

The Goodness Inside

2022 UNGPRF Report



2022 UN Guiding Principles Reporting Framework (UNGPRF) Report

Section of Framework/Reporting Principle

POLIC		
A1	What does the company say publicly about its commitment to	Hershey 2022 ESG Report:
~	respect human rights?	Cocoa, pages 24-41
		Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		See also:
		2022 Form 10-K, page 21 2023 Prove Statement The Hambert Commence and Visiting manage 12-14
		2023 Proxy Statement: The Hershey Company Purpose and Values, pages 12-16
		• <u>Cocoa For Good</u>
		<u>Code of Conduct</u>
		• Environmental Policy
		Hershey's Commitment to Human Rights
		Human Rights Due Diligence
		Human Rights Policy
		Living Wage & Income Position Statement
		<u>No Deforestation Policy</u>
		<u>Responsible Palm Oil Sourcing Policy</u>
		<u>Responsible Pulp & Paper Sourcing Policy</u>
		<u>Responsible Recruiting & Employment Policy</u>
		Statement Against Slavery & Human Trafficking
		Supplier Code of Conduct
A1.1	How has the public commitment been developed?	Hershey 2022 ESG Report:
		Our People: Safety First, page 92
		Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		Cocoa: Cocoa For Good, pages 25-26
		See also:
		Hershey's Commitment to Human Rights
		Human Rights Due Diligence
		• Human Rights Policy
		Responsible Recruiting & Employment Policy
		Statement Against Slavery & Human Trafficking
		Supplier Code of Conduct
A1.2	Whose human rights does the public commitment address?	Hershey 2022 ESG Report:
		• Cocoa, pages 24-41
		Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		Responsible Sourcing and Human Rights: Responsible Sourcing, page 51
		Responsible Sourcing and Human Rights: Responsible Sourcing Supplier Program (Supplier Program) (data), page 60
		Responsible Sourcing and Human Rights: Responsible Recruitment and Employment, pages 48-49
		See also:
		• Cocoa For Good
		Code of Conduct
		Human Rights Due Diligence
		• Human Rights Policy
		Living Wage & Income Position Statement
		No Deforestation Policy
		Responsible Palm Oil Sourcing Policy
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	ion of Framework/Reporting Principle	2022 Hershey Response
POLIC	YCOMMITMENT	
A1.3	How is the public commitment disseminated?	Hershey 2022 ESG Report: • Cocca, pages 24-41 • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 See also: • 2023 Proxy Statement: The Hershey Company Purpose and Values, pages 12-16 • Cocca For Good • Code of Conduct • Human Rights Due Diligence • Human Rights Policy • Living Wage & Income Position Statement • No Deforestation Policy • Qur Human Rights Progress • Responsible Palm Oil Sourcing Policy • Responsible Policy & Paper Sourcing Policy • Responsible Policy & Paper Sourcing Policy • Responsible Policy & Paper Sourcing Policy • Responsible Sourcing Supplier Program • Statement Against Slavery & Human Trafficking • Supplier Code of Conduct As part of the verification programs/production of sustainable cocca, farmer groups in our cocca supply chain undergo training with dedicated sessions on human rights that focus specifically on eliminating child labor, the worst forms of child labor (WFCL), forced labor and worker conditions – all key elements
		of our Human Rights commitments and expectations. Each year, the number of farmers trained on child labor is tracked. In the new Rainforest Alliance/UTZ standard, the Assess and Address system requires the certificate holder to set up an internal committee that manages me In some cocoa communities, additional information and training sessions are held to educate, sensitize and bring awareness to community members on these Child Protection Committees that have been set up in some cocoa communities are also trained on child labor, WFCL, forced labor, etc. and support monito Additionally, other groups such as Village Savings and Loans Associations (VSLAs) are often established with majority female engagement. They create addit The CocoaLink mobile app features customized software that delivers gamified cocoa farming content to young and smartphone-empowered cocoa farmers and outputs.
EMBE	DDING RESPECT FOR HUMAN RIGHTS	
A2	How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?	Hershey 2022 ESG Report: • Cocca: Improving Children's Well-being, page 34 • Our Company: Our ESG Governance, pages 12-14 • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 See also: • 2022 Form 10-K, page 21 • 2023 Proxy Statement: The Hershey Company Purpose and Values, pages 12-16 • Human Rights Policy • Palm Oil Grievance Log • Palm Oil Grievance Process • Responsible Recruiting & Employment Policy • Statement Against Slavery & Human Trafficking • Supplier Code of Conduct
A2.1	How is day-to-day responsibility for human rights performance organized within the company, and why?	Hershey 2022 ESG Report: • Our Company: Our ESG Governance, pages 12-14 See also: • Hershey's Commitment to Human Rights • Human Rights Policy • Priority Ingredients and Raw Materials • Responsible Sourcing • Responsible Sourcing Supplier Program

- <u>Responsible Sourcing Supplier Program</u>
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monitoring and remediation; these committees are trained on all relevant issues as well.

ese issues. These sessions are held in-person and for groups of farmers and community members. itoring and sensitization activities.

ditional awareness and support children's education and child protection.

ers to provide access to capacity-building information resources that help improve productivity

Section	on of Framework/Reporting Principle	2022 Hershey Response
A2.2	What kinds of human rights issues are discussed by senior management and by the Board, and why?	Hershey 2022 ESG Report: • Our Company: Our ESG Governance, pages 12-14 • Our People: Safety First, page 92
		Cocoa: Eliminating Child Labor, pages 32-33
		 Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		See also:
		• <u>2022 Form 10K</u> , page 21
		 2023 Proxy Statement: The Hershey Company Purpose and Values, pages 12-16
		• Hershey's Commitment to Human Rights
		• Human Rights Policy
		Statement Against Slavery & Human Trafficking
A2.3	How are employees and contract workers made aware of the ways	
	in which respect for human rights should inform their decisions and actions?	Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		Responsible Sourcing and Human Rights: Taking Actions on Human Rights, pages 45-47
		See also: • Code of Conduct
		Human Rights Policy
		Human Rights Progress
		Responsible Recruiting & Employment Policy
		<u>Statement Against Slavery & Human Trafficking</u>
		Supplier Code of Conduct
A2.4	How does the company make clear in its business relationships	Hershey 2022 ESG Report:
	the importance it places on respect for human rights?	• Cocoa, pages 24-41
		 Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		Responsible Sourcing and Human Rights: Responsible Sourcing, page 51
		Responsible Sourcing and Human Rights: Responsible Sourcing Supplier Program (Supplier Program) (data), page 60
		See also:
		<u>Cocoa For Good</u> Cocoa Sourcing
		Embedding Responsible Recruitment and Employment
		Hershey's Commitment to Human Rights
		Human Rights Due Diligence
		Human Rights Policy
		Palm Oil Sourcing
		<u>Responsible Sourcing Supplier Program</u>
		<u>Statement Against Slavery & Human Trafficking</u>
		Supplier Code of Conduct
A2.5	What lessons has the company learned during the reporting	Hershey 2022 ESG Report:
	period about achieving respect for human rights, and what has changed as a result?	Our People, pages 90-109
		Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		See also:
		Human Rights Policy
		Human Rights Progress Statement Against Slavery & Human Trafficking
	MENT OF SALIENT ISSUES	
B1	Statement of salient issues: State the salient human rights issues associated with the company's activities and business relationships during the reporting period.	Hershey 2022 ESG Report:
		 Cocoa, pages 24-41 Making Good for our Future: Double Materiality, page 7
		 Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		Material Issue Definitions, pages 132-133
		Salient Human Rights Issues Definitions, page 134
		See also:
		Hershey's Commitment to Human Rights
		Human Rights Policy
		Supplier Code of Conduct

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B2	Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.	Hershey 2022 ESG Report: • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 • Responsible Sourcing and Human Rights: Maintaining Focus on Our Most Salient Human Rights, page 44 • Salient Human Rights Issues Definitions, page 134 See also: • <u>Hershey's Commitment to Human Rights</u> • Human Rights Due Diligence
		• Human Rights Policy
		Joining Forces to Protect Human Rights
		Statement Against Slavery & Human Trafficking
B3	Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	Hershey 2022 ESG Report: • Cocoa, pages 24-41 • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 • Responsible Sourcing and Human Rights: Our Progress, pages 58-63 • Responsible Sourcing and Human Rights: Responsible Sourcing, page 51 See also: • Hershey's Commitment to Human Rights • Priority Ingredients and Raw Materials • Responsible Sourcing Supplier Program
		• Statement Against Slavery & Human Trafficking
Β4	Additional severe impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.	 Hershey 2022 ESG Report: Cocoa, pages 24-41 Our Company: Our ESG Governance, pages 12-14 Our People: DEI is Good Business, page 96 Our People: Safety First, page 92 Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 Responsible Sourcing and Human Rights: 2022 Non-compliance issues by category (data), page 62 Responsible Sourcing and Human Rights: Supplier Program Audit Results (data), page 61
SPECIF		
CI	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	Hershey 2022 ESG Report: • Cocca: Goodness Inside Starts With Accountability, pages 27-28 • Our People: DEI is Good Business, page 96 • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 See also: • Code of Conduct • Empowered by Pathways: Embarking on an Equitable Future Together • Environmental Policy • Equal Employment Opportunity (EEO) Policy • Equal Employment Opportunity (EEO) Policy • Fostering Diversity, Equity and Inclusion • Health and Safety • Human Rights Policy • Living Wage & Income Position Statement • No Deforestation Policy • Responsible Palm Oil Sourcing Policy • Responsible Palm Oil Sourcing Policy • Responsible Recruiting & Employment Policy • Statement Against Slavery & Human Trafficking • Supplier Code of Conduct

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• Our People: Safety First, page 92 • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 • Responsible Sourcing and Human Rights: Responsible Sourcing, page 51 • Youth, pages 110-116 See also: • 2022 CGR II Index: 2-28 • Cocas For Good • No Deforestation Policy • Palm Oil Grievance Log • Statement Against Slavery & Human Trafficking C2.3 During the reporting period, how have the views of stakeholders • Coccoa: Cocco For Good, pages 25-26 • Our People: DEI is Good Business, page 96 • Responsible Sourcing and Human Rights: Human Rights: Across Our Value Chain, page 43 • Responsible Sourcing and Human Rights: Human Rights: Across Our Value Chain, page 43			
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and/or its approach to addressing it? • Our People: DEI is Good Business, page 96 • Our People: DEI is Good Business, page 96 • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 • Responsible Sourcing and Human Rights: Responsible Sourcing, page 51 See also: • Human Rights Policy • Human Rights Policy	C2.3		
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See also: • <u>Human Rights Policy</u>			
• Human Rights Policy			
• Statement Against Slavery & numari Trafficking			

Section of Framework/Reporting Principle **2022 Hershey Response** ASSESSING IMPACTS C3 How does the company identify any changes in the nature of Hershey 2022 ESG Report: each salient human rights issue over time? • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 • Responsible Sourcing and Human Rights: Responsible Sourcing, page 51 See also: • <u>Hershey's Commitment to Human Rights</u> • Human Rights Policy • Statement Against Slavery & Human Trafficking Hershey 2022 ESG Report: C3.1 During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what • Making Good for Our Future: Our ESG Approach and Priorities, page 8 were they? • Our People: Safety First, page 92 • Cocoa: Eliminating Child Labor, pages 32-33 • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 • Responsible Sourcing and Human Rights: Responsible Sourcing, page 51 • Responsible Sourcing and Human Rights: 2022 Non-compliance issues by category (data), page 62 See also: Palm Oil Grievance Log C3.2 Hershey 2022 ESG Report: During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they? • Cocoa: Cocoa For Good, pages 25-26 • Our People: Safety First, page 92 • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 • Responsible Sourcing and Human Rights: Responsible Sourcing, page 51 • Responsible Sourcing and Human Rights: Case Study: Standing up For Workers' Rights, page 49 • Responsible Sourcing and Human Rights: 2022 Non-compliance issues by category (data), page 62 • Responsible Sourcing and Human Rights: Supplier Program Audit Results (data), page 61 See also: • Child Labor Monitoring and Remediation System • Cocoa For Good <u>Cocoa Sourcing</u> • Health and Safety • Hershey's Commitment to Human Rights • Palm Oil Grievance Log • Statement Against Slavery & Human Trafficking INTEGRATING FINDINGS AND TAKING ACTION C4 Hershey 2022 ESG Report: How does the company integrate its findings about each salient human rights issue into its decision-making processes • Cocoa: Cocoa For Good, pages 25-26 and actions? • Environment, pages 64-89 • Our People: Safety First, page 92 • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 • Responsible Sourcing and Human Rights: Responsible Sourcing, page 51 See also: • Child Labor Monitoring and Remediation System Cocoa For Good <u>Cocoa Sourcing</u> • <u>Hershey's Commitment to Human Rights</u> • Human Rights Policy • Statement Against Slavery & Human Trafficking

C4.1	How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?	Hershey 2022 ESG Report: • Our Company: Our ESG Governance, pages 12-14 • Responsible Sourcing and Human Rights, pages 42-63 See also: • <u>Hershey's Commitment to Human Rights</u> • <u>Human Rights Due Diligence</u> • <u>Human Rights Policy</u> • <u>Statement Against Slavery & Human Trafficking</u>
C4.2	When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?	Hershey 2022 ESG Report: • Cocoa, pages 24-41 • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 • Responsible Sourcing and Human Rights: Responsible Sourcing, page 51 See also: • Palm Oil Grievance Log • Supplier Code of Conduct
C4.3	During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?	Hershey 2022 ESG Report: • Coccoa: Coccoa For Good, pages 25-26 • Environment: Acting on Climate Change, pages 65-66 • Environment: Innovating Waste Solutions, page 78 • Environment: Water Stewardship in Our Supply Chain, pages 74-75 • Making Good for Our Future: Progress Towards Our Priority Goals, page 9 • Our People: DEI is Good Business, page 96 • Our People: Safety First, page 92 • Our People: Lead Today, Create Tomorrow, page 91 • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 • Responsible Sourcing and Human Rights: Responsible Sourcing, page 51 See also: • 2023 Proxy Statement: The Hershey Company Purpose and Values, page 12 • Coccoa For Good • Statement Against Slavery & Human Trafficking
TRACK	ING PERFORMANCE	
C5	How does the company know if its efforts to address each salient human rights issue are effective in practice?	Hershey 2022 ESG Report: • Cocoa: Cocoa For Good, pages 25-26 • Making Good for Our Future: Progress Towards Our Priority Goals, page 9 • Responsible Sourcing and Human Rights: Responsible Sourcing, page 51 See also: • Child Labor Monitoring and Remediation System • Cocoa For Good • Statement Against Slavery & Human Trafficking
C5.1	What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	Hershey 2022 ESG Report: • Coccoa: Coccoa For Good, pages 25-26 • Environment: Acting on Climate Change, pages 65-66 • Environment: Innovating Waste Solutions, page 78 • Environment: Water Stewardship in Our Supply Chain, pages 74-75 • Making Good for Our Future: Progress Towards Our Priority Goals, page 9 • Our People: Safety First, page 92 • Our People: Lead Today, Create Tomorrow, page 91 • Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43 • Responsible Sourcing and Human Rights: Responsible Sourcing, page 51 See also: • Coccoa For Good • Hershey's Commitment to Human Rights • Palm Oil Grievance Log • Statement Against Slavery & Human Trafficking

<u> </u>	on of Framework/Reporting Principle	2022 Hersney Response
REMED	DIATION	
C6	How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human	 Hershey 2022 ESG Report: Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
	rights issue?	Responsible Sourcing and Human Rights: Responsible Sourcing, page 51
		 Responsible Sourcing and Human Rights: Case Study: Standing Up For Workers' Rights, page 49
		See also:
		Code of Conduct
		Human Rights Due Diligence
		• Human Rights Policy
		Statement Against Slavery & Human Trafficking
		Supplier Code of Conduct
C6.1	Through what means can the company receive complaints or	Hershey 2022 ESG Report:
	concerns related to each salient issue?	 Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		See also:
		2023 Proxy Statement: Communications with Directors, page 28
		Child Labor Monitoring and Remediation System
		Ethics & Compliance: Hershey's Concern Line
		• Human Rights Due Diligence
		<u>Palm Oil Grievance Log</u>
		<u>Statement Against Slavery & Human Trafficking</u>
C6.2	How does the company know if people feel able and empowered	Hershey 2022 ESG Report:
	to raise complaints or concerns?	• Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		 Responsible Sourcing and Human Rights: Responsible Sourcing, page 51
		See also:
		Ethics & Compliance: Hershey's Concern Line
		Palm Oil Grievance Log
		Statement Against Slavery & Human Trafficking
C6.3	How does the company process complaints and assess the	Hershey 2022 ESG Report:
	effectiveness of outcomes?	• Cocoa, pages 24-41
		 Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		 Responsible Sourcing and Human Rights: Responsible Recruitment and Employment, pages 48-49
		See also:
		<u>Ethics & Compliance: Hershey's Concern Line</u>
		<u>Palm Oil Grievance Log</u>
		Statement Against Slavery & Human Trafficking
C6.4	During the reporting period, what were the trends and patterns	Hershey 2022 ESG Report:
	in complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned?	 Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		See also:
		<u>Responsible Recruiting & Employment Policy</u>
		Statement Against Slavery & Human Trafficking
C6.5	During the reporting period, did the company provide or enable	Hershey 2022 ESG Report:
	remedy for any actual impacts related to a salient issue and, if so, what are typical or significant examples?	Cocoa: Cocoa For Good, pages 25-26
		Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 43
		Responsible Sourcing and Human Rights: Case Study: Standing Up for Workers' Rights, page 49
		See also:
		<u>Child Labor Monitoring and Remediation System</u>
		• <u>Cocoa For Good</u>
		<u>Cocoa Sourcing</u>
		<u>Responsible Sourcing Supplier Program</u> Statement Against Slavery & Human Trafficking
		<u>Statement Against Slavery & Human Trafficking</u>