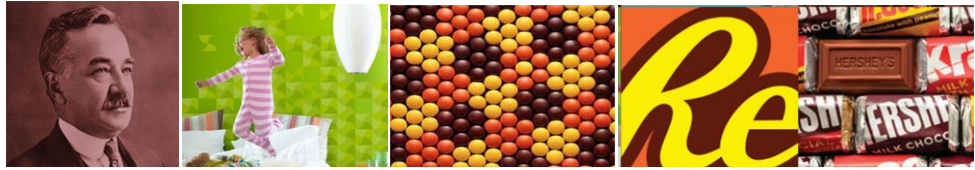


# HERSHEY



## EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

### PURPOSE

To reaffirm The Hershey Company's commitment to a policy of equal employment opportunity for applicants and employees in all employment programs and decisions.

### SCOPE

This Policy applies to all U.S. employees of The Hershey Company ("Hershey" or "Company"), including employees of any subsidiary or affiliate, as well as U.S. citizens working outside of the U.S., to the extent permitted by applicable foreign law.

### POLICY

It is Hershey's policy to make all employment decisions without regard to race, color, gender, age, national origin, religion, citizenship status, marital status, sexual orientation, gender identity, transgender status, physical or mental disability, protected veteran status, genetic information, pregnancy (including childbirth and related medical conditions, including medical conditions related to lactation) or other characteristic protected by applicable federal, state or local law ("Protected Category").

Hershey is committed to providing a workplace free from unlawful discrimination. Hershey will not tolerate discrimination against any applicant or employee on the basis of Protected Category. Violations of this Policy will result in disciplinary action, up to an including termination from employment.

This Policy should be read in conjunction with Hershey's related policies, including Hershey's Code of Ethical Business Conduct, the Discrimination and Harassment Prevention Policy, the Inappropriate Conduct in the Workplace Policy, the Americans with Disabilities Act Policy, the Family and Medical Leave Act Policy, and other applicable policies.



## **Complaint and Investigation Procedures**

If an employee or applicant believes that he/she has been a victim of, learns of, observes, or has reason to be concerned about conduct in violation of this Policy, he/she is strongly encouraged to notify Hershey immediately of the matter by informing his/her immediate manager or supervisor, hiring manager, HR Business Partner, the Ethical Business Practices Committee, the Concern Line, or Corporate Employee Relations, in accordance with the reporting procedures identified in the Discrimination and Harassment Prevention Policy. All such inquiries or complaints will be treated as confidential to the extent permissible by law.

Any Hershey manager or supervisor who receives a complaint or otherwise becomes aware of a possible violation of this Policy must notify the HR Business Partner responsible for the applicable work group immediately.

Hershey takes violations of this Policy very seriously. As a result, all complaints or concerns made pursuant to this Policy will be thoroughly and promptly investigated.

### **Retaliation is Prohibited**

Hershey prohibits retaliation against any individual who believes or is concerned that a violation of this Policy has occurred and reports such conduct pursuant to this Policy or participates or engages in an investigation, compliance review, or any other activity related to the administration or enforcement of this Policy.

Any employee who retaliates against another individual for engaging in any of the above will be subject to disciplinary action, up to and including termination.

## **RESPONSIBILITY**

The most senior Human Resources executive, or his or her designee, is responsible for the enforcement, interpretation, and implementation of this Policy.

