is responsible for identifying, evaluating, managing and mitigating the Company's exposure to risk, it is the Board's responsibility to oversee the Company's risk management process and to ensure that management is taking appropriate action to identify, manage and mitigate key risks and keeping the Board appropriately informed. The Board administers its risk oversight responsibilities both through active review and discussion of key risks facing the Company and by delegating certain risk oversight responsibilities to committees for further consideration and evaluation'. The Finance and Risk Management Committee is in charge of managing the following aspects related to human rights: 'Review and oversee policies and procedures with respect to human rights, environmental stewardship and responsible sourcing/commodities practices within the Company's supply chain'. The Company has provided additional comments to CHRB regarding this indicator. However, evidence was not material. [2022 Proxy Statement and 2021 Annual Report, 17/05/2022: hershey.gcs-web.com] • Met: Provides an example: In its risks factors the Company indicates: 'Our Company's reputation or brand image might be impacted as a result of issues or concerns relating to the [...] human and workplace rights, and other environmental, social or governance matters, which in turn could result in litigation or otherwise negatively impact our operating results. In order to sell our iconic, branded products, we need to maintain a good reputation with our customers, consumers, suppliers, vendors and employees, among others. [...] In addition, negative publicity related to our environmental, social or governance practices could also impact our reputation with customers, consumers, suppliers and vendors. We have in the past and in the future could potentially be subject to litigation or government actions as a result of issues or concerns relating to the [...] human and workplace rights, and other environmental, social or governance matters, which could result in payments of fines or damages. Costs associated with these potential actions, as well as the potential impact on our reputation or ability to sell our products, could negatively affect our operating results'. [2022 Proxy Statement and 2021 Annual Report, 17/05/2022: hershey.gcs-web.com] <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	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: Score of 1 on A.1.2.a: See indicator A.1.2.a • Met: Communicates its policy to all workers in own operations: According to its Human Rights Policy: 'We further communicate our commitment to human rights to our employees and the public via our Code of Conduct, which is available in 10 languages'. The 2021 Slavery and Human Trafficking Statement indicates: 'Hershey's Code of Conduct is distributed to all Hershey employees and is supplemented by targeted training and communications addressing the principles set forth within it. Every year, employees must complete training modules or acknowledge the standards, guidelines and practices set forth in our Code of Conduct'. [Human Rights Policy 2019, 2/2019: thehersheycompany.com] & [2021 Slavery and Human Trafficking Statement, 02/2021: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communication of policy commitments to stakeholder: According to its Human Rights Policy: 'We further communicate our commitment to human rights to our employees and the public via our Code of Conduct, which is available in 10 languages'. Moreover, the Company provided evidence to this indicator in its feedback to CHRB explaining how it engages with stakeholders, including affected

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			<p>stakeholders. However, no specifically evidence found of how it communicates its policy commitments to affected stakeholders, including local communities and other groups. [Human Rights Policy 2019, 2/2019: thehersheycompany.com]</p> <ul style="list-style-type: none"> • Not Met: How policy commitments are made accessible to audience
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	2	<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: Meets ILO requirement for suppliers on A.1.2.a: See indicator A.1.2.a • Met: Requires suppliers to communicate policy requirements: The Company requires 'all Suppliers and business partners to comply with this Supplier Code. [...] Sub-contractors of Suppliers are also expected to adhere to the Supplier Code. We expect our Suppliers and business partners to communicate these expectations throughout their supply chain by adopting efficient management systems, polices, procedures and training to uphold the standards and expectations set forth in this Supplier Code within their own business operations.' [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: How HR commitments made binding/contractual: The supplier code indicates that 'By its acceptance of any purchase order from The Hershey Company, the Supplier acknowledges its acceptance of the Supplier Code and intention to comply with its requirements'. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Met: Company requires suppliers to cascade down to their suppliers: The Supplier Code of Conduct indicates: 'We expect our Suppliers and business partners to communicate these expectations throughout their supply chain by adopting efficient management systems, polices, procedures and training to uphold the standards and expectations set forth in this Supplier Code within their own business operations'. According to the No Deforestation Policy: 'Suppliers must meet and communicate these requirements throughout their supply chains at a corporate group level to ensure compliance by direct and indirect suppliers and raw material producers'. Finally, the Palm Oil Policy states: 'We expect our suppliers to meet and communicate these expectations throughout their palm oil supply chain at a corporate group level by adopting forest and peatland monitoring and response and human rights due diligence systems, non-compliance and grievance procedures, credible independent verification systems and training programs to uphold the requirements set forth in this Palm Policy within their own business operations, third party suppliers and raw material producers'. All the documents mentioned have human rights provisions. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] & [No Deforestation Policy, 2021: thehersheycompany.com]
B.1.5	Training on Human Rights	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: Scores at least 1 on A.1.2.a: See indicator A.1.2.a • Met: How workers are trained on HR policy commitments: The Company states that 'Hershey's Code of Conduct is distributed to all Hershey employees and is supplemented by targeted training and communications addressing the principles set forth within it. Every year, employees must complete training modules or acknowledge the standards, guidelines and practices set forth in our Code of Conduct'. [2021 Slavery and Human Trafficking Statement, 02/2021: thehersheycompany.com] • Met: Trains relevant managers including procurement: The Company indicates that: 'To fully embed a human rights culture within our company and across our value chain, we have committed to training 100% of our procurement professionals on human rights. The training covers Hershey's salient human rights issues — including forced labor and child labor — the UNGPs, human rights considerations in purchasing practices and how to be an internal champion for human rights. In 2021, we maintained our commitment to training 100% of procurement professionals on human rights. We also expanded the requirement to our international supply chain and licensing teams as well as to The Hershey Experience, our global retail operations. As of December 2021, 93% of required Hershey employees have taken the human rights training and have achieved the required score of 80% or higher to pass. Since its launch, nearly 1,400 Hershey employees have successfully completed the training'. [2021 ESG Report, 2022: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a: See indicator A.1.2.a • Met: Meets both requirements under score 1: See above. • Met: Trains suppliers to meet company's HR commitment: The 2021 Slavery and Human Trafficking Statement indicates: 'In 2020, six Malaysia-based Hershey

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>suppliers participated in the AIM-Progress/ELEVATE virtual responsible recruitment series. The program helped communicate brand expectations around responsible recruitment and provided practical guidance on how to strengthen existing recruitment and employment practices of migrant workers'. The 2021 Sustainability Report also states: 'In 2021, Hershey will expand the training requirement to our international supply chain and licensing teams as well as employees at Chocolate World, our global retail operations'. [2021 Slavery and Human Trafficking Statement, 02/2021: thehersheycompany.com] & [2021_2020 Sustainability Report_, 2021: thehersheycompany.com]</p> <ul style="list-style-type: none"> • 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"> • Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.a • Met: Monitoring implementation of HR policy commitments across global ops and supply chain: The Company indicates: 'Hershey facilities undergo the Sedex Member Ethical Trade Audit (SMETA) 4-Pillar audits on at least a three-year cadence, and more frequently as needed per customer requests'. Regarding its supply chain: 'Our Responsible Sourcing Supplier Program verifies our Tier 1 suppliers' compliance to our Supplier Code of Conduct. The program is aligned with our saliency assessment of our most significant human rights issues and leverages third-party verification tools, including self-assessment questionnaires (SAQ) and independent third-party audits to check compliance. Suppliers in Hershey's program are required to complete or update their facility's Sedex SAQ or equivalent on an annual basis and undergo the SMETA 4-pillar social compliance audit or equivalent on a cadence determined by risk and historic performance'. [2021 Slavery and Human Trafficking Statement, 02/2021: thehersheycompany.com] • Not Met: Proportion of supply chain monitored: It indicates, in its 2021-2020 Sustainability Report: 'we assessed more than 1,300 direct raw material and packaging suppliers as well as co-manufacturers, co-packers, licensees and labor service providers accounting for \$2.34 billion in spend'. Regarding its higher-risk suppliers: 'By the end of 2020, 75 percent had enrolled'. However, it is not clear the proportion of its supply chain monitored that these figures represent. Moreover, the 2021 ESG Report provides figures related to supplier audio, however, it is not clear the proportion of its supply chain that is monitored. [2021_2020 Sustainability Report_, 2021: thehersheycompany.com] & [2021 ESG Report, 2022: thehersheycompany.com] • Not Met: Describe how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a: See indicator A.1.2.a • Met: Describes corrective action process: The Responsible Sourcing Supplier Program Guidebook notes: 'During the closing meeting, the auditor will provide the Corrective Action Plan Report (CAPR) summarizing the audit non-compliances, observation and good practices (if any). Site management should notify IPM [Intertek Program Manager] with a completion of CAP outlining the immediate and preventative corrective action, root cause analysis and the timelines and person(s) accountable for the remediation. [...] As part of the CAP, a Root Cause Analysis (RCA) must also be conducted in order to analyze and identify the source(s) or cause(s) leading up to the non-compliances'. Also: 'If existing suppliers are found to have one or more Critical violations in their facility, their Hershey relationship manager and IPM will be notified. The supplier's CAPR should be submitted to Hershey and their IPM no later than 15 days from the day they receive the report. The CAPR should include immediate actions taken, root cause analysis and preventative actions that will be implemented'. The webpage section Responsible Sourcing Supplier Program indicates: 'If an SCOC violation is uncovered during an audit, suppliers are asked to develop a corrective action plan that includes addressing the root cause of the issues and remediating the non-compliance. A follow-up audit, desk-based or on-site, is then required to verify that the violation has been addressed'. [Responsible Sourcing Guidebook, 03/2020: thehersheycompany.com] & [Responsible Sourcing Supplier Program (web), N/A: thehersheycompany.com] • Not Met: Disclose findings and number of corrective action: The Company provides specific examples of corrective actions in 2021: 'Repayment of the cost of uniforms to contract workers in our India facility. Provision of birth certificates, school kits and bridging classes through the CLMRS system'. It also indicates that the number of 'Noncompliances corrected and closed' was 345. However, no further information found on the findings of the monitoring. [2021 ESG Report, 2022: thehersheycompany.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.7	Engaging and terminating business relationships	2	<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 affects selection of suppliers: It indicates: 'We also include human rights risk screening in our supplier qualification process to ensure we assess forced labor and other human rights risks before entering into commercial relationships'. [2021_2020 Sustainability Report_, 2021: thehersheycompany.com] • Met: HR affects on-going supplier relationships: The Hershey Company reserves the right to verify compliance with this Supplier Code through internal and external assessment mechanisms [...] If non-compliances are observed, the supplier will be required to take corrective actions. If Suppliers fail to implement the recommended corrective action plans and do not remedy any act of non-compliance in a timely manner, Hershey may, in its sole discretion and without any further obligation to Suppliers, suspend purchases, refuse to take delivery under any purchase order and return any goods or services from the supplier until the corrective actions have been implemented, or may terminate its business relationship with the supplier in addition to any other rights or remedies available to Hershey'. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] <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 2021 ESG Report indicates: 'We support suppliers' continual improvement through corrective action plans and capacity building. [...] We provided capacity-building training to a number of suppliers through internal trainings and partnership with AIM-Progress in Côte d'Ivoire, Ghana and China. Looking ahead, we continue to work with our suppliers on developing long-term corrective actions for all open findings through targeted capacity building'. Also, the Statement Against Slavery and Human Trafficking notes: 'Partnering with Earthworm Foundation to support our palm oil supply chain, including co-sponsoring and participating on the coalition level of the Areas for Priority Transformation project in the Southern Aceh and Aceh Tamiang landscapes to support capacity building of palm producing communities around topics of labor exploitation, opportunities for supplementary livelihoods and deforestation'. [2021 ESG Report, 2022: thehersheycompany.com] & [2021 Slavery and Human Trafficking Statement, 02/2021: thehersheycompany.com]
B.1.8	Approach to engagement with affected stakeholders	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: Stakeholder process or systems to identify and engage with workers/communities in the last two years: The 202 Sustainability Report indicates: 'Hershey has several touchpoints throughout the year to engage with NGOs, (...) other stakeholders who are interested in our ESG performance. Feedback from employees is sourced via our BRGs, Green Teams, Corporate Social Responsibility Network, surveys and ad hoc through direct engagement with the Sustainability team'. Moreover, according to the 2021 Slavery and Human Trafficking Statement: 'Hershey recognizes the importance of directly engaging with workers and farmers who are impacted by our supply chain. Cocoa farmers and cocoa communities remain a priority stakeholder group. On our Cocoa for Good Farms, we maintain schedules for regular farm and community visits throughout the year. These stakeholder visits are an opportunity to gain insights into our sustainability programs and investments, including CLMRS programs, prevention and remediation efforts (such as building schools or helping get birth certificates), and training farmers on topics like child labor. Farmers and farmer groups also receive independent announced and unannounced audits from third-party certification bodies. This is supported with field audits by Hershey's local team for ground-truthing'. However, it is not clear how it has identified affected stakeholders. [2021_2020 Sustainability Report_, 2021: thehersheycompany.com] & [2021 Slavery and Human Trafficking Statement, 02/2021: thehersheycompany.com] • Not Met: Discloses stakeholders that HRs may be affected • Met: Provides two examples of engagement with stakeholders: The 2021 ESG Report indicates: 'Hershey recognizes the importance of tools that directly engage workers and farmers on their experience. In 2021, we piloted three worker engagement surveys in India, Malaysia and Côte d'Ivoire that empowered more than 712 contract, temporary workers and farmers to share their experience of being part of Hershey's supply chain. The surveys covered topics such as the recruitment process, contract transparency, working hours, wages, discrimination and harassment, freedom of movement, grievance mechanisms and overall well-being'. [2021 ESG Report, 2022: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HR issues: Regarding the survey above mentioned, it also indicates: 'In India, we found that a small group of

Indicator Code	Indicator name	Score (out of 2)	Explanation
			workers had paid nominal fees for their uniforms'. Although the Company discloses some information about the results of the surveys, no summary analysis of the input/views given by stakeholders on human rights issues found. [2021 ESG Report, 2022: thehersheycompany.com] <ul style="list-style-type: none"> • Met: Describe how views influenced company's HR approach: As for the fees for uniforms in India: 'New controls were put in place to ensure that this practice is not used again by any of the recruitment agencies we work with. Additionally, we implemented a new electronic badging system to ensure that contract workers always maintain possession of their identity documents while still being able to meet the facility's food safety quality requirements'. [2021 ESG Report, 2022: thehersheycompany.com]

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	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Identifying risks in own operations: It indicates: 'We conducted our assessment in line with the UN Guiding Principles (UNGPs) on Business and Human Rights and with the assistance of an independent third party. This process included: Desk-based research, including a review of relevant internal policies and procedures, peer review benchmarking and a media scan; Internal and external stakeholder interviews, including a diverse cross-section of Hershey leaders as well as representatives from labor and non-profit organizations, our suppliers, investors and governmental bodies; A workshop with internal and external stakeholders to review research findings and prioritize our list of salient issues; A stakeholder consultation process with the same group of internal and external stakeholders to review and refine our policy before it was formalized and launched; Review and approval by Hershey Company senior executives and Board of Directors'. [Commitment to Human Rights (web), N/A: thehersheycompany.com] • Met: Identifying risks through relevant business relationships: The Company, after completing its internal saliency assessment and human rights policy, 'reached out to Verité to help develop a methodology for mapping potential risk issues by geography and supply chain. [...] In partnership, we developed: A methodology for assessing labor rights risk based on migrant worker home country (labor sending country) and migration recruitment corridor (if applicable) in addition to country of employment. An approach to standardize quantitative scores so they could be compared across countries, industries, and supply chains. Information that goes beyond documented incidents of abuse to include contextual issues linked to worker vulnerability. Contextual issues identified include rule of law, poverty, gender equality, and environmental degradation. [...] Since completion, Hershey has used the database to build a tool for segmenting suppliers to prioritize due diligence activities, including audits and other forms of human rights assessments, and Hershey will continue to use the tool to inform ingredient strategy and prioritization'. [Joining forces to protect human rights, N/A: thehersheycompany.com] Score 2 <ul style="list-style-type: none"> • Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts: It indicates: 'Hershey worked with the leading human rights non-profit organization Verité to create a methodology that allows us to map current and future human rights risk across our key value chains and geographic footprint. Using a set of indicators from more than 12 external data sources, along with Verité's own research, we identified risks and opportunities for programming that will inform our work for the next few years. We leveraged key data sources including U.S. Departments of State and Labor Reports, the UN Multidimensional Poverty Index, UN international migrant stock data, ITUC Global Rights Index and the UN Gender Inequality Index'. As indicated above, process included internal and external stakeholder interviews representatives from labor and non-profit organizations, suppliers, etc. [Human Rights Due Diligence (web), N/A: thehersheycompany.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Triggered by new circumstances: The 2021 ESG Report indicates that 'In 2022, we will refresh our priority ingredients risk assessment to account for 1) changes in our supply chain, [...]; 2) developments in our human rights and environmental strategies, such as the intersection with nature and water; and 3) changes in sustainability risks'. Also, the 2021 Slavery and Human Trafficking Statement notes: 'We have integrated Responsible Sourcing priority ingredient and materials commitments and criteria into our Research and Development, Innovation and Quality and Regulatory Compliance processes. This helps us ensure that all existing ingredients meet our responsible sourcing commitments and that we consider and mitigate any human rights risks associated with the introduction of new ingredients or materials to our portfolio'. [2021 ESG Report, 2022: thehersheycompany.com] & [2021 Slavery and Human Trafficking Statement, 02/2021: thehersheycompany.com] • Not Met: Describes risks identified
B.2.2	Assessing human rights risks and impacts	1.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Describe process for assessment of HR risks and discloses salient HR issues: The 2021 ESG Report indicates: 'We continually perform due diligence on our own facilities and on high-risk suppliers identified through our risk assessment process. Our Responsible Sourcing and Responsible Recruitment Supplier Programs conduct specific due diligence on human rights and labor topics'. The 2021 Slavery and Human Trafficking Statement notes the due diligence process to its own operations consists of: 'Onsite Audits: Hershey facilities undergo the 4-Pillar Sedex Member Ethical Trade Audit ("SMETA") on a three-year cadence, and more frequently as needed based on issue remediation or per customer requests. Worker Voice Surveys: In 2021, we piloted two worker voice/engagement surveys in our India and Malaysia manufacturing plants. The survey targeted contract labor including migrant workers (Malaysia only) and proved to be an effective way to better understand recruitment and labor practices amongst this population. While the surveys predominately showed that workers were treated fairly and enjoyed working for Hershey, we found opportunities for improvement'. The Company describes these improvement actions. However, it is not clear its process in place for assessing its human rights risk. This description includes how relevant factors are taken into account, such as geographical, economic, social and other factors. The Company has provided an additional source to this indicator, however, no material evidence was found. [2021 ESG Report, 2022: thehersheycompany.com] & [2021 Slavery and Human Trafficking Statement, 02/2021: thehersheycompany.com] • Met: How process applies to supply chain: The Company describes how it worked with Verité to 'develop a methodology for mapping potential risk issues by geography and supply chain. [...] Hershey provided data that allowed Verité to match the available datasets to Hershey's identified salient issues and supply chain profile. Where possible, multiple indicators and information sources were used, including Verité's own regional experts and experience speaking directly with workers in target regions. The resulting database offers opportunities for the analysis of significance of risk, type of issue, emerging trends, geography, and industry, allowing Hershey to design human rights programming and strategy that addresses the most urgent issues and their root causes'. [Joining forces to protect human rights, N/A: thehersheycompany.com] • Met: Public disclosure of the results of HR assessment: The Company has identified priority human rights issues. These include access to grievance mechanisms, forced labor and human trafficking, land rights/acquisition, living wage and income, among others. [2021_2020 Sustainability Report_, 2021: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Met: How it involved affected stakeholders in the assessment: As indicated above, workers were part of the assessment process: Worker Voice Surveys: In 2021, we piloted two worker voice/engagement surveys in our India and Malaysia manufacturing plants. The survey targeted contract labor including migrant workers (Malaysia only) and proved to be an effective way to better understand recruitment and labor practices amongst this population. Also, in the supply chain, as indicated above, one of the sources for the process was third party Verité's own regional experts and experience speaking directly with workers in target regions. [2021 ESG Report, 2022: thehersheycompany.com] & [Joining forces to protect human rights, N/A: thehersheycompany.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
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: The Company indicates that its 'approach to human rights due diligence is guided by the United Nations Guiding Principles (UNGPs) and is an ongoing risk management process that allows us to identify, prevent and mitigate human rights risks throughout our value chain'. However, no description found of its global system to prevent, mitigate or remediate its salient human rights issues applies to its supply chain. The Company has provided an additional source to this indicator, however, no material evidence was found. [Slavery and Human Trafficking Statement, 2/2019: thehersheycompany.com] • Met: Example of actions decided on at least 1 salient HR issues: The ESG report indicate that 'As part of our efforts to eliminate child labor, we seek to proactively prevent child labor by removing barriers to children being able to attend school and by encouraging school attendance through our school feeding initiative. We focus significant resources and effort on making it easier for children to access and continue their education, such as by improving education infrastructure, training school-parent management committees, providing school kits filled with important school supplies, distributing vitamin-fortified, peanut-based, ready-to-use therapeutic food to school children and helping children and youth obtain birth certificates for school enrolment. In October 2021, we signed a five-year agreement with the Jacobs Foundation, the Government of Côte d'Ivoire Ministry of Education and Literacy, and 14 other chocolate producers and cocoa suppliers to implement the Child Learning and Education Facility (CLEF). This new public-private initiative will contribute to improved foundational literacy and numeracy skills for five million children at primary school level and includes an investment in 2,500 new classrooms'. The website indicates that 'Under CLMRS, members of local farmer groups and our suppliers' staff are trained to detect and report instances of child labor. A community-level child protection committee is also equipped to do the same. As trusted community members, both groups are in the best position to raise community awareness, identify cases of child labor and implement the most appropriate practices to remediate those cases'. The Company also reports in relation to actions carried out to mitigate forced labor, following worker interviews [2021 ESG Report, 2022: thehersheycompany.com] & [Supporting Kids in Cocoa-Growing Communities (web), N/A: thehersheycompany.com] <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	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: System for tracking or monitor if actions taken are effective: The Company indicates: 'Hershey reports its progress against stated human rights goals on our website and in our sustainability report annually. We continue to develop policies and practices that will help us assess and understand our effectiveness when it comes to addressing key human rights topics, including forced labor and modern slavery. However, several of our existing processes are beginning to give us insight into our performance and areas for future action. Some examples include: Grievance mechanisms, such as our Concern Line (available in more than 47 languages and accessible to our suppliers) and our palm grievance log, help us understand the nature of the complaints against our company and our supply chain and effective remediation strategies. Our social compliance auditing and responsible recruitment programming surfaces labor and human rights related performance and activity (both positive and negative) within our own manufacturing base and those of our Tier 1 suppliers – and more importantly opens a dialogue for sharing concerns, best practices, and where training and investment is needed for continuous improvement. Our origin-level investments, such as our Cocoa For Good strategy and CLMRS, give specific insight into rights and experiences of smallholder farmers and their families. CLMRS has also underscored the importance of remediation and investing in addressing the root causes of poverty (such as low income, gender inequalities, lack of access to land titles, etc.) that increase the likelihood of child labor. Our direct worker engagement surveys in our India and Malaysia facilities allowed us to understand the experiences of more than 650 contract and temporary workers in Hershey's supply chain and identified opportunities for growth and improvement. This engagement mechanism has led to meaningful conversations with individuals in various capacities and functions across the globe—an initiative we'll continue to

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>implement and expand in 2022'. [2021 Slavery and Human Trafficking Statement, 02/2021: thehersheycompany.com]</p> <ul style="list-style-type: none"> • Not Met: Lessons learnt from checking system effectiveness: As indicated above, in its cocoa supply chain: 'CLMRS [Child Labor Monitoring and Remediation System] has also underscored the importance of remediation and investing in addressing the root causes of poverty (such as low income, gender inequalities, lack of access to land titles, etc.) that increase the likelihood of child labor'. However, it is not clear that it is an example of a lesson learned while tracking the effectiveness of its actions on its salient human rights issues as a result of its due diligence process. [2021 Slavery and Human Trafficking Statement, 02/2021: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • 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	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: Provides two examples of comms with stakeholders: The Company indicates in its 2021 ESG Report: 'Following our Palm Oil Grievance Process, we continue to publicly disclose our Palm Oil Grievance Log with monthly updates to increase transparency on NDPE violations found within our supply chain'. In it, the Company discloses different cases, some of which involve alleged human rights violations [at least 6 cases involving human rights issues in the latest log] and progress updates on these cases. [Jun-2022 Palm Oil Grievance Log, 06/2022: thehersheycompany.com] <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	2	<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's Code of Ethical Conduct outlines a number of channels in which workers can raise complaints or concerns related to the Company. These include contacting the Law Department, contacting the Concern Line, writing to the Ethical Business Practise Committee or emailing the Chair of the Audit Committee of the Board of Directors. The Supplier Code of Conduct also states that suppliers should 'provide grievance mechanisms that are transparent, responsive, anonymous, unbiased and confidential to workers and other parties across the value chain.' The Concern Line is accessible worldwide and is staffed by an independent third party 24 hours a day. Reports can be made anonymously by phone or on the web. [Code of Ethical Business Conduct, n/a: phx.corporate-ir.net] & [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Channel is available in all appropriate languages and workers aware: According to the 2020 Sustainability Report, the Concern Line is 'available in more than 47 languages'. Also, the Code of Conduct contains information about the Concern line and the 2020 Slavery and Human Trafficking Statement indicates 'employees must complete training modules or acknowledge the standards, guidelines and practices set forth in our Code of Conduct'. [2021_2020 Sustainability Report_, 2021: thehersheycompany.com] & [2021 Slavery and Human Trafficking Statement, 02/2021: thehersheycompany.com] • Met: Describe how workers in the supply chain have access to grievance mechanism: The Company expects suppliers to provide confidential channels for employees to raise grievances and records should be maintained. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Met: Expect Suppliers to convey expectation to their own suppliers: The supplier code indicates that 'Hershey expects Suppliers to provide grievance mechanisms that are transparent, responsive, anonymous, unbiased and confidential to workers and other parties across the value chain'. It also states that 'we expect our suppliers and business partners to communicate these expectations throughout their supply chain by adopting efficient management systems, policies, procedures and training to uphold the standards and expectations set forth in this Supplier Code within their own business operations'. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	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: Grievance mechanism for community: 'Violations and concerns may also be reported directly to The Hershey Company's Concern Line, a third-party monitored, independent service available 24/7 (...) via phone and internet to employees, business partners and other parties.' [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes accessibility and local languages and stakeholder awareness: According to the 2020 Sustainability Report, the Concern Line is 'available in more than 47 languages'. However, it is not clear how all affected external stakeholders at its own operations are aware of it. [2021_2020 Sustainability Report_, 2021: thehersheycompany.com] • Met: Communities access mechanism direct or through suppliers: The supplier code indicates that 'Hershey expects Suppliers to provide grievance mechanisms that are transparent, responsive, anonymous, unbiased and confidential to workers and other parties across the value chain'. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Met: Expect supplier to convey expectation to their own suppliers: It also states that 'we expect our suppliers and business partners to communicate these expectations throughout their supply chain by adopting efficient management systems, policies, procedures and training to uphold the standards and expectations set forth in this Supplier Code within their own business operations'. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com]
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 • 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: The Company indicates that it has 'Worker Voice Surveys': 'In 2021, we piloted two worker voice/engagement surveys in our India and Malaysia manufacturing plants. The survey targeted contract labor including migrant workers (Malaysia only) and proved to be an effective way to better understand recruitment and labor practices amongst this population. While the surveys predominately showed that workers were treated fairly and enjoyed working for Hershey, we found opportunities for improvement including: [...] A new training for agency workers on the Hershey Concern Line, including more posters onsite, and trained agencies on Hershey's grievance procedures'. Although the Company provides one example of engagement with potential or actual users on the improvement of the mechanism, CHRB methodology requires two examples. The Company has provided an additional source to this indicator, however, no material evidence was found. [2021 Slavery and Human Trafficking Statement, 02/2021: thehersheycompany.com]
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 states that 'When you contact the Concern Line—whether by phone or Web— a web-based form will document the information you share, and it will be released to the company to ensure that the individuals with the appropriate expertise can effectively respond to the question or concern. [...]. After reporting your question or concern, you will receive a case number that will be your reference should you want to check back in and receive status updates regarding your submission'. The Grievance Process for Responsible Palm Oil Sourcing, which applies 'to Hershey's own operations, our direct suppliers, any processing and trading operations, mills and producers within our supply chain', expands on the procedure: 'Hershey's Global Responsible Sourcing team will acknowledge the grievance raised and offer to engage in dialogue with the Grievance Raiser as needed. Hershey's Global Responsible Sourcing team will initiate the investigation and recommend any necessary actions, including supplier engagement which would be led by the Procurement teams' supplier relationship managers. Hershey's Global Responsible Sourcing team will maintain all the files and documents, including all the correspondences sent by the Procurement teams' supplier relationship managers to external parties. If it is determined that the grievance is unmerited or no field action is required, Hershey's Global Responsible Sourcing team will make the Grievance Raiser aware. [...] Following completion of the verification report, Hershey's Responsible Sourcing team will notify Grievance

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Raiser of the outcome and log the resolution in the grievance log'. However, although the Company indicates the steps it takes to process grievances raised, no timescales for addressing the complaints or concerns and for informing the complainant found. The Company has provided an additional source to this indicator, however, no material evidence was found. [Code of Conduct (In good company), 09/2018: thehersheycompany.com] & [Grievance Process for Responsible Palm Oil Sourcing, 2/2020: thehersheycompany.com]</p> <ul style="list-style-type: none"> • 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	1.5	<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: Public statement prohibiting retaliation: The Company states: 'We won't retaliate or permit retaliation against anyone who raises questions or concerns about corporate activities. We won't retaliate or permit retaliation against anyone who makes a good faith report about possible misconduct or legal violations to us or a government authority or assists in an investigation of misconduct or legal violation'. [Code of Conduct (In good company), 09/2018: thehersheycompany.com] • Met: Practical measures to prevent retaliation: It indicates: 'If you have an ethics or compliance question or an inquiry regarding a company policy, you can ask anonymously and confidentially'. . [Concern Line, N/A: app.convercent.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Company indicate it will not retaliate against workers/stakeholders • Met: Expects suppliers to prohibit retaliation against workers/stakeholders: The Code of Conduct indicates: 'As a company we know it takes courage to come forward and share your concerns. We won't retaliate or permit retaliation against anyone who raises questions or concerns about corporate activities. We won't retaliate or permit retaliation against anyone who makes a good faith report about possible misconduct or legal violations to us or a government authority or assists in an investigation of misconduct or legal violation'. Regarding the Code, the Company indicates: 'We expect nothing less from our business partners, including our consultants, distributors, co-manufacturers and suppliers'. Also, the Palm Oil Policy, states: 'Resolve all complaints and conflicts and remediate policy violations through a transparent, responsive and effective grievance mechanism that allows workers and other stakeholders impacted by supply chain operations to report concerns and violations confidentially and anonymously without fear of retaliation or retribution'. The Policy 'covers our entire supply chain, including direct suppliers and their parent and sister companies at the corporate group level'. Similar provisions are found in the Non- Deforestation Policy and in the Pulp & Paper Policy. The Company's grievance mechanism is available to workers and other stakeholders both at the Company's own operation and at their supply chain level. [Code of Conduct (In good company), 09/2018: thehersheycompany.com] & [Responsible Palm Oil Sourcing Policy, 10/2020: thehersheycompany.com]
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	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: Complainants not asked to waive rights: Regarding its grievance mechanism, it indicates: 'Our mechanisms do not prevent complainants from using other channels or procedures, such as local law enforcement agencies, to resolve their issue where relevant'. [2021 ESG Report, 2022: thehersheycompany.com] • 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	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: Describes how remedy has been provided: The Company indicates: 'In India, we found that a small group of workers had paid nominal fees for their uniforms — these were immediately repaid'. The ESG Report notes: 'Hershey began implementing industry aligned best practice CLMRS [Child Labor Monitoring and Remediation System] executed by supply chain and community partners in 2018. Supply chain and community partners identify potential child labor situations and investigate, monitor and remediate when cases are found. For Hershey, "remediated" means that through our supply chain partners a child has received mitigation efforts appropriate to their situation, such as being enrolled in school. As a result, the child no longer participates in activities defined as child labor and is no

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>longer at risk of being enlisted to undertake these activities'. [2021 ESG Report, 2022: thehersheycompany.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Changes to systems, processes and practices to stop similar impact: Regarding the payment of work uniforms in India, it indicates: 'New controls were put in place to ensure that this practice is not used again by any of the recruitment agencies we work with'. [2021 ESG Report, 2022: thehersheycompany.com] • 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 discloses its Palm Oil Grievance Log with information of the different cases that are under investigation. It contains a summary of the case, the suppliers and palm oil link to Hershey and the progress update for each case. However, these cases seem to be related to palm oil suppliers. No data found about number of grievances about human rights issues filed, addressed or resolved and outcomes achieved for its own workers and for external individuals and communities that may be adversely impacted by the Company in general, beyond palm oil suppliers. No further evidence found in its 2021 ESG Report. [Jun-2022 Palm Oil Grievance Log, 06/2022: thehersheycompany.com] • 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)	0.5	<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: Discloses timebound target for suppliers to pay living wage or include in code or contracts: The Supplier Code of Conduct states 'Wages and benefits are paid on time and at least equal to the applicable legal minimum wage and any associated statutory benefits.' The Company encourages its 'Suppliers to work toward paying a wage that is sufficient for workers to meet their basic needs and provide some discretionary income.' However, no requirement found regarding paying a living wage that is sufficient for basic needs of employee and his/her family and provides some discretionary income. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Met: Improving living wage practices of suppliers: It indicates: 'we are putting in place new partnerships and programs that will allow us to directly measure the incomes of farmers in our Cocoa For Good programs in Cote d'Ivoire and Ghana. This will allow us to better target our programs and investments focused on improving incomes. When we seek to understand the gap between farmer income and living income, we will use benchmarks endorsed by the Living Income Community of Practice. Our activities in cocoa will include: Continuing to support the West Africa governments' Living Income Differential (LID) and requiring our suppliers to comply with paying the LID. Maintaining our existing commitments to 100% certified and sustainable cocoa and paying certification premiums to farmer groups and farmers who successfully meet internationally recognized environmental and labor standards; Using a direct-sourcing model through our suppliers for 100% of our cocoa from Cote d'Ivoire and Ghana by 2025, that include responsible procurement practices such as long-term agreements with suppliers that allows to foster long-term relationships with farmer groups and continuity of investments focused on asset strengthening, income diversification, and professionalization of cooperatives, Establishing a new partnership with the global market research firm IPSOS that [...] will allow us to gather household income data on Cocoa For Good farms including insight into income levels by gender and farm size (data collection begins in 2021). This baseline research will allow us to refine our income-based programming and work to improve farmer incomes; Participating in the Living Income Community of Practice (LICOP) to contribute to and benefit from best practices, including supporting new research by LICOP and the Anker Research Network that will contribute to updated living income benchmarks in Cote d'Ivoire and Ghana along with five additional cocoa origins' [Living Wage & Income Statement, 2021: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by payment below living wage

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • 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) • Not Met: Practices adopted to pay suppliers in line with agreed timeframes • Not Met: Review own operations to mitigate negative impact: The Company indicates: ‘We engaged with suppliers to assess links between purchasing practices and social compliance through the Better Buying Institute’s Partnership Index survey. A total of 142 enrolled suppliers were invited to respond to the 12-question survey and provide feedback on Hershey’s buying practices. We are analyzing feedback to understand best practices and continuous improvement opportunities related to how our buying practices can impact the financial, environmental and social sustainability of our suppliers’. However, it is not clear how this review focuses on planning, merchandising and costing. [2021 ESG Report, 2022: thehersheycompany.com] <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): The webpage section Priority Ingredients & Raw Materials, indicates priority ingredients and raw materials. It includes: cocoa, dairy, sugar, palm oil, pulp and paper and cage-free eggs. It sources sugar from 15–20 direct suppliers; palm oil from seven direct suppliers; it discloses the origin country and farmer group of its cocoa suppliers and the tier 1 direct suppliers of pulp and paper, including country, location and mills. The Company discloses the supplier list for: cocoa, palm mills, and pulp and paper. However, it is not clear it identifies all its suppliers, including indirect suppliers. The Company also provides additional source for this datapoint, however, the evidence is about risk identification rather than supplier identification. [Priority Ingredients & Raw Materials (web), N/A: thehersheycompany.com] & [Cocoa supplier list, 2020: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Discloses names and locations of significant parts of SP and why: As indicated above, the webpage section Priority Ingredients & Raw Materials discloses priority ingredients and raw materials. It includes: cocoa, dairy, sugar, palm oil, pulp and paper and cage-free eggs. It discloses the country of origin and farmer group of its cocoa suppliers and it also has an interactive map of cocoa suppliers, although it does not seem to disclose specific location of cocoa suppliers. It also discloses the tier 1 direct suppliers of pulp and paper, including country, location and mills’. It discloses the name and the coordinates of its palm mills. Regarding Priority Ingredients, it indicates, in its Statement Against Slavery & Human Trafficking: ‘We reassess our defined priority ingredients and materials for possible reprioritization based on (i) changes in our supply chain, (ii) developments in the environmental and human rights strategies, and (iii) changes in sustainability risks’. However, no further evidence found of the names and specific locations of the direct and indirect suppliers who make up the most significant parts of its supply chain. [Priority Ingredients & Raw Materials (web), N/A: thehersheycompany.com] & [Cocoa supplier list, 2020: thehersheycompany.com] • 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)	0.5	<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: Child Labour rules in codes or contracts: The Company states, in its Supplier Code of Conduct: 'Hershey does not tolerate any form of child labor in our supply chain. We are committed to the elimination of the “worst forms of child labor,” as defined by ILO Convention 138 & 182. Hershey expects our Suppliers to prevent child labor in their operations and encourages our Suppliers to participate in industry efforts aimed at the elimination of such practices wherever they exist in the supply chain'. The Company indicates, in its Responsible Sourcing Guidebook that 'Hershey requires that suppliers undergo a SMETA 4 -pillar social compliance audit or equivalent in accordance to the guidelines of the Hershey Responsible Sourcing Supplier Program and conducted by a Hershey approved Monitoring Firm'. Under SMETA audit reports, an auditor must record how age is checked. It is not clear, however, if the Company poses specific requirements in relation to remediation programmes. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] & [Responsible Sourcing Guidebook, 03/2020: thehersheycompany.com] • Met: How working with suppliers on child labour: The Company is taking a number of steps in preventing illegal and forced child labour. The Company uses independent authorities to verify cocoa and monitor prohibited forced child labour. Company is also a founding member of CocoaAction which also helps monitor illegal child labour. Finally, the Company's Learn to Grow program provides education to address both direct and indirect causes of illegal and forced child labour. [Sustainability Report 2019, 2019: thehersheycompany.com] & [Shared Goodness Sustainability Report 2018, 06/2019: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of number affected by child labour in supply chain: The Company provides figures of KPIs related to child labor. It includes figures on: Children monitored, Children identified via CLMRS in Côte d'Ivoire and Ghana doing inappropriate work and in process of remediation, Children identified as no longer doing inappropriate work, Children identified in forced labor, Total number of children receiving ViVi on a daily basis (Côte d'Ivoire and Ghana). However, no evidence found of the its assessment of the number of people potentially affected by (scope of) child labour in its supply chain. [2021 ESG Report, 2022: thehersheycompany.com] • Met: Analysis of trends in progress made: The Company provides analyses of trends demonstrating progress on the number of 'children monitored', 'children identified doing inappropriate work and in process of remediation' and 'Children identified in forced labor' between 2018 and 2020. [2021_2020 Sustainability Report, 2021: thehersheycompany.com]
D.1.5.b	Prohibition of forced labour: Recruitment fees and costs (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: Debt and fees rules in codes or contracts: As part of its Supplier Code of Conduct, the Company states the following: 'Job seekers and current employees are not charged or required to pay fees or deposits in order to gain or maintain their employment.' The Company has provided an additional source to this indicator, however, key evidence was already in use. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Not Met: How working with suppliers on debt & fees: The Company indicates that: 'In India, we found that a small group of workers had paid nominal fees for their uniforms — these were immediately repaid. New controls were put in place to ensure that this practice is not used again by any of the recruitment agencies we work with'. However, the evidence provided seems to be the description of a corrective action to address a non-compliance. The Company is expected to provide description of proactive work carried out with suppliers to eliminate recruitment fees and related costs, including by ensuring full reimbursement to workers where relevant. [2021 ESG Report, 2022: thehersheycompany.com] <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

Indicator Code	Indicator name	Score (out of 2)	Explanation
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: 'Wages and benefits are paid on time and at least equal to the applicable legal minimum wage and any associated statutory benefits'. The Third-Party Labor Provider Responsible Recruiting & Employment Policy, which 'is meant to be used in conjunction with and provide additional guidance beyond our Supplier Code of Conduct to third-party labor providers', indicates: 'Workers are not subject to the withholding and retention of wages by employers, and any deductions from pay are identified in writing to the employee and authorized by the employee, as appropriate'. However, no requirement found to pay workers in full. [Responsible Recruiting & Employment Policy, 2020: thehersheycompany.com] & [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Not Met: How working with supply chain to pay workers regularly 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)	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: Free movement rules in codes or contracts: The Supplier Code of Conduct states: 'Workers are free to leave work and terminate their employment upon reasonable notice without penalty and employers must not retain any personal identification, travel documents or wages as conditions of employment.' [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Met: How working with suppliers on free movement: The Company indicates that, in India, 'we implemented a new electronic badging system to ensure that contract workers always maintain possession of their identity documents while still being able to meet the facility's food safety quality requirements'. [2021 ESG Report, 2022: thehersheycompany.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: The Company discloses data on different KPIs related to responsible recruitment. However, no analysis of trends found demonstrating progress on restrictions on workers. [2021 ESG Report, 2022: thehersheycompany.com]
D.1.6.b	Freedom of association and collective bargaining (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: FoA & CB rules in codes or contracts: The Supplier Code of Conduct states the following: 'Hershey respects the rights of employees to freedom of association and collective bargaining across its operations and supply chain. Workers have the right to form, join or not join trade unions or other organizations of their choosing and collectively bargain without fear of discrimination, retaliation, harassment or intimidation. In cases where freedom of association is restricted by local law, alternative means of freedom of association will not be obstructed'. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Not Met: How working with suppliers on FoA and CB <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP • Not Met: Provides analysis of trends demonstrating progress: The Company discloses data on different KPIs related to responsible recruitment and supplier audit results. However, no analysis of trends found demonstrating progress on freedom of association and collective bargaining in its supply chain. [2021 ESG Report, 2022: thehersheycompany.com]
D.1.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (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: Sets out clear Health and Safety requirements: The Company's Supplier Code of Conduct sets out requirements for all workers to be provided with a safe and healthy working environment. Among others: 'Workers have the right to refuse and report unsafe or unhealthy working conditions regardless of role, title or responsibility. Workers are trained on the appropriate occupational health and safety policies and procedures, including emergency evacuation procedures, prior to employment and then on a regular basis in the primary language(s) of its workers. Workers are provided appropriate protective equipment and instructed on appropriate use. Etc. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Injury Rate or Lost days or Near miss disclosures for last reporting period: The Company discloses data on top con-compliance issue categories and it includes health, safety and hygiene and the percentage of non-compliance. However, no further quantitative information on health and safety for workers at suppliers related to injury rates or lost days (or near miss frequency rate) for the last reporting period found. [2021 ESG Report, 2022: thehersheycompany.com] • Not Met: Fatalities rate for lasting reporting period: The Company discloses data on top con-compliance issue categories and it includes health, safety and hygiene and the percentage of non-compliance. However, no further quantitative information on health and safety for workers at suppliers related to fatalities for the last reporting period found. [2021 ESG Report, 2022: thehersheycompany.com] • 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
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 describes the following in its Supplier Code of Conduct: 'Hershey is committed to following the principles of Free, Prior and Informed Consent (FPIC) of Indigenous Peoples for property or land negotiations. All forms of land grabbing are prohibited. Adherence to the principles of Free, Prior and Informed Consent of Indigenous Peoples is required in all negotiations for property or land, including the use of and transfers of it. Land rights of individuals, indigenous people and local communities affected by sourcing practices, supply chains and operations are respected.' However, no description of a requirement to have a process to identify legitimate and vulnerable rights holders could be found, nor of requirement to negotiate with tenure rights to provide adequate compensation or requested alternatives to financial compensation. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on land issues • 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)	0.5	<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: Rules on water stewardship in codes or contracts: The Supplier Code of Conduct states 'Air emissions, wastewater and solid waste generated from operations are to be characterized, monitored, controlled and treated as required prior to discharge or disposal.' However, no evidence found regarding access to water guidelines, including refraining from negatively affecting access to safe water. [Supplier Code of Conduct 2019, 11/2019: thehersheycompany.com] • Met: How working with suppliers on water stewardship issues: The Company places an emphasis on the availability of high quality water sources for the farmers who grow the cocoa and sugar used in the products the Company sells. Consequently the Company closely follows regional water scarcity trends, communicates this information with suppliers and works with commodity and agricultural trade organisations to develop response strategies across the value chain. [Shared Goodness Sustainability Report 2018, 06/2019: thehersheycompany.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: The Company discloses data on different KPIs related to water. However, no analysis of trends found demonstrating progress on water and sanitation in its supply chain. [2021 ESG Report, 2022: thehersheycompany.com]
D.1.10.b	Women's rights (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"> • Not Met: Women's rights in codes or contracts

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: How working with suppliers on women's rights: The Company indicates that 'launched the Cocoa For Good program to holistically address systemic social and environmental challenges in cocoa communities and safeguard our business. (...) Through Cocoa For Good and our commitment to invest \$500 million in cocoa communities by 2030, Hershey seeks to disrupt the cycle of poverty while also addressing each of these symptoms directly. The program works to [...] empower communities, foster women's leadership and improve quality of nutrition and access to education. (...) We economically empower women and partner with suppliers to provide training and financial support to cocoa farmers and their families to grow their business and diversify and stabilize household income'. [2021_2020 Sustainability Report_, 2021: thehersheycompany.com] Score 2 • Not Met: Assessment on the number affected by discrimination or unsafe working conditions • Not Met: Provides analysis of trends demonstrating progress: The Company discloses data on different KPIs related to responsible recruitment and supplier audit results. However, no analysis of trends found demonstrating progress on women's rights in its supply chain. [2021 ESG Report, 2022: thehersheycompany.com]

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		<ul style="list-style-type: none"> • Area: Forced labour • Headline: A palm oil giant has been sanctioned over forced labor and trafficking workers • Story: On 28 November, 2018, the Roundtable on Sustainable Palm Oil (RSPO) announced that it would suspend the membership of agricultural company Felda Global Ventures (FGV) Holdings Berhad, following unsatisfactory findings by the RSPO's Complaints panel, which included breaches related to conditions of forced labour including deductions of workers salaries, charging of excessive recruitment fees, and restriction of movement from the plantations. An article by Quartz notes that the company supplied a number of brands with Palm Oil, including Hershey's, Unilever, PepsiCo & Nestle. In response to the decision, FGV announced that, as a result of the sanctions, it had frozen all new recruitment of workers from external contractors across its operations, with immediate effect, and planned to revise workers' benefits. It also intends to absorb the costs of "basic necessities," including workers' food, rather than deducting them from pay. A spokesperson for Hershey's said it "immediately" began an investigation after learning of the RSPO sanction and that "Failing any progress or acceptable remediation solutions, we will not hesitate to take the adequate measures such as suspension or removal of a mill or producer from our supply chain,". A spokesperson for PepsiCo called RSPO's findings "deeply concerning" and said in a statement emailed to Supply Chain Dive that, "We have activated our grievance process and are in contact with our direct suppliers in relation to the RSPO decision." In a subsequent review on 13 January 2020 (following the lifting of FGV's suspension in 2019), RSPO found the results of verification reports by FGV Holdings unsatisfactory, noting a number of non-compliances remained. The suspension of FGV Holdings was re-imposed subsequently by RSPO. [Quartz, 29/11/2018, "A palm oil giant has been sanctioned over forced labor and trafficking workers": gz.com] [Supply Chain Dive, 04/12/2018, "Nestle, Hershey's, P&G among brands slammed for forced labor in palm oil supply chain": supplychaindive.com] [Business and Human Rights Resource Centre, 24/06/2019, "Advocacy group files petition to ban palm oil importation from Malaysia FGV Holdings Berhad over alleged child & forced labour": business-humanrights.org] [Grant & Eisenhofer, 24/06/2019, "Petition to exclude all palm oil, palm kernel oil, and palm oil fractions produced in Malaysia by FGV Holdings Berhad from importation into the United States because they are produce
E(1).1	The company has responded publicly to the allegation	2	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Public response: A company spokesperson for Hershey's said it "immediately" began an investigation after learning of the RSPO sanction, and that "failing any progress or acceptable remediation solutions, we will not hesitate to take the adequate measures such as suspension or removal of a mill or producer from our supply chain." Progress updates were included in the company's Palm Oil Grievance Log. Furthermore, the company points to FGV continuous updates on

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			<p>the allegation. [Supply Chain Dive, 04/12/2018:] [Palm Oil Grievance Log, 07/2022: thehersheycompany.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Detailed response: The company response cited by Supply Chain Dive includes its relationship with the linked business FGV but does not address the specific labour issues alleged. Therefore, it is too general. However, in its Palm Oil Grievance Log the company refers to the continuous updates on the allegation by FGV that contain detailed information on the different aspects of the allegation. [Supply Chain Dive, 04/12/2018:] [Palm Oil Grievance Log, 07/2022: thehersheycompany.com]
E(1).2	The company has investigated and taken appropriate action	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: Engaged with stakeholders: The Hershey Company itself carried out investigations, however there is no indication that engagement with affected stakeholders formed a part of this. FGV did carry out stakeholder engagement, however, those were only conducted in the development of the Action Plan. There is no information on whether stakeholders were involved in the investigation. [FGV Holding Berhad, 14/12/2018, "Progress Report": fgvholdings.com] [Palm Oil Grievance Log, 07/2022: thehersheycompany.com] • Met: Identified cause: FGV presents several issues causing the rights violations of the affected stakeholders. [FGV Holding Berhad, 14/12/2018: fgvholdings.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Identified and implemented improvements: The Hershey Company said in its statement that it had immediately begun an investigation after learning of the RSPO sanction and would take the adequate measures if the supplier did not show any progress or acceptable remediation. The company subsequently removed FGV from its direct supplier list and followed up with its direct suppliers to also remove any connections with FGV from their business relationships. [Palm Oil Grievance Log, 07/2022: thehersheycompany.com] • Not Met: Stakeholder input to steps taken: There is no indication that any of the above was conducted after stakeholder engagement.
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	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: Provided remedy: The Hershey Company did not provide remedy to the affected stakeholders. It did, however, use its leverage as a customer of FGV by stating that "failing [...] acceptable remediation, we will not hesitate to take the adequate measures such as suspension or removal of a mill or producer from our supply chain". FGV claims that passports have been returned to the workers. [FGV Holding Berhad, 14/12/2018: fgvholdings.com] • Not Met: Evidence for lack of impact or link <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders: There are issues that remain unresolved, such as "labor working hours and this is, in part, due to the current legislation in Malaysia that allows working hours to be higher than the FLA's Workplace Code of Conduct requirement. Additionally, there is no evidence to suggest that FGV have established remediation procedures to address incidences of forced labor. Moreover, FGV still needs to strengthen their efforts to properly train workers regarding their labor rights. The FLA also note that FGV needs to continue to improve its grievance mechanisms." [Fair Labour Association, 31/03/2021, "Findings on the Progress of FGV's Action Plan 2020": fairlabor.org] [Palm Oil Grievance Log, 07/2022: thehersheycompany.com] • Not Met: Remedy delivered: Even though some remedies have been provided, there are issues that remain unresolved, such as "labor working hours and this is, in part, due to the current legislation in Malaysia that allows working hours to be higher than the FLA's Workplace Code of Conduct requirement. Additionally, there is no evidence to suggest that FGV have established remediation procedures to address incidences of forced labor. Moreover, FGV still needs to strengthen their efforts to properly train workers regarding their labor rights. The FLA also note that FGV needs to continue to improve its grievance mechanisms." [Fair Labour Association, 31/03/2021: fairlabor.org] [Palm Oil Grievance Log, 07/2022: thehersheycompany.com] • Not Met: Independent remedy process used
E(2).0	Serious allegation No 2		<ul style="list-style-type: none"> • Area: Child labour • Headline: The Hershey Company among others accused of 'using child labour to get cheap cocoa' in new court papers

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			<p>• Story: On November 1, 2021, seven of the world’s largest cocoa companies have been accused of using child labour so they can “continue to benefit from cheap cocoa” in new legal papers. The lawsuit has been brought by eight Malian citizens who claim they were trafficked as children to the Ivory Coast to work on cocoa plantations. The Hershey Company, Nestle, Cargill, Olam International, Mars, Mondelez International and Barry Callebaut were named as defendants in the case, brought in Washington DC, and a newly filed opposition brief alleged that they formed a “venture to allow them to continue benefitting from cheap cocoa harvested by forced child labour”.</p> <p>A 2020 study by the University of Chicago found that 1.56 million children are harvesting cocoa, with the main countries for production being the Ivory Coast and Ghana. Major cocoa companies have all made pledges to tackle the issue of child labour within their supply chains. They argue that there is not sufficient evidence to connect them to the abuse allegedly suffered by the eight plaintiffs. However, lawyers are arguing that the companies banded together to make it look like they were trying to tackle the problem, but they continued to profit from forced child labour instead.</p> <p>Court papers filed in October 2021 alleged that the plaintiffs, all of whom were under 16 at the time of their recruitment, “were trafficked from Mali and forced to work on cocoa plantations in Ivory Coast that supplied to defendants”. The workers were being constantly bitten by insects, wounded from machete accidents, and some working for years without being paid. The case is being brought under the Trafficking Victims Protection Reauthorisation Act (TVPPRA) of 2017. This act includes a “should have known” negligence standard, which means organisations can be held accountable for trafficking if it can be shown that they should have known that abuse was occurring, even if they did not directly know about it.</p> <p>[The Independent, 01/11/2021, "Nestle, Mars and Hersey accused of ‘using child labour to get cheap cocoa’ in new court papers”: independent.co.uk]</p>
E(2).1	The Company has responded publicly to the allegation	2	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: Public response: In response to the allegation, a company's spokesperson stated: "We understand and agree with the concerns about the heart-breaking instances of child and forced labor. Hershey does not tolerate child or forced labor in our supply chain. These human rights violations have no place in the global cocoa industry, and we are committed to ending it. Effectively eliminating human rights violations and addressing the underlying issue of poverty that is the root cause of these labor violations requires significant investment and intervention on the ground in West Africa, not in the courts". [The Guardian, 12/02/2021, "Mars, Nestlé and Hershey to face child slavery lawsuit in US": independent.co.uk] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Detailed response: In response to the allegation, the company's spokesperson stated: "We understand and agree with the concerns about the heart-breaking instances of child and forced labor. Hershey does not tolerate child or forced labor in our supply chain. These human rights violations have no place in the global cocoa industry, and we are committed to ending it. Effectively eliminating human rights violations and addressing the underlying issue of poverty that is the root cause of these labor violations requires significant investment and intervention on the ground in West Africa, not in the courts". [The Guardian, 12/02/2021: independent.co.uk]
E(2).2	The Company has appropriate policies in place	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Engaged with stakeholders: The company speaks to the importance of engagement with rightsholders in its 2021 ESG Report. However, there no evidence was found that the company engaged with affected stakeholders in this specific case. [2021 ESG Report, 2022: thehersheycompany.com] • Not Met: Identified cause: The company has a child labor monitoring remediation and support (CLMRS) programs to protect at-risk children and their families in West Africa. However, the company does not present investigative results on the underlying causes of the events concerned. [2021 ESG Report, 2022: thehersheycompany.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements: The company has a child labor monitoring remediation and support (CLMRS) programs to protect at-risk children and their families in West Africa. However, there is no evidence that the

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			company made changes to its management systems following the events and their human rights impacts. [2021 ESG Report, 2022: thehersheycompany.com] <ul style="list-style-type: none"> • Not Met: Stakeholder input to steps taken: The company has a child labor monitoring remediation and support (CLMRS) programs to protect at-risk children and their families in West Africa. However, there is no evidence that the company made changes to its management systems following the events and their human rights impacts.
E(2).3	The Company has taken appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Provided remedy: The company stated that: "to monitor, prevent and remediate instances of child labor, we remain committed to 100% sourcing visibility by 2025 for farmers in Côte d'Ivoire and Ghana, and continue to ensure 100% of the cocoa volume we source in these countries is covered by a Child Labor Monitoring and Remediation System (CLMRS) by 2025. In 2021, Hershey supported CLMRS covered nearly 103,000 children, and we expect to increase that to approximately 125,000 children by 2025. In addition, through our Energize Learning school feeding program, Hershey is distributing ViVi, a highly nutritious peanut-based therapeutic food, to 45,000 children daily in Côte d'Ivoire and Ghana". However, there is no evidence suggesting the company provided remedy to the affected stakeholders in the cases included in the allegation. [2021 ESG Report, 2022: thehersheycompany.com] • Not Met: Evidence for lack of Impact or link Score 2 <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders: The company stated that: "to monitor, prevent and remediate instances of child labor, we remain committed to 100% sourcing visibility by 2025 for farmers in Côte d'Ivoire and Ghana, and continue to ensure 100% of the cocoa volume we source in these countries is covered by a Child Labor Monitoring and Remediation System (CLMRS) by 2025. In 2021, Hershey supported CLMRS covered nearly 103,000 children, and we expect to increase that to approximately 125,000 children by 2025. In addition, through our Energize Learning school feeding program, Hershey is distributing ViVi, a highly nutritious peanut-based therapeutic food, to 45,000 children daily in Côte d'Ivoire and Ghana". However, there is no evidence suggesting the company provided remedy to the affected stakeholders in the cases included in the allegation. [2021 ESG Report, 2022: thehersheycompany.com] • Not Met: Remedy delivered: The company stated that: "to monitor, prevent and remediate instances of child labor, we remain committed to 100% sourcing visibility by 2025 for farmers in Côte d'Ivoire and Ghana, and continue to ensure 100% of the cocoa volume we source in these countries is covered by a Child Labor Monitoring and Remediation System (CLMRS) by 2025. In 2021, Hershey supported CLMRS covered nearly 103,000 children, and we expect to increase that to approximately 125,000 children by 2025. In addition, through our Energize Learning school feeding program, Hershey is distributing ViVi, a highly nutritious peanut-based therapeutic food, to 45,000 children daily in Côte d'Ivoire and Ghana". However, there is no evidence suggesting the company provided remedy to the affected stakeholders in the cases included in the allegation. [2021 ESG Report, 2022: thehersheycompany.com] • Not Met: Independent remedy process used

Disclaimer

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

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

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