



HERSHEY



Sharing Goodness for

25
YEARS



2019 UN GLOBAL COMPACT INDEX

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This index 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 2019 Sustainability Report and supplementary materials.

Sources

The top listed location(s) for each topic refer(s) to [Hershey’s 2019 Sustainability Report](#).

Additional sources:

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

[Cocoa For Good web page](#)

[Cocoa & Forests Initiative Narrative Action Plan](#)

[Code of Conduct](#)

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

[Environmental Policy](#)

[Ethics & Compliance Concern Line](#)

[Human Rights Policy](#)

[Human Rights web page](#)

[Statement Against Slavery and Human Trafficking](#)

[Responsible Palm Oil Sourcing Policy](#)

[Pulp and Paper Sourcing Policy](#)

[Supplier Code of Conduct](#)

[Supplier Diversity web page](#)

Topic	UNGC Principle	Location
Human Rights	1. Businesses should support and respect the protection of internationally proclaimed human rights.	<ul style="list-style-type: none"> • Business: Responsible Sourcing pp. 19–20 • Business: Embedding Human Rights p. 23 • Human Rights Policy
	2. Businesses should make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> • Business: Responsible Sourcing pp. 19–20 • Business: Embedding Human Rights pp. 23–24 • Human Rights Policy • CLMRS web page • Human Rights web page • Statement Against Slavery and Human Trafficking
Labor Standards	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> • People: Engaging With Unions p. 46 • Human Rights Policy • Human Rights web page
	4. Businesses should uphold the elimination of all forms of forced and compulsory labor.	<ul style="list-style-type: none"> • Business: Embedding Human Rights pp. 23–24 • Human Rights Policy • Human Rights web page
	5. Businesses should uphold the effective abolition of child labor.	<ul style="list-style-type: none"> • Business: Cocoa For Good pp. 25–35 • Human Rights Policy • Human Rights web page • CLMRS web page • Cocoa For Good web page
	6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> • People: The Hershey Employee Experience pp. 44–49 • People: Diversity & Inclusion at Hershey pp. 47–48 • Code of Conduct • EEO Policy • Human Rights Policy • Supplier Code of Conduct • Supplier Diversity web page
Environment	7. Businesses should support a precautionary approach to environmental challenges.	<ul style="list-style-type: none"> • Governance and Approach: Governing Sustainability p. 10 • Business: Cocoa For Good pp. 25–35 • Planet pp. 36–42 • Environmental Policy • Cocoa For Good web page • Cocoa & Forests Initiative Narrative Action Plan • Responsible Palm Oil Sourcing Policy • Pulp and Paper Sourcing Policy
	8. Businesses should undertake initiatives to promote greater environmental responsibility.	<ul style="list-style-type: none"> • Business: Cocoa For Good pp. 25–35 • Planet pp. 36–42 • Environmental Policy • Cocoa For Good web page • Cocoa & Forests Initiative Narrative Action Plan • Responsible Palm Oil Sourcing Policy • Pulp and Paper Sourcing Policy
	9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> • Business: Cocoa For Good pp. 25–35 • Cocoa For Good web page
Anti-Corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> • Governance and Approach: Being a Responsible & Ethical Business p. 10 • Code of Conduct • Supplier Code of Conduct • Ethics & Compliance Concern Line