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2021 UNGC REPORT

HERSHEY 

2021 UN Global Compact Report

This report serves as Hershey's annual United Nations Global Compact (UNGC) "Communication on Progress", as it includes discussion of the 10 principles of the UNGC and support for the broader UN Sustainable Development Goals.

UNGC Principle

2021 Hershey Response

HUMAN RIGHTS

1. Businesses should support and respect the protection of internationally proclaimed human rights.

Hershey 2021 ESG Report:

- Cocoa: Cocoa For Good, page 21
- Our Company: Corporate Governance, page 11
- Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, pages 34 - 37
- Responsible Sourcing and Human Rights: Responsible Sourcing, pages 39 - 42

See also:

- [Code of Conduct](#)
- [Embedding Responsible Recruitment and Employment](#)
- [Ethics & Compliance: Hershey's Concern Line](#)
- [Hershey's Commitment to Human Rights](#)
- [Human Rights Policy](#)
- [Responsible Palm Oil Sourcing Policy](#)
- [Responsible Pulp & Paper Sourcing Policy](#)
- [Statement Against Slavery and Human Trafficking](#)
- [Supplier Code of Conduct](#)

2. Businesses should make sure that they are not complicit in human rights abuses.

Hershey 2021 ESG Report:

- Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, pages 34 - 37
- Responsible Sourcing and Human Rights: Responsible Sourcing, pages 39 - 42

See also:

- [Child Labor Monitoring and Remediation \(CLMRS\)](#)
- [Embedding Responsible Recruitment and Employment](#)
- [Hershey's Commitment to Human Rights](#)
- [Human Rights Policy](#)
- [Responsible Palm Oil Sourcing Policy](#)
- [Responsible Pulp & Paper Sourcing Policy](#)
- [Responsible Sourcing](#)
- [Statement Against Slavery and Human Trafficking](#)

UNGC Principle

2021 Hershey Response

LABOR STANDARDS

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Hershey 2021 ESG Report:

- Our People: Providing a Caring Employee Experience, pages 65 - 66

See also:

- [Hershey's Commitment to Human Rights](#)
- [Human Rights Policy](#)
- [Responsible Palm Oil Sourcing Policy](#)
- [Responsible Pulp & Paper Sourcing Policy](#)
- [Statement Against Slavery and Human Trafficking](#)
- [Supplier Code of Conduct](#)

4. Businesses should uphold the elimination of all forms of forced and compulsory labor.

Hershey 2021 ESG Report:

- Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, pages 34 - 37
- Responsible Sourcing and Human Rights: Responsible Sourcing, pages 39 - 42

See also:

- [Embedding Responsible Recruitment and Employment](#)
- [Human Rights Policy](#)
- [Responsible Palm Oil Sourcing Policy](#)
- [Responsible Palm Oil Sourcing Policy Grievance Process](#)
- [Responsible Pulp & Paper Sourcing Policy](#)
- [Responsible Recruiting and Employment Policy](#)
- [Statement Against Slavery and Human Trafficking](#)
- [Supplier Code of Conduct](#)

5. Businesses should uphold the effective abolition of child labor.

Hershey 2021 ESG Report:

- Cocoa: Cocoa For Good, page 21
- Responsible Sourcing and Human Rights: Responsible Sourcing, pages 39 - 42

See also:

- [Child Labor Monitoring and Remediation \(CLMRS\)](#)
- [Cocoa For Good](#)
- [Hershey's Commitment to Human Rights](#)
- [Human Rights Policy](#)
- [Responsible Palm Oil Sourcing Policy](#)
- [Responsible Pulp & Paper Sourcing Policy](#)
- [Statement Against Slavery and Human Trafficking](#)
- [Supplier Code of Conduct](#)

6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Hershey 2021 ESG Report:

- Our People: Accelerating DEI Efforts at Hershey, page 67

See also:

- [Amplifying Supplier Diversity](#)
- [Code of Conduct](#)
- [Equal Employment Opportunity \(EEO\) Policy](#)
- [Hershey's Commitment to Human Rights](#)
- [Human Rights Policy](#)
- [Responsible Palm Oil Sourcing Policy](#)
- [Responsible Pulp & Paper Sourcing Policy](#)
- [Supplier Code of Conduct](#)

UNGC Principle**2021 Hershey Response****ENVIRONMENT****7. Businesses should support a precautionary approach to environmental challenges.****Hershey 2021 ESG Report:**

- Cocoa: Cocoa For Good, page 21
- Environment, pages 48 - 57
- Our Company: Corporate Governance, page 11

See also:

- [2021 Task Force on Climate-related Financial Disclosures \(TCFD\) Report](#)
- [Cocoa For Good](#)
- [Environmental Policy](#)
- [No Deforestation Policy](#)
- [Responsible Palm Oil Sourcing Policy](#)
- [Responsible Pulp & Paper Sourcing Policy](#)

8. Businesses should undertake initiatives to promote greater environmental responsibility.**Hershey 2021 ESG Report:**

- Cocoa: Cocoa For Good, page 21
- Environment, pages 48 - 57
- Responsible Sourcing and Human Rights: Responsible Sourcing, pages 39 - 42

See also:

- [Cocoa For Good](#)
- [Cocoa Sourcing](#)
- [Environmental Policy](#)
- [No Deforestation Policy](#)
- [Responsible Palm Oil Sourcing Policy](#)
- [Responsible Pulp & Paper Sourcing Policy](#)

9. Businesses should encourage the development and diffusion of environmentally friendly technologies.**Hershey 2021 ESG Report:**

- Cocoa: Cocoa For Good, page 21
- Environment, pages 48 - 57
- Our Company: Nutrition, Innovation, Choice and Transparency, page 15

See also:

- [Cocoa For Good](#)
- [Eliminating Deforestation](#)

ANTI-CORRUPTION**10. Businesses should work against corruption in all its forms, including extortion and bribery.****Hershey 2021 ESG Report:**

- Our Company: Corporate Governance, page 11

See also:

- [Code of Conduct](#)
- [Ethics & Compliance: Hershey's Concern Line](#)
- [Supplier Code of Conduct](#)