It’s What’s Inside That Counts

We have an ambitious goal to become a Leading Snacking Powerhouse as we delight consumers with our sweet and salty portfolio. Embedded in that goal — and in everything we do — is a robust environmental, social and governance (ESG) agenda that focuses our efforts to deliver long-term business resilience and success and create positive impact for people and the planet. For us, ESG is not a program; it’s a way of doing business. The work detailed in our report is the steady and strong foundation we need to take our company to the next level. Anything — and everything — is possible when passion and excellence combine to make a difference.”

Michele Buck, Chairman, President and CEO, The Hershey Company
Driving business impact through ESG

We view our global sustainability strategy, Our Shared Goodness Promise, as critical to our long term business success.

A Bold Strategy for Growth

We are transforming our company to become a Leading Snacking Powerhouse. We are expanding our portfolio, elevating our capabilities and growing supply chain capacity to meet more consumers in more snacking occasions. Following our 2018 acquisition of Amplify Snack Brands, Inc and our 2021 acquisitions of Dot’s Pretzels, LLC (Dot’s) and Pretzels Inc. (Pretzels), we now offer two of the fastest growing salty snack brands in 2022: Dot’s pretzels and SkinnyPop popcorn.1

Shaping Our ESG Strategy

Hershey aligns to best-in-class practices when it comes to evaluating strategy and prioritizing how we take action on issues that matter most to our stakeholders. In 2022, we conducted an inaugural double materiality assessment to identify and rank the ESG issues that affect us financially, as well as to understand those areas and ways in which our operations affect the world. Building on our previous materiality assessment, this work confirmed we are focused on the right ESG issues for our business.

→ Learn more in Double Materiality on page 7 of our 2022 ESG Report.

In addition, we reviewed and updated our human rights saliency assessment, in accordance with the guidance of the UN Guiding Principles on Business and Human Rights. We undertook this process to ensure that our Human Rights Due Diligence systems and broader human rights programs are focused on the most pressing human rights risks in our full value chain and the areas where we can make the biggest impact. The results reaffirmed the importance of many of the human rights issues we identified in our initial saliency assessment and areas where we already have significant programming such as child labor, forced labor, living wage and income.

→ Learn more in Maintaining Focus on Our Most Salient Human Rights on page 44 of our 2022 ESG Report.

Maximizing Our Impact

We are maximizing our impact through enhanced governance and measurement.

Stronger governance

Expanded ESG oversight by the full executive team and named our first Chief Sustainability Officer in early 2023.

Better insights

Conducted our first climate scenario planning to further sharpen our approach in determining the most effective climate change mitigation strategies; and engaged Ipsos consulting to establish a baseline assessment of the effectiveness of our Cocoa For Good program.

Greater assurance of our data and progress

Received limited assurance from EY for our 2022 Scope 1 and Scope 2 data, and independent data verification by Quantis for our 2022 Scope 3 data and additional environmental data.

→ Learn more on pages 127-131 of our 2022 ESG Report.

Guided by Our Values

Operating as an ethical company is fundamental to building trust and consistent with our focus on creating value for all stakeholders. Our values make Hershey a special place to work. They are part of the legacy that guides our actions today and powers our goals for the future.

Togetherness
Making a Difference
Integrity
Excellence

1 “Hershey Eyes Opportunities In Snacking,” Food Navigator, May 31, 2022.

The Hershey Company 2022 ESG Report Executive Summary
Our ESG Governance

As we integrate our ESG approach more deeply into our business strategy and operations, we’ve expanded the oversight and execution of our ESG management. We utilize a multi-level operating structure to ensure we are aligned on the most important issues facing the company and are allocating resources to drive progress within Our Shared Goodness Promise.

The governance of Hershey’s Environmental, Social and Governance (ESG) program is structured to drive strategic alignment and operational execution against our priorities. Pursuant to our Corporate Governance Guidelines, ultimate responsibility for our ESG and sustainability governance oversight rests with the Board of Directors.

Board of Directors
Our Board of Directors oversees our ESG strategies and priorities, along with the most important emerging ESG trends, risks and opportunities. Oversight of specific ESG responsibilities and reporting requirements are assigned to relevant Board committees, as stated in their respective charters. Board committees conduct regular in-depth reviews of significant ESG issues to help carry out these responsibilities.

ESG Management
Accountability for ESG and sustainability resides with our Chief Executive Officer, with shared responsibility across the management team and program strategy and operations led by our Chief Sustainability Officer (CSO).

Executive Team
Our CEO and her direct reports conduct monthly 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. The team ensures our sustainability initiatives are aligned with business strategy and finalizes ESG-related investments. Compensation of this team is linked to our DEI goals.

Disclosure Committee
Our Disclosure Committee, led by our Chief Accounting Officer and comprised of senior management in key functions, including our CSO, ensures that our public disclosures, including those related to ESG are consistent, accurate, complete and timely.

Sustainability Steering Committee
Composed of key business leaders and ESG subject matter experts, this cross-functional group meets at least quarterly to evaluate ESG strategy effectiveness and interdependencies, provides input on investments to support ESG program deliverables, and reviews progress toward goals and key performance indicators relevant to our global ESG and sustainability programs.

Global Sustainability Team
Led by our CSO, this team is composed of ESG experts who manage the strategy, implementation and reporting of our global ESG and sustainability initiatives. The Global Sustainability team communicates regularly with external stakeholders who provide valuable perspectives on our strategies, program decisions and focus.

→ Learn more in Our ESG Governance on pages 12-14 of our 2022 ESG Report.

In 2022 we strengthened our governance and continued to integrate ESG into our business. We are taking the important steps to ensure the right engagement and oversight at all levels of the organization as exemplified through Board education, the establishment of our energy and water steering team, the completion of our inaugural climate scenario planning and moving to more robust assurance and impact measurement.”

Leigh Horner
Chief Sustainability Officer
A Legacy of Doing the Right Thing

We carry forward our founder’s, Milton Hershey, practice of doing what is right for our people, planet and society.

A Look at Recent ESG Progress

2012
- Committed to 100% independently verified cocoa by 2020

2015
- Launched the production and distribution of ViVi, a vitamin-fortified peanut butter snack that we continue to distribute to children in West Africa

2017
- Founding member of the Cocoa & Forest Initiative

2018
- Launched Our Shared Goodness Promise, our global sustainability strategy
- Declared “no new deforestation” in our cocoa supply chain
- Launched Cocoa For Good
- Disclosed aggregate gender pay ratio
- Created The Heartwarming Project

2019
- Launched an enterprise-wide Human Rights Policy

2020
- Achieved 100% independently verified cocoa
- Committed to enrolling 100% of high-risk suppliers in Responsible Sourcing Program by 2021
- Launched the Pathways Project, our holistic DEI strategy
- Achieved 1:1 aggregate pay equity in the U.S.
- Created a first-of-its-kind scholarship endowment with the Thurgood Marshall College Fund

2021
- Released our Living Wage & Income Position Statement
- Established science-based targets to reduce GHG emissions and invested in solar energy
- Committed to 100% recyclable, reusable, and compostable packaging by 2030
- Met our goal of 100,000 children taking heartwarming actions

2022 - early 2023
- Initiated a multi-year Income Accelerator cocoa investment and program to improve farmer incomes and economic resilience in Côte D’Ivoire
- Reviewed and updated our human rights saliency assessment in accordance with the UN Guiding Principles on Business and Human Rights
- Refreshed our risk assessment of our priority ingredients and materials to account for changes in our supply chain, including the acquisitions of Dot’s, Pretzels and Lily’s
- Completed our first climate scenario analysis
- Strengthened our GHG reduction program through investment in a new power purchase agreement in North America
- Published our consolidated EEO-1 Report
- Opened our first bilingual plant employing 150 Spanish-speaking employees
- Supported 26.2 million children globally through education, nutrition and social and emotional well-being cumulatively since 2020
- Provided $11.1 million in cash donations and $19.4 million in in-kind/product donations

→ Learn more about Hershey’s accomplishments in our 2022 ESG Report.

Milton Hershey’s legacy lives on today through our business strategy.

1894
Milton Hershey founded The Hershey Chocolate Company

1909
Milton and Catherine Hershey founded what would become the Milton Hershey School

1918
Milton Hershey gifted his fortune to create the Hershey School Trust

1930
The Great Building Campaign began

→ Learn more about Hershey’s accomplishments in our 2022 ESG Report.
Our ESG Approach and Priorities

We leverage our size and scale as we embrace interconnected systems with the intent to achieve the change needed for future business resilience and thriving future generations.

Building a sustainable future is a shared responsibility. We have reaffirmed our most material issues which inform and shape our long-term business strategy while positively impacting the people, planet and society around us. Our four operating priorities and two foundational priorities remain the same.

We continue to embed ESG considerations into the fabric of our organization through our policies, strategies and processes. Addressing these priorities is more than doing what’s right — it’s taking action so that our organization can thrive amid growing societal and environmental challenges.

→ Learn more in the Our ESG Approach and Priorities section on page 8 of our 2022 ESG Report.

Operating Priorities

**Cocoa**
Creating thriving communities and environments behind our most essential ingredient

**Responsible Sourcing and Human Rights**
Using robust due diligence and leading standards to protect people across our value chain

**Environment**
Enhancing our operations to meet high-impact climate, waste and packaging goals

**People**
Creating more ways for more people to be themselves and thrive

Foundational Priorities

**Youth**
Giving youth the tools to create compassionate, successful and connected futures

**Community**
Actively making a difference where we live and work
Progress Towards Our Priority Goals

<table>
<thead>
<tr>
<th>Priority Area</th>
<th>Priority Goals</th>
<th>Target</th>
<th>Progress (as of Dec. 31, 2022)</th>
<th>Status</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cocoa</td>
<td>100% independently verified cocoa</td>
<td>2020</td>
<td>100%</td>
<td>Achieved</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>100% sourcing visibility of Hershey’s cocoa volume in Côte d’Ivoire and Ghana</td>
<td>2025</td>
<td>77%</td>
<td>On Track</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>100% of farmers producing Hershey’s cocoa volume in Côte d’Ivoire and Ghana are polygon mapped by our suppliers to improve traceability and monitor deforestation</td>
<td>2025</td>
<td>64%</td>
<td>On Track 1</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>100% of farmers producing Hershey’s cocoa volume in Côte d’Ivoire and Ghana are covered by Child Labor Monitoring and Remediation Systems (CLMRS) to prevent, monitor and remediate child labor</td>
<td>2025</td>
<td>72%</td>
<td>On Track 2</td>
<td>–</td>
</tr>
<tr>
<td>Responsible Sourcing and Human Rights</td>
<td>100% of priority ingredients and materials to be responsibly and sustainably sourced (by volume)</td>
<td>2025</td>
<td>84%</td>
<td>On Track 3</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>85% of in scope supplier sites meet Hershey’s Responsible Sourcing Supplier Program requirements</td>
<td>2025</td>
<td>37%</td>
<td>On Track –</td>
<td>–</td>
</tr>
<tr>
<td>Environment</td>
<td>50% absolute reduction in Scope 1 and 2 GHG emissions against a 2018 baseline</td>
<td>2030</td>
<td>41%</td>
<td>On Track 4</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>25% absolute reduction in Scope 3 GHG emissions against a 2018 baseline</td>
<td>2030</td>
<td>10%</td>
<td>In Progress</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>100% of plastic packaging to be recyclable, reusable or compostable</td>
<td>2030</td>
<td>17%</td>
<td>On Track 6</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>25 million pounds of packaging to be eliminated</td>
<td>2030</td>
<td>13.7M lbs</td>
<td>On Track 7</td>
<td>–</td>
</tr>
<tr>
<td>Our People</td>
<td>Achieve pay equity for similar job categories across our global salaried employees</td>
<td>2025</td>
<td>–</td>
<td>On Track –</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>47-50% women representation across all employees globally</td>
<td>2025</td>
<td>47.8%</td>
<td>Achieved</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>30-40% people of color (POC) representation across U.S. employees</td>
<td>2025</td>
<td>27.5%</td>
<td>On Track 8</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>50% hazard reduction for job functions with ergonomic risks through process improvements</td>
<td>2025</td>
<td>22.0%</td>
<td>On Track –</td>
<td>–</td>
</tr>
<tr>
<td>Youth</td>
<td>50 million children globally supported through education, nutrition, and social and emotional well-being</td>
<td>2025</td>
<td>26.2M children</td>
<td>On Track 9</td>
<td>–</td>
</tr>
<tr>
<td>Community</td>
<td>100,000 children take Heartwarming actions and impact their communities</td>
<td>2025</td>
<td>208,257 children</td>
<td>Achieved 10</td>
<td>–</td>
</tr>
<tr>
<td></td>
<td>$105 million donated in cash and products to community partners focused on education, community economic development, inclusive communities and health and human services where we live and work</td>
<td>2025</td>
<td>$73.5M</td>
<td>On Track 11</td>
<td>–</td>
</tr>
</tbody>
</table>
Cocoa remains our highest ESG priority. Our Cocoa For Good strategy is designed to positively impact systemic, social and environmental challenges in cocoa communities.

**Priority Goals**

<table>
<thead>
<tr>
<th>Goal</th>
<th>Progress (as of Dec. 31, 2022)</th>
</tr>
</thead>
<tbody>
<tr>
<td>100% independently verified cocoa (by 2020)</td>
<td>100% Achieved in 2020, 2021 and 2022</td>
</tr>
<tr>
<td>100% sourcing visibility of Hershey’s cocoa volume in Côte d’Ivoire and Ghana (by 2025)</td>
<td>77% On Track</td>
</tr>
<tr>
<td>100% of farmers producing Hershey’s cocoa volume in Côte d’Ivoire and Ghana are polygon mapped by our suppliers to improve traceability and monitor deforestation (by 2025)</td>
<td>64% On Track</td>
</tr>
<tr>
<td>100% of farmers producing Hershey’s cocoa volume in Côte d’Ivoire and Ghana are covered by Child Labor Monitoring and Remediation Systems (CLMRS) to prevent, monitor and remediate child labor (by 2025)</td>
<td>72% On Track</td>
</tr>
</tbody>
</table>

1. Beginning in 2021, to be considered polygon mapped, all farm plots managed by the farmer must be mapped, as defined by the World Cocoa Foundation. Previously, a farmer was considered polygon mapped if at least one plot of land was mapped.

2. This refers to households covered by CLMRS.

**Programs**

**Cocoa For Good**

We are committed to improving the quality of life for cocoa farmers, their families, their communities and the environment. Our Cocoa For Good strategy is embedded within our sourcing practices and supported by our multi-million dollar investment which targets improving income resiliency and livelihoods, eliminating child labor and improving children’s well-being and protecting the environment.

**Improving Income Resiliency and Livelihoods**

- Launched an Income Accelerator Program focused on improving farmer incomes in Côte d’Ivoire, to address cocoa farmer poverty while also supporting sustainable farming practices and mitigating the risk of child labor.
- Strengthen existing Village Savings and Loan Associations (VSLAs) and establish new VSLAs to provide members a local structure for increasing savings and accessing loans at low interest rates in farming communities where formal banking and micro-financing services are scarce.
- In partnership with the Rainforest Alliance, distribute mobile cash transfers of up to $600 per household per year to approximately 5,000 cocoa farming households within our supply chain.
- Support income diversification by training more than 4,000 community members in alternative income-generating opportunities.

**Eliminating Child Labor and Improving Children’s Well-being**

- Continue to leverage CLMRS to monitor for and remediate instances of child labor.
- Increase access to education by investing in new schools, renovating classrooms and securing birth certificates so children avoid being involved in hazardous activities.
- Produce and distribute ViVi, a vitamin-fortified, peanut-based, ready-to-use therapeutic food, to schoolchildren to improve nutrition and encourage school attendance.

**Protecting the Environment**

- Improve traceability and monitor deforestation risk through polygon mapping and satellite monitoring.
- Provide resources and education on responsible agricultural practices and shade-grown cocoa.
- Help farmers secure affordable land titles to enable forest and farm rejuvenation.
We seek to infuse goodness into our entire value chain by respecting the rights of people and communities, and by insisting on responsibly sourced, sustainably grown ingredients.

### Priority Goals

<table>
<thead>
<tr>
<th>Priority Goals</th>
<th>Progress (as of Dec. 31, 2022)</th>
</tr>
</thead>
<tbody>
<tr>
<td>100% of priority ingredients and materials to be responsibly and sustainably sourced (by volume, by 2025)</td>
<td>84% On Track</td>
</tr>
<tr>
<td>85% of in-scope supplier sites meet Hershey’s Responsible Sourcing Supplier Program requirements (by 2025)</td>
<td>37% On Track</td>
</tr>
</tbody>
</table>

### Programs

Guided by our Supplier Code of Conduct, Human Rights Policy, Environmental Policy and Responsible Recruitment Policy, we’re focused on sourcing goods and services responsibly.

**Promote transparency in sourcing and foster sustainable agricultural communities**
- Continued driving positive impact and mitigating risks across priority ingredient and material supply chains by focusing on supply chain traceability, monitoring and verification, origin transformation, and supplier and industry engagement
- Refreshed our risk assessment to confirm our priority ingredients and materials while accounting for changes in our supply chain
- Conducted a gap analysis of our current strategies against existing ESG commitments and focus areas to identify potential risks and opportunities and create action plans to drive improvement in our own programs

**Source goods and services responsibly**
- Support high-risk suppliers in their responsible sourcing journeys by enrolling them in our Responsible Sourcing Supplier Program, which includes self-assessment questionnaires, independent third-party audits, capability building and continuous improvement
- Engage directly with those impacted by our work, including temporary and contract workers through Worker Voice surveys
- Combat forced labor in our supply chain by requiring labor service providers to uphold the highest standards for responsibly sourcing workers outlined in the Responsible Recruiting & Employment Policy

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1 This result represents the percentage by volume of Hershey’s five priority ingredients, which met our definition of responsibly and sustainably sourced in 2022. This definition varies by ingredient and is subject to change as Hershey’s responsible sourcing programs evolve.
Doing good by the planet is not just about doing the right thing; it’s good business.

### Priority Goals

<table>
<thead>
<tr>
<th>Goal</th>
<th>Progress (as of Dec. 31, 2022)</th>
</tr>
</thead>
<tbody>
<tr>
<td>50% absolute reduction in Scope 1 and 2 GHG emissions against a 2018 baseline (by 2030)</td>
<td>On Track 41%</td>
</tr>
<tr>
<td>25% absolute reduction in Scope 3 GHG emissions against a 2018 baseline (by 2030)</td>
<td>In Progress 10%</td>
</tr>
<tr>
<td>100% of plastic packaging to be recyclable, reusable or compostable (by 2030)</td>
<td>On Track 17%</td>
</tr>
<tr>
<td>25M lbs of packaging to be eliminated (by 2030)</td>
<td>On Track 13.7M lbs</td>
</tr>
</tbody>
</table>

### Programs

Hershey is committed to doing our part to create positive change, safeguarding our planet and our business for continued success in the decades to come.

#### Reduce direct and indirect emissions

- Announced our third PPA agreement to access clean and renewable energy, create local jobs and generate power for communities where solar project is located
- Invest in reporting systems that provide real-time utility usage data for electricity, natural gas and water at each of our facilities globally
- Removed carbon intensive fuels from use in our operations, including a transition from coal to rice husks as biofuels at our India plant

#### Reduce value chain emissions

- Drive emissions reduction in cocoa including ensuring deforestation-free sourcing and implementing agroforestry projects in cocoa-growing communities in our supply chain
- Support programs to make on-farm improvements to reduce emissions and improve waterways across dairy farms in our Pennsylvania supply chain
- Support regenerative agricultural practices in collaboration with partners and suppliers

#### Eliminate unnecessary packaging and convert to more eco-friendly alternatives

- Qualify and convert items across all manufacturing facilities to new packaging with updated labeling to educate consumers on its recyclable components
- Drive circularity by using more recycled materials across our portfolio

#### Packaging elimination and redesign

- Reduce secondary, transport and retail display packaging by investing in design solutions that improve distribution efficiency

---

1 Hershey’s GHG emissions reduction goal for 2030 is based on Scope 1 and Scope 2 (market-based). Our 2022 Scope 1 and Scope 2 data received limited assurance by EY.
2 Our 2022 Scope 3 data is verified by Quantis. In 2023, we will be undertaking a rebaselining for our Scope 3 emissions.
3 The progress for this commitment currently represents Hershey North American produced products only (e.g., U.S., Canada, Monterrey (Mexico), and all export items from these countries) that are recyclable.
4 In 2021, we expanded our commitment to eliminate an additional 25 million pounds of packaging by 2030. Results represent cumulative packaging waste eliminated (2021-2022).
At Hershey, we foster a culture of togetherness and collaboration where our people feel heard, valued and supported to do their best work each day. We strive to nurture workplaces where inclusiveness is a reflex, not an initiative, and all employees can thrive.

### Priority Goals

- **Achieve pay equity for similar job categories across our global salaried employees (by 2025)**

- **30–40% people of color (POC) representation across U.S. employees (by 2025)**

- **50% hazard reduction for job functions with ergonomic risks through process improvements (by 2025)**

### Progress (as of Dec. 31, 2022)

- **47–50% women representation across all employees globally (by 2025)**
  - Achieved: 47.8%

- **27.5% people of color (POC) representation across U.S. employees (by 2025)**
  - On Track

- **22.0% hazard reduction for job functions with ergonomic risks through process improvements (by 2025)**
  - On Track

### Programs

**The Pathways Project** is our five-year DEI strategy to create an even more diverse and inclusive Hershey through more pathways to JOIN, REACH OUT, and GROW.

**More Pathways to JOIN:** Bringing in a wider range of talent and perspectives
- New hiring practices for 50% diverse slates of candidates and interviewers
- Continued progress on our commitment to spend $400 million with diverse businesses throughout our supply chain by 2030

**More Pathways to REACH OUT:** Showing up for consumers and communities in new ways
- Improving access to education
- Fostering impactful community partnerships

**More Pathways to GROW:** Recognizing and developing talent from traditionally underrepresented groups
- Improve access to training and resources on leadership, racism, unconscious bias and well-being
- Invest in early-in-career and mid-career development and training to expand commercial skills and career building for POC and women

**Safety First**
- Began implementing a culture-based ergonomics program
- Completed implementation of our new EHS management system

---

1 POC refers to Refers to Black, African American, Hispanic/Latino, Asian/Asian Pacific Islander, Hawaiian Pacific Islander and those who identify as two or more races.
Connecting kids to brighter futures is part of our DNA and a source of pride here at Hershey. Every child deserves the chance to reach their full potential.

**Priority Goals**

50M
children globally supported through education, nutrition, and social and emotional well-being (by 2025)\(^1\)

100,000
children take Heartwarming actions and impact their communities (by 2025)\(^2\)

**Progress**

26.2M children
On Track

208,257 children
Achieved

**Programs**

- Continue to strengthen our relationship with Milton Hershey School on career preparation and pathways to employment
- Help kids and teens build critical social and emotional skills and celebrate the power of connection through The Heartwarming Project
- Support a range of organizations and programs that advance children’s education, nutrition, and youth development in the communities where we operate

1 More than 26.2 million children were supported, cumulatively from January 1, 2020 to December 31, 2022.
2 More than 208,200 children took action and impacted their communities, cumulatively from January 1, 2020 to December 31, 2022.

Hershey employees take great pride in living our value of Making a Difference. We all carry on Milton Hershey’s legacy of kindness, support and showing up for our communities.

**Priority Goals**

$105M
donated in cash and products to community partners focused on education, community economic development, inclusive communities and health and human services where we live and work (by 2025)\(^3\)

**Progress**

$73.5M
On Track

**Programs**

- Create connections between employees and communities through skills-based and hands-on volunteerism and fundraising efforts
- Support basic needs, education and workforce development, and advance inclusive community economic development via grants, contributions and partnerships
- Combat child hunger and food insecurity in the U.S. through support of Feeding America and many local food banks, and through support of Partners in Food Solutions in sub-Saharan Africa

3 Hershey donated nearly $73.5 million in cash and products cumulatively from January 1, 2020 to December 31, 2022.
Sustainability In Action

Cocoa: Accelerating Cocoa Farmer Incomes

Poverty in cocoa-growing communities is the result of many factors including limited access to credit, weak pricing negotiating power, overreliance on cocoa for income, aging plant stock, lack of business tools, social imbalances and illiteracy. These factors can perpetuate the cycle of poverty and exacerbate the existence of child labor and deforestation in these communities. Our aim is to assist cocoa farmers’ transition out of poverty through research-based programs.

In 2021, Hershey implemented an impact assessment methodology with Ipsos that included capturing data on farmer and household income. We are now using these findings to measure the efficacy of our programs in addressing farmer livelihoods, including improving income, and informing our work in premiums, income diversification, and village savings and loan associations (VSLAs). Most significantly, this research shaped the development of our new Income Accelerator, launched in Côte d'Ivoire in 2023 following consultations with the Ivorian government, farmer groups and other local and international partners.

→ Learn more on page 30 of our 2022 ESG Report.

Environment: Boosting Energy Efficiency

Our efforts to increase energy efficiency, especially in the use of electricity and natural gas, is a core part of our GHG emissions reduction plan. We are investing in reporting systems that provide real-time utility data for electricity, natural gas and water at each of our faculties globally, and expect these actions to reduce our energy intensity by approximately 10% over the next five years. We are also incorporating sustainability into our design requirements and including energy efficiency as a required consideration in future choices for new production lines and equipment change outs. We continue our actions to limit and, when possible, remove carbon-intensive fuels, such as coal, at our facilities. In 2022, we transitioned from coal to rice husks as biofuel within our India plant.

→ Learn more on page 67 of our 2022 ESG Report.

Responsible Sourcing: Collaborating with Dairy Farms

In 2022, we continued to collaborate with Land O'Lakes, our highest-volume dairy supplier and strategic partner, and the Alliance for the Chesapeake Bay on our three-year pilot program, Sustainable Dairy PA. Now in its second year, this program aims to reduce GHG emissions and protect water quality across dairy farms in our Pennsylvania supply chain. Hershey is providing funding to support the implementation of riparian forest buffers and other efforts to enhance conservation on our supplying farms. Our work in 2022 included planting twelve acres of riparian buffer — that’s over 3,000 trees — and almost a mile of stream coverage and fencing, among other projects. This will prevent over 700,000 pounds of sediment, 850 pounds of phosphorous and almost 4,000 pounds of nitrogen from entering waterways feeding the Chesapeake Bay annually.

→ Learn more on page 55 of our 2022 ESG Report.

People: Hershey Says “Hola” to Hispanic Workers

Through the Say Hola project, we launched our first bilingual manufacturing plant in Hazleton, Pennsylvania. We’re proud that today both Spanish- and English-speaking employees work seamlessly side-by-side in a bilingual environment to create the goodness inside. The Hazleton plant employs more than 150 Spanish-speaking employees and our workplace reflects the communities in which our colleagues live. In the past 20 years, Hazleton’s Hispanic population has grown from 5% to more than 60%.

Among other changes at the plant, we now conduct training in both English and Spanish and feature all signs, labels and forms in both languages. Bilingual employees and resources are available on the plant floor to help with communication, and workers can use a toll-free phone number for translation assistance on a 24/7 basis.

→ Learn more on page 97 of our 2022 ESG Report.