

HERSHEY 



GOODNESS IN ACTION

2020 UN GLOBAL COMPACT REPORT

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This report serves as Hershey's annual United Nations Global Compact (UNGC) "Communication on Progress," as it includes discussion of Hershey's implementation of the 10 principles of the UNGC and support for the broader UN Sustainable Development Goals. Please see the list below for information on where the UNGC principles are covered in our 2020 Sustainability Report and supplementary materials.

Sources

All references refer to Hershey's [2020 Sustainability Report](#) unless otherwise stated.

Other sources include:

[Child Labor Monitoring and Remediation System \(CLMRS\) webpage](#)

[Cocoa For Good webpage](#)

[Code of Conduct](#)

[Equal Opportunity Employer \(EEO\) Policy](#)

[Environmental Policy](#)

[Ethics Concern Line](#)

[Human Rights Policy](#)

[Human Rights webpage](#)

[Modern Slavery Statement](#)

[Palm Oil Policy](#)

[Pulp and Paper Sourcing Policy](#)

[Responsible Recruitment Policy](#)

[Supplier Code of Conduct](#)

[Supplier Diversity webpage](#)

UNGC Principle

2020 Hershey Response

Human Rights

<p>1. Businesses should support and respect the protection of internationally proclaimed human rights.</p>	<ul style="list-style-type: none"> • Governance and Approach > Enterprise Resiliency Through COVID-19 and Beyond • Human Rights Policy • Modern Slavery Statement • Responsible Growth > Accountability, Transparency and Due Diligence in Cocoa • Responsible Growth > Human Rights Across Our Value Chain • Responsible Growth > Our Responsible Sourcing Supplier Program • Responsible Growth > Responsible Sourcing • Responsible Recruitment Policy • Supplier Code of Conduct
<p>2. Businesses should make sure that they are not complicit in human rights abuses.</p>	<ul style="list-style-type: none"> • CLMRS webpage • Human Rights Policy • Human Rights webpage • Modern Slavery Statement webpage • Responsible Growth > Human Rights Across Our Value Chain • Responsible Growth > Responsible Sourcing

Labor Standards

<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<ul style="list-style-type: none"> • Human Rights Policy • Human Rights webpage • Our People > Supporting Balance and Wellbeing • Supplier Code of Conduct
<p>4. Businesses should uphold the elimination of all forms of forced and compulsory labor.</p>	<ul style="list-style-type: none"> • Human Rights Policy • Human Rights webpage • Modern Slavery Statement • Responsible Growth > Human Rights Across Our Value Chain • Responsible Growth > Our Responsible Sourcing Supplier Program • Responsible Recruitment Policy
<p>5. Businesses should uphold the effective abolition of child labor.</p>	<ul style="list-style-type: none"> • CLMRS webpage • Cocoa For Good webpage • Human Rights Policy • Human Rights webpage • Modern Slavery Statement • Responsible Growth > Cocoa For Good • Responsible Growth > Collaborating to End Child Labor • Responsible Growth > Our Responsible Sourcing Supplier Program • Responsible Growth > Uplifting Rural Livelihoods
<p>6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> • Code of Conduct • EEO Policy • Human Rights Policy • Our People > Diversity, Equity and Inclusion at Hershey • Supplier Code of Conduct • Supplier Diversity webpage

UNGC Principle	2020 Hershey Response
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Environment	
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7. Businesses should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none"> • Cocoa For Good webpage • Environmental Impact (entire section) • Environmental Policy • Governance and Approach > Being a Responsible and Ethical Business • Palm Oil Policy • Pulp and Paper Sourcing Policy • Responsible Growth > Cocoa For Good
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8. Businesses should undertake initiatives to promote greater environmental responsibility.	<ul style="list-style-type: none"> • Cocoa For Good webpage • Environmental Impact (entire section) • Environmental Policy • Palm Oil Policy • Pulp and Paper Sourcing Policy • Responsible Growth > Cocoa For Good
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9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> • Cocoa For Good webpage • Environmental Impact > Acting on Climate Change • Responsible Growth > Cocoa For Good • Responsible Growth > Nutrition, Innovation, Choice and Transparency
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Anti-Corruption	
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10. Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> • Code of Conduct • Ethics Concern Line • Governance and Approach > Being a Responsible and Ethical Business • Supplier Code of Conduct
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