



## 2023 Consolidated Index (GRI, UNGPRF)

The data in this report represents January to December 2023, unless otherwise stated. For a detailed explanation of the indicators, visit the Global Reporting Initiative (GRI) website: [globalreporting.org](https://www.globalreporting.org). This content report accompanies our 2023 ESG Report, and has been prepared in accordance with the GRI Universal Standards, following the reporting principles from GRI: Foundation 2021.

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>The organization and its reporting practices</b>	2-1	Organizational details	<p><b>Legal name:</b></p> <ul style="list-style-type: none"> <li>The Hershey Company</li> </ul> <p><b>Nature of ownership and legal form:</b></p> <ul style="list-style-type: none"> <li><a href="#">2023 Form 10-K</a>, pages 2-3</li> </ul> <p><b>Location of the headquarters:</b></p> <ul style="list-style-type: none"> <li>19 East Chocolate Avenue, Hershey, PA 17033</li> </ul> <p><b>Countries of operation:</b></p> <ul style="list-style-type: none"> <li><a href="#">2023 Form 10-K</a>, pages 2-7, Exhibit 21.1</li> </ul>	
	2-2	Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> <li><a href="#">2023 Form 10-K</a>, pages 2-5</li> </ul>	
	2-3	Reporting period, frequency and contact point	<p>Hershey 2023 ESG Report: About this Report, page 114</p> <p>For queries regarding the report, contact <a href="mailto:sustainability@hersheys.com">sustainability@hersheys.com</a>.</p>	
	2-4	Restatements of information	<p>During 2023, there have been no corrections or restatements of information given in any of our previous financial reports.</p> <p>Throughout Hershey's 2023 ESG Report, restatements due to scope and/or methodology changes have been noted with footnotes where applicable. These changes are driven by Hershey's merger and acquisition activities as well as by the increased rigor of our non-financial disclosures. Additionally, some data has been restated from past years as we expand our data-collection abilities to be more inclusive of the global scope of the company.</p>	
	2-5	External assurance	<p>Select environmental data within Hershey's 2023 ESG Report has been verified by Quantis, an independent verifier. Additional environmental and human capital data has received limited assurance by Ernst &amp; Young (EY).</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li><a href="#">EY limited assurance</a></li> <li><a href="#">Quantis Verification Letter</a></li> </ul>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>Activities and workers</b>	2-6	Activities, value chain and other business relationships	<p>We are not aware of any of our products being banned in any markets where we operate and distribute.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Our Company, pages 12-20</li> <li>• Responsible Sourcing and Human Rights, pages 37-58</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, pages 2-5; 10</li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> </ul>	
	2-7	Employees	<p>We do not have a significant portion of activities performed by workers who are not employees. The increase in global employee totals from 2021 to 2023 may be attributed to general employee population growth and mergers and acquisitions. Hershey Business Processes (HBP) team maintains and manages employee data and HR Analytics calculates these metrics.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our People: Our Progress (data), pages 95-102</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, pages 6-7</li> <li>• <a href="#">Human Rights Policy</a></li> <li>• <a href="#">Responsible Recruiting and Employment Policy</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> </ul>	
	2-8	Workers who are not employees	<p>Requirement omitted: Entire disclosure Reason for Omission: Topic not material for Hershey Explanation of Omission: We do not have a significant portion of activities performed by workers who are not employees.</p>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>Governance</b>	2-9	Governance structure and composition	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>2024 Proxy Statement: Corporate Governance, pages 17-27</li> <li>2024 Proxy Statement: Our Director Nominees, page 27</li> <li>Board of Directors</li> <li>Committees &amp; Charters</li> <li>Corporate Governance</li> </ul>	
	2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>2024 Proxy Statement: Corporate Governance—Board Composition and Criteria for Board Membership, pages 17-20</li> <li>Corporate Governance Guidelines</li> <li>Governance Committee Charter</li> </ul>	
	2-11	Chair of the highest governance body	<p>Michele Buck is the Chairman of the Board, President and Chief Executive Officer for The Hershey Company.</p> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>Our Leadership</li> </ul>	
	2-12	Role of the highest governance body in overseeing the management of impacts	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>Making Good for Our Future: Double Materiality Assessment, page 6</li> <li>Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>2023 TCFD Report</li> <li>2024 Proxy Statement: Corporate Governance—Communications with Directors, page 28</li> <li>2024 Proxy Statement: The Hershey Company Purpose and Values, page, 12 - 16</li> <li>2024 Proxy Statement: Corporate Governance—Enterprise Risk Management, page 25</li> <li>Corporate Governance Guidelines</li> <li>Hershey’s Commitment to Human Rights</li> <li>Statement Against Slavery &amp; Human Trafficking</li> </ul>	A1, A1.1, A1.3, A2, A2.1, A2.2, A2.4, B2, B3, C4.1,
	2-13	Delegation of responsibility for managing impacts	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>2024 Proxy Statement: The Hershey Company Purpose and Values – Our Shared Goodness Promise – Board Oversight of ESG, pages 12-13</li> <li>Corporate Governance</li> <li>Human Rights Policy</li> <li>Supplier Code of Conduct</li> </ul>	
	2-14	Role of the highest governance body in sustainability reporting	<p>Michele Buck and Hershey’s Board of Directors review Hershey’s ESG Report and the material topics covered therein.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>2024 Proxy Statement: The Hershey Company Purpose and Values, page 12</li> </ul>	
	2-15	Conflicts of interest	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Corporate Governance Guidelines</li> <li>Related Person Transaction Policy</li> <li>Supplier Code of Conduct</li> </ul>	A1, A1.2, A2.3, C6

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>Governance</b>	2-16	Communication of critical concerns	<p>In 2023, Hershey recorded two cases that were deemed “critical.”</p> <p>Any “critical” concerns are reported to the Ethical Business Practices Committee (EBPC) and the Audit Committee pursuant to our policies and procedures.</p> <p>Compliance concerns are reported through various channels, including but not limited to: Hershey’s Concern Line, business partners, Human Resources (HR), Ethics &amp; Compliance. All concerns are managed and followed closely by the Ethics &amp; Compliance department. Hershey applies severity codes to cases depending on certain parameters such as violation, potential fines and/or involvement of senior leaders. Critical concerns (red) and significant concerns (orange) are reported to the EBPC and Audit Committee for visibility. Issues reported to the Concern Line cover a wide array of topics, including conflicts of interest, general labor practices, employment-related concerns, potential fraud, security and requests for general advice.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our Company: Our ESG Governance, page 10</li> <li>• Our People: Union Engagement, page 86</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2024 Proxy Statement: Corporate Governance—Communications with Directors</a>, page 28</li> <li>• <a href="#">Ethics &amp; Compliance: Hershey’s Concern Line</a></li> </ul>	C6.1, C6.2, C6.3
	2-17	Collective knowledge of the highest governance body	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our Company: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Corporate Governance Guidelines</a></li> </ul>	
	2-18	Evaluation of the performance of the highest governance body	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our Company: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Corporate Governance Guidelines</a></li> </ul>	
	2-19	Remuneration policies	<ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, page 101</li> <li>• <a href="#">2024 Proxy Statement: Compensation Discussion and Analysis</a>, pages 47-61</li> <li>• <a href="#">Corporate Governance Guidelines</a></li> <li>• <a href="#">Living Wage &amp; Income Position Statement</a></li> </ul>	
	2-20	Process to determine remuneration	<ul style="list-style-type: none"> <li>• <a href="#">2024 Proxy Statement: Compensation Discussion and Analysis—Setting Compensation</a>, page 54</li> </ul>	
	2-21	Annual total compensation ratio	<ul style="list-style-type: none"> <li>• <a href="#">2024 Proxy Statement: CEO Pay Ratio Disclosure</a>, page 78</li> <li>• <a href="#">2024 Proxy Statement: Compensation Discussion and Analysis</a>, pages 47-61</li> </ul> <p>Requirement omitted: b.</p> <p>Reason for Omission: Information unavailable</p> <p>Explanation of Omission: the percentage increase in annual total compensation for the organization’s highest-paid individual to the median percentage increase in annual total compensation for all employees is not currently tracked.</p>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
Strategy, policies and practices	2-22	Statement on sustainable development strategy	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future: A Message From Our CEO, page 4</li> <li>• Making Good for Our Future: A Message From Our CSO, page 5</li> <li>• Making Good for Our Future: Our ESG Approach and Priorities, page 7</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental Policy Statement</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	A1
	2-23	Policy commitments	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our Company, pages 12-20</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2024 Proxy Statement: Corporate Governance – Enterprise Risk Management</a>, page 25</li> <li>• <a href="#">2024 Proxy Statement: The Hershey Company Purpose and Values</a>, page 12</li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Deforestation and Conversion-Free Policy</a></li> <li>• <a href="#">Environmental Policy</a></li> <li>• <a href="#">Hershey policies</a></li> <li>• <a href="#">Human Rights Policy</a></li> <li>• <a href="#">Living Wage and Income Position Statement</a></li> <li>• <a href="#">Responsible Recruiting &amp; Employment Policy</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	C4.3
	2-24	Embedding policy commitments	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 38</li> <li>• Responsible Sourcing and Human Rights: Concentrating on Our Most Salient Human Rights, page 39</li> <li>• Responsible Sourcing and Human Rights: Responsible Recruitment and Employment, page 43</li> <li>• Responsible Sourcing and Human Rights: Responsible Recruitment Program (data), page 54</li> <li>• Responsible Sourcing and Human Rights: Responsible Sourcing Supplier Program (Supplier Program) (data), page 55</li> <li>• Responsible Sourcing and Human Rights: Action on Human Rights, pages 40-42</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Hershey policies</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> </ul>	A1.1, A1.2, A1.3, A2, A2.2, A2.3, A2.4, A2.5, B1, B2, B3, C1.1, C2.2, C3.2, C6, C6.3, C6.5
	2-25	Processes to remediate negative impacts	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 38</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Statement Against Modern Slavery &amp; Trafficking</a></li> </ul>	
	2-26	Mechanisms for seeking advice and raising concerns	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Responsible Sourcing and Human Rights: Grievance Mechanisms and Access to Remedy, page 42</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Corporate Governance</a></li> <li>• <a href="#">Ethics &amp; Compliance: Hershey’s Concern Line</a></li> <li>• <a href="#">Palm Oil Grievance Procedure</a></li> <li>• <a href="#">Procedures For Submission And Handling Of Complaints Regarding Compliance Matters</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Statement Against Modern Slavery &amp; Trafficking</a></li> </ul>	
	2-27	Compliance with laws and regulations	During calendar year 2023, The Hershey Company did not have material fines or non-monetary sanctions for noncompliance with laws and/or regulations in the environmental, social, and economic area.	
	2-28	Membership associations	<p>Hershey engages with many different initiatives/organizations where we are also members.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa Partners, pages 24-25</li> <li>• Making Good for Our Future: Stakeholder Engagement and Select Memberships and Partnerships, page 9</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Living Wage and Income Position Statement</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> </ul>	C2.2,

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>Stakeholder engagement</b>	2-29	Approach to stakeholder engagement	<p>Our key stakeholder groups include:</p> <ul style="list-style-type: none"> <li>• Communities where we operate</li> <li>• Consumers</li> <li>• Employees</li> <li>• Farmers</li> <li>• Government and policymakers</li> <li>• Investors</li> <li>• Non-governmental organizations</li> <li>• Retailers</li> <li>• Suppliers and other business partners</li> </ul> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa Partners, page 24-25</li> <li>• Making Good for Our Future: Stakeholder Engagement and Select Memberships and Partnerships, page 9</li> <li>• Making Good for Our Future: Double Materiality Assessment, page 6</li> <li>• Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 38</li> <li>• Responsible Sourcing and Human Rights: Responsible Sourcing, page 45</li> <li>• Responsible Sourcing and Human Rights: Responsible Recruitment Program (data), page 54</li> <li>• Responsible Sourcing and Human Rights: Responsible Recruitment and Employment, page 43</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2024 Proxy Statement</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> </ul>	
	2-30	Collective bargaining agreements	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our People: Employee Well-being and Development, pages 85-86</li> <li>• Responsible Sourcing and Human Rights: 2023 Non-compliance issues by category (data), page 57</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, page 6</li> </ul>	
<b>MATERIAL TOPICS</b>				
<b>Disclosures on Material Topics 2021</b>	3-1	Process to determine material topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future: Double Materiality Assessment, page 6</li> </ul>	
	3-2	List of material topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future: Double Materiality Assessment, page 6</li> <li>• Material Issue Definitions, pages 115-116</li> </ul>	B1, B2,

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>ECONOMIC PERFORMANCE</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, pages 24-25</li> <li>• <a href="#">Corporate Governance Guidelines</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> </ul>	
<b>GRI 201: Economic Performance 2016</b>	201-1	Direct economic value generated and distributed	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our Company: Financial Performance (data), page 19</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, pages 25-35</li> </ul>	
	201-2	Financial implications and other risks and opportunities due to climate change	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment, pages 59-82</li> <li>• Making Good for Our Future, pages 3-11</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 TCFD Report</a></li> <li>• <a href="#">Environmental Policy</a></li> </ul>	
	201-3	Defined benefit plan obligations and other retirement plans	<p>a) Estimated value of U.S. qualified plan liabilities as of December 31, 2023: \$738 million.</p> <p>b) The Hershey Company has a Master Retirement Plan Trust that holds the investment funds for our Pension Plan.</p> <p>i. As of December 31, 2023, the U.S. qualified plans had a 106% funded status.</p> <p>ii. This is based on actuarial valuation reports used to support Hershey's 2023 Form 10-K filing for fiscal year ending December 31, 2023.</p> <p>c) Hershey's pension plan is funded entirely via employer contributions. Employee contributions are not required.</p> <p>d) Hershey's pension plan is closed to new hires, but eligible participants continue to accrue benefits.</p> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, pages 40-42</li> <li>• <a href="#">Hershey Careers: Benefits</a></li> </ul>	
	201-4	Financial assistance received from government	<p>In 2023, the company received \$1,102,200 in grants and incentives. The Hershey Company is a publicly traded company on the NYSE, and as such, may have governmental entities (e.g. pension funds, state-owned banks) as investors/ shareholders in the ordinary course of business.</p> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, page 79</li> </ul>	
<b>MARKET PRESENCE</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, pages 2-7; 20-106</li> <li>• <a href="#">Corporate Governance Guidelines</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> </ul>	A1, A1.2, A1.3, A2, A2.1, A2.2, A2.3,
<b>GRI 204: Procurement Practices 2016</b>	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<p>Requirement omitted: Entire disclosure Reason for Omission: Information unavailable Explanation of Omission: Hershey does not currently monitor or report on employee wages relative to local minimum wage, and there is no established timeline to do so.</p>	
	202-2	Proportion of senior management hired from the local community	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our People: U.S. Workforce by Hershey Internal Job Category (data), page 97</li> </ul>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>INDIRECT ECONOMIC IMPACTS</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<b>Hershey 2023 ESG Report:</b> <ul style="list-style-type: none"> <li>• Cocoa, pages 21-36</li> <li>• Community, pages 108-113</li> <li>• Environment, pages 59-82</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Responsible Sourcing and Human Rights, pages 37-58</li> </ul>	A1.2, A1.3, A2.4, B3, B4, C6.3
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1	Infrastructure investments and services supported	<b>Hershey 2023 ESG Report:</b> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Community, pages 108-113</li> </ul>	A1, A1.1, A1.2, A1.3, C2.2,
	203-2	Significant indirect economic impacts	<b>Hershey 2023 ESG Report:</b> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Community, pages 108-113</li> <li>• Youth, pages 103-107</li> </ul>	
<b>PROCUREMENT PRACTICES</b>				
<b>MATERIAL TOPIC: RESPONSIBLE SOURCING</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<b>Hershey 2023 ESG Report:</b> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Cocoa: Children’s Well-being, pages 28-31</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Responsible Sourcing and Human Rights, pages 37-58</li> </ul> <b>See also:</b> <ul style="list-style-type: none"> <li>• <a href="#">Cocoa</a></li> <li>• <a href="#">Cocoa For Good</a></li> <li>• <a href="#">Cocoa Sourcing</a></li> <li>• <a href="#">Deforestation and Conversion-Free Policy</a></li> <li>• <a href="#">Human Rights Policy</a></li> <li>• <a href="#">Human Rights Progress</a></li> <li>• <a href="#">Living Wage &amp; Income Position Statement</a></li> <li>• <a href="#">Our Human Rights Progress</a></li> <li>• <a href="#">Our Shared Goodness Promise</a></li> <li>• <a href="#">Priority Ingredients and Raw Materials</a></li> <li>• <a href="#">Responsible Recruiting &amp; Employment Policy</a></li> <li>• <a href="#">Responsible Sourcing</a></li> <li>• <a href="#">Responsible Sourcing Supplier Program</a></li> <li>• <a href="#">Statement Against Slavery and Human Trafficking</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	A1, A1.1, A1.2, A1.3, A2, A2.1, A2.2, A2.3, A2.4, A2.5, B1, B2, B3, C1, C2, C2.2, C2.3, C3, C3.1, C3.2, C4, C4.1, C4.3, C5, C5.1, C6, C6.5
<b>ANTI-CORRUPTION</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<b>Hershey 2023 ESG Report:</b> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, pages 10</li> </ul> <b>See also:</b> <ul style="list-style-type: none"> <li>• <a href="#">Audit Committee Charter</a></li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Ethics &amp; Compliance: Hershey’s Concern Line</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>ANTI-COMPETITIVE BEHAVIOR</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p>Our Chief Counsel for Antitrust, our Global Trade and Customs Compliance and our Ethics &amp; Compliance departments are responsible for overseeing our management approach.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Procedures For Submission And Handling Of Complaints Regarding Compliance Matters</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	
<b>GRI 206: Anti-Competitive Behavior 2016</b>	206-1	Legal actions for anti- competitive behavior, anti- trust, and monopoly practices	No instances of material noncompliance with regulations concerning antitrust occurred in 2023.	
<b>MATERIALS</b>				
<b>MATERIAL TOPIC: PACKAGING AND END-OF-LIFE</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Action on Climate Change, pages 60</li> <li>• Environment: Making Progress on Packaging, page 71</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Responsible Sourcing and Human Rights: Pulp and Paper, page 52</li> </ul>	
<b>GRI 301: Materials 2016</b>	301-1	Materials used by weight or volume	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Packaging (data), page 77</li> </ul>	
	301-2	Recycled input materials used	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Packaging (data), page 77</li> <li>• Making Good for Our Future: Progress Towards Our Priority Goals, page 8</li> </ul> <p>Requirement omitted: Entire disclosure outside of North America. Reason for Omission: Information unavailable Explanation of Omission: Recycled input materials are not currently tracked outside of North America. There are no specific plans to report these data.</p>	
	301-3	Reclaimed products and their packaging material	Hershey does not currently reclaim products or packaging.	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>ENERGY</b>				
<b>MATERIAL TOPIC: ENERGY MANAGEMENT</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Action on Climate Change, page 60</li> <li>• Making Good for Our Future: Double Materiality Assessment, page 6</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 TCFD Report</a></li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Environmental Policy</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	
<b>GRI 302: Energy 2016</b>	302-1	Energy consumption within the organization	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Electricity Mix (data), page 76</li> <li>• Environment: Energy Consumption (data), page 76</li> <li>• Environment: Reducing Emissions in Our Operations, page 63</li> </ul>	
	302-2	Energy consumption outside of the organization	<p>While energy conservation is part of Hershey’s climate action strategy, greenhouse gas (GHG) emissions are the most meaningful indicator for Hershey, and are the metric used. The CO2 equivalent of energy consumption outside of the organization is calculated and accounted for in our GHG footprint as part of our Scope 3 (value chain) emissions data.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: GHG Emissions - Scope 3 (data), page 75</li> </ul>	
	302-3	Energy intensity	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Energy Consumption (data), page 76</li> </ul>	
	302-4	Reduction of energy consumption	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Electricity Mix (data), page 76</li> <li>• Environment: Energy Consumption (data), page 76</li> <li>• Environment: Reducing Emissions in Our Operations, page 63</li> </ul>	
	302-5	Reductions in energy requirements of products and services	<p>Requirement omitted: entire disclosure. Reason for Omission: disclosure non applicable. Explanation of Omission: This disclosure is not applicable to Hershey as we do not sell any products or services involving energy requirements.</p>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>WATER AND EFFLUENTS</b> MATERIAL TOPIC: WATER USE				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Water: An Invaluable Resource, pages 67-68</li> <li>• Environment: Water Impact (data), page 78</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental Policy</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	
<b>GRI 303: Water and Effluents 2018</b>	303-1	Interactions with water as a shared resource	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Water: An Invaluable Resource, pages 67-68</li> <li>• Environment: Water Impact (data), page 78</li> </ul>	
	303-2	Management of water discharge-related impacts	We comply with the water quality standards for the quality of effluent discharge established by law for each location in which Hershey operates. The profile of the receiving water body is considered to the extent required by local laws.	
	303-3	Water withdrawal	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Water: An Invaluable Resource, pages 67-68</li> <li>• Environment: Water Impact (data), page 78</li> </ul>	
	303-4	Water discharge	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Water: An Invaluable Resource, pages 67-68</li> <li>• Environment: Water Impact (data), page 78</li> </ul>	
	303-5	Water consumption	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Water: An Invaluable Resource, pages 67-68</li> <li>• Environment: Water Impact (data), page 78</li> </ul>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>BIODIVERSITY</b>				
<b>MATERIAL TOPICS: BIODIVERSITY; DEFORESTATION</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Cocoa: Creating a More Resilient Supply Chain, pages 32-33</li> <li>• Environment: The Significance of Biodiversity, pages 69-70</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Responsible Sourcing and Human Rights, pages 37-58</li> <li>• Responsible Sourcing and Human Rights: Sourcing Our Priority Ingredients and Materials, Palm Oil, page 51</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Cocoa &amp; Forests Initiative</a></li> <li>• <a href="#">Environmental Policy</a></li> <li>• <a href="#">Deforestation and Conversion-Free Policy</a></li> <li>• <a href="#">Responsible Palm Oil Sourcing Policy</a></li> <li>• <a href="#">Responsible Pulp and Paper Sourcing Policy</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	
<b>GRI 304: Biodiversity 2016</b>	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Biodiversity (data), page 81</li> <li>• Environment: The Significance of Biodiversity, pages 69-70</li> </ul> <p>Requirement omitted: Size of operational site.</p> <p>Reason for Omission: We consider the requests relating to size of company properties to be confidential.</p> <p>Explanation of Omission: We consider the requests relating to size of company properties to be confidential.</p>	
	304-2	Significant impacts of activities, products, and services on biodiversity	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Environment: Action on Climate Change, page 60</li> <li>• Environment: The Significance of Biodiversity, pages 69-70</li> <li>• Responsible Sourcing and Human Rights: Responsible Sourcing, page 45</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Palm Oil Grievance Log</a></li> </ul>	
	304-3	Habitats protected or restored	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Environment: The Significance of Biodiversity, pages 69-70</li> <li>• Responsible Sourcing and Human Rights: Sourcing Our Priority Ingredients and Materials, Palm Oil, page 51</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Deforestation and Conversion-Free Policy</a></li> </ul>	
	304-4	IUCN Red List species and 2016 national conservation list species with habitats in areas affected by operations	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: IUCN Red List Species (data), page 82</li> <li>• Environment: The Significance of Biodiversity, pages 69-70</li> </ul>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>EMISSIONS</b>				
<b>MATERIAL TOPICS: GHG EMISSIONS AND CLIMATE CHANGE</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p>Accountability for ESG and sustainability at the management level resides with our Chief Sustainability Officer, who reports to our Chief Supply Chain Officer.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Action on Climate Change, page 60</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 TCFD Report</a></li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Environmental Policy</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Action on Climate Change, page 60</li> <li>• Environment: GHG Emissions (data), page 74</li> </ul>	
	305-2	Energy indirect (Scope 2) GHG emissions	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Action on Climate Change, page 60</li> <li>• Environment: GHG Emissions (data), page 74</li> </ul>	
	305-3	Other indirect (Scope 3) GHG emissions	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Action on Climate Change, page 60</li> <li>• Environment: GHG Emissions (data), page 74</li> </ul>	
	305-4	GHG emissions intensity	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Action on Climate Change, page 60</li> <li>• Environment: GHG Emissions (data), page 74</li> </ul>	
	305-5	Reduction of GHG emissions	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Action on Climate Change, page 60</li> <li>• Environment: GHG Emissions (data), page 74</li> </ul>	
	305-6	Emissions of ozone-depleting substances (ODS)	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Air Quality (data), page 77</li> </ul>	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Air Quality (data), page 77</li> </ul>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>EFFLUENTS AND WASTE</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: Action on Climate Change, page 60</li> <li>• Environment: New Solutions for Waste, page 72</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Environmental Policy</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	C4.3, C5.1
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	No impact generated by any significant actual or potential waste-related impacts. Our sites manage the waste generated according to local regulations.	
	306-2	Management of significant waste-related impacts	<p>Our sites manage the waste generated according to local regulations.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: New Solutions for Waste, page 72</li> </ul>	
	306-3	Waste generated	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: New Solutions for Waste, page 72</li> <li>• Environment: Waste Management (data), page 80</li> </ul>	
	306-4	Waste diverted from disposal	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: New Solutions for Waste, page 72</li> <li>• Environment: Waste Management (data), page 80</li> </ul>	
	306-5	Waste directed to disposal	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Environment: New Solutions for Waste, page 72</li> <li>• Environment: Waste Management (data), page 80</li> </ul>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b> <b>MATERIAL TOPICS: RESPONSIBLE SOURCING; DEFORESTATION</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Cocoa: Creating a More Resilient Supply Chain, pages 32-33</li> <li>• Environment: Action on Climate Change, pages 60</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, pages 10</li> <li>• Responsible Sourcing and Human Rights: Responsible Sourcing, page 45</li> <li>• Responsible Sourcing and Human Rights: Sourcing Our Priority Ingredients and Materials, Palm Oil, page 51</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Cocoa</a></li> <li>• <a href="#">Environmental Policy</a></li> <li>• <a href="#">Deforestation and Conversion-Free Policy</a></li> <li>• <a href="#">Responsible Palm Oil Sourcing Policy</a></li> <li>• <a href="#">Responsible Pulp &amp; Paper Sourcing Policy</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	A1, A1.2, A1.3, A2.4, B3, C1, C2.2,
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1	New suppliers that were screened using environmental criteria	<p>Hershey uses standard contract language in its template agreements that requires suppliers to adhere to our Supplier Code of Conduct, which outlines our expectations with respect to environmental issues.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Responsible Sourcing and Human Rights: Sourcing Our Priority Ingredients and Materials, pages 48-52</li> <li>• Responsible Sourcing and Human Rights: Responsible Sourcing, page 45</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	
	308-2	Negative environmental impacts in the supply chain and actions taken	<p>We continue to enroll high-risk and high-priority suppliers into our Responsible Sourcing Supplier Program. Additionally, we engage with direct and upstream suppliers through our priority ingredients and material strategies. Assessing environmental impact are part of these programs' due diligence.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Responsible Sourcing and Human Rights: Sourcing Our Priority Ingredients and Materials, pages 48-52</li> <li>• Responsible Sourcing and Human Rights: Responsible Sourcing, page 45</li> <li>• Responsible Sourcing and Human Rights: Responsible Sourcing Supplier Program (Supplier Program) (data), page 55</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Palm Oil Grievance Log</a></li> </ul>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>EMPLOYMENT</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p>We have HR policies for each region in which we operate, which may vary based on local laws and regulations. Our HR Leadership team is responsible for reviewing all HR-related policies and our management approach regularly to ensure they provide an appropriate framework for the company and its employees on standards of behavior and other requirements consistent with Hershey's practices and local requirements.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Our People, pages 83-102</li> <li>• Responsible Sourcing and Human Rights: Living Wage and Income, page 44</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Living Wage and Income Position Statement</a></li> <li>• <a href="#">Responsible Recruitment &amp; Employment Policy</a></li> </ul>	A2.5,
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our People: Our Progress: Employee Turnover (data), page 102</li> <li>• Our People: Our Progress: New Employees Hired (data), page 101</li> </ul>	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>The benefits Hershey provides vary depending on location and are based, in part, on local requirements with which we comply. See 202-2 for our definition of significant locations of operation.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our People: Employee Well-being and Development, pages 85-86</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, page 80</li> <li>• <a href="#">Hershey Careers: Benefits</a></li> </ul>	
	401-3	Parental leave	<p>We adhere to all relevant laws and regulations for maternity and paternity leave globally. Outside of the U.S. individual instances of parental leave are monitored; however, they are not aggregated. There are no specific plans to aggregate this data.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our People: Care Systems &amp; Flexibility, page 86</li> <li>• Our People: Our Progress: Parental Leave (data), page 99</li> </ul>	
<b>LABOR/MANAGEMENT RELATIONS</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p>In our unionized environments, specific grievance procedures are documented in each of the respective collective bargaining agreements. In our non-unionized environments, similar dispute-resolution mechanisms are in place for employees. Specifically, in the United States, this includes a formal peer-review program where manufacturing employees can appeal certain employment decisions to the Plant Manager or to a panel of their peers.</p> <p>Our HR department and Legal department are responsible for evaluating the handling of labor/management relations.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Our People: Union Engagement, page 86</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, page 101</li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Corporate Governance</a></li> <li>• <a href="#">Ethics &amp; Compliance: Hershey's Concern Line</a></li> <li>• <a href="#">Hershey's Commitment to Human Rights</a></li> </ul>	
<b>402: Labor/ Management Relations 2016</b>	402-1	Minimum notice periods regarding operational changes	<p>We provide notification periods for significant changes. The exact length of time varies by the significance of the change. In unionized environments, we would meet and review with the labor representatives ahead of time.</p>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>OCCUPATIONAL HEALTH AND SAFETY</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Our People: Safety First, page 88</li> <li>• Responsible Sourcing and Human Rights: Hershey-owned Operations, page 47</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	A1.1, A1.3, A2.2, B4, C2.2, C3.1, C3.2, C4, C4.3, C5.1,
<b>TRAINING AND EDUCATION</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p>Our Chief Human Resources Officer has strategic oversight over Hershey's HR policies and talent management.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Our People: Employee Well-being and Development, pages 85-86</li> </ul>	
<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our People: Lead Today, Create Tomorrow, page 84</li> <li>• Our People: More Pathways to GROW, pages 93-94</li> <li>• Our People: Pathways to GROW (data), page 100</li> <li>• Our People: Average hours of training per year per employee (data), page 100</li> </ul>	C4.3, C5.1,
	404-2	Programs for upgrading employee skills and transition assistance programs	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our People, pages 83-102</li> <li>• Our People: Employee Well-being and Development, pages 85-86</li> <li>• Our People: More Pathways to GROW, pages 93-94</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Hershey Careers: Benefits</a></li> </ul>	
	404-3	Percentage of employees receiving regular performance and career development reviews	Salaried employees receive regular performance and career-development reviews.	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>DIVERSITY AND EQUAL OPPORTUNITY</b> <b>MATERIAL TOPIC: DIVERSITY, EQUITY, AND INCLUSION (DEI)</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Our People: Accelerating Togetherness Efforts, page 89</li> <li>• Our People: Inclusive Procurement and Supplier Diversity, page 91</li> <li>• Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 38</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, page 7</li> <li>• <a href="#">2024 Proxy Statement: The Hershey Company Purpose and Values—Our Shared Goodness Promise—Our People</a>, page 16</li> <li>• <a href="#">Board of Directors</a></li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Corporate Governance</a></li> <li>• <a href="#">Equal Employment Opportunity (EEO) Policy</a></li> <li>• <a href="#">Empowered by Pathways: Embarking on an Equitable Future Together</a></li> <li>• <a href="#">Fostering Diversity, Equity and Inclusion</a></li> <li>• <a href="#">Human Rights Policy</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Supplier Diversity Program</a></li> </ul>	B4, C1, C2.3, C4.3,
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and employee	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Our People: Our Progress, pages 95-102</li> </ul>	
	405-2	Ratio of basic salary and remuneration of women to men	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future: Progress Towards Our Priority Goals, page 8</li> <li>• Our People: Accelerating Togetherness Efforts, page 89</li> <li>• Our People: Our Progress, pages 95-102</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2024 Proxy Statement: The Hershey Company Purpose and Values—Our Shared Goodness Promise—Our People</a>, page 16</li> <li>• <a href="#">Living Wage and Income Position Statement</a></li> </ul>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>NON-DISCRIMINATION</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p>We expect all managers to maintain a safe, respectful and inclusive climate in accordance with our company values and behaviors. Managers are expected to promptly report any concerns or allegations of discrimination or harassment. Failure to do so may result in disciplinary action. All corporate employees are required to take our Discrimination and Harassment and Code of Conduct training every year. All corporate new hires complete this training during on-boarding. All corporate new hires complete this training during on-boarding. Our manufacturing employees are required to take the Code of Conduct training every other year, while certifying annually that they have read the Code of Conduct and that they understand and agree to abide by its requirements. Both trainings provide in-depth information around education and awareness of, and responsiveness to, discriminatory situations.</p> <p>We expect all employees who feel they may have experienced or witnessed discrimination to immediately report the incident(s) to their manager, another manager, HR or the Concern Line. Vendors or contractors can use the same methods for reporting. We monitor all employee issues through our compliance-reporting measures and documentation. This monitoring helps us determine any additional training or resources that may be needed.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Our Company: Ethics and Compliance, page 16</li> <li>• Making Good for Our Future: Our ESG Governance, pages 10</li> <li>• Our People: Employee Well-Being and Development, pages 85-86</li> <li>• Our People: Accelerating Togetherness Efforts, page 89</li> <li>• Responsible Sourcing and Human Rights: Sourcing Our Priority Ingredients and Materials, pages 48-52</li> <li>• Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 38</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Equal Employment Opportunity (EEO) Policy</a></li> <li>• <a href="#">Ethics &amp; Compliance: Hershey's Concern Line</a></li> <li>• <a href="#">Human Rights Policy</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	
<b>GRI 406: Non-Discrimination 2016</b>	406-1	Incidents of discrimination and corrective actions taken	<p>During 2023, in the U.S., Hershey did not have judicial or administrative determinations that it had committed any incidents of discrimination.</p> <p>At our operations in countries outside of the U.S., discrimination is treated differently under legal and cultural norms. These differences create challenges in collecting specific information to constitute a response to this disclosure. We have no record of any judicial or administrative findings of incidents of discrimination at any of our locations.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Responsible Sourcing and Human Rights: 2023 Non-compliance issues by category (data), page 57</li> <li>• Responsible Sourcing and Human Rights: Responsible Sourcing Supplier Program (Supplier Program) (data), page 55</li> <li>• Responsible Sourcing and Human Rights: Supplier Program Audit Results (data), page 56</li> </ul>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p>Our HR department and Legal department are responsible for the evaluation of the management of freedom of association and collective bargaining.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Our People: Union Engagement, page 86</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, page 6</li> <li>• <a href="#">Corporate Governance</a></li> </ul>	
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>Hershey recognizes and respects our employees' right to freedom of association and to collective bargaining within federal and local laws and regulations. In 2023, Hershey educated employees at our Stuarts Draft Plant on their rights regarding union representation as part of a union-organizing campaign.</p> <p>We maintain a Supplier Code of Conduct that sets forth our expectations of suppliers and contractors regarding key business practices, including the rights of workers to freedom of association and collective bargaining.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future: Double Materiality Assessment, page 6</li> <li>• Our People: Union Engagement, page 86</li> <li>• Responsible Sourcing and Human Rights: 2023 Non-compliance issues by category (data), page 57</li> <li>• Responsible Sourcing and Human Rights: Responsible Sourcing Supplier Program (Supplier Program) (data), page 55</li> <li>• Responsible Sourcing and Human Rights: Supplier Program Audit Results (data), page 56</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	B4, C3.2,

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>CHILD LABOR</b> MATERIAL TOPICS: CHILD LABOR; HUMAN RIGHTS (SUPPLY CHAIN)				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa, pages 21-36</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Responsible Sourcing and Human Rights, pages 37-58</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Child Labor Monitoring and Remediation System</a></li> <li>• <a href="#">Cocoa</a></li> <li>• <a href="#">Hershey's Commitment to Human Rights</a></li> <li>• <a href="#">Human Rights Policy</a></li> <li>• <a href="#">Deforestation &amp; Conversion-Free Policy</a></li> <li>• <a href="#">Living Wage and Income Position Statement</a></li> <li>• <a href="#">Palm Oil Grievance Process</a></li> <li>• <a href="#">Responsible Palm Oil Sourcing Policy</a></li> <li>• <a href="#">Responsible Pulp and Paper Sourcing Policy</a></li> <li>• <a href="#">Responsible Recruiting &amp; Employment Policy</a></li> <li>• <a href="#">Responsible Sourcing Program Guidebook</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	A2, C2, C2.1,
<b>GRI 408: Child Labor 2016</b>	408-1	Operations and suppliers at significant risk for incidents of child labor	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Progress Towards Our Priority Goals, page 8</li> <li>• Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 38</li> <li>• Responsible Sourcing and Human Rights: 2023 Non-compliance issues by category (data), page 57</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Child Labor Monitoring and Remediation System</a></li> <li>• <a href="#">Cocoa</a></li> <li>• <a href="#">Hershey's Commitment to Human Rights</a></li> <li>• <a href="#">Palm Oil Grievance Log</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> </ul>	C4.3, C5, C5.1,

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>FORCED OR COMPULSORY LABOR</b>				
<b>MATERIAL TOPIC: HUMAN RIGHTS (SUPPLY CHAIN)</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa, pages 21-36</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Responsible Sourcing and Human Rights, pages 37-58</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Child Labor Monitoring and Remediation System</a></li> <li>• <a href="#">Cocoa</a></li> <li>• <a href="#">Deforestation and Conversion-Free Policy</a></li> <li>• <a href="#">Embedding Responsible Recruitment and Employment</a></li> <li>• <a href="#">Ethics &amp; Compliance: Hershey's Concern Line</a></li> <li>• <a href="#">Hershey's Commitment to Human Rights</a></li> <li>• <a href="#">Human Rights Policy</a></li> <li>• <a href="#">Living Wage and Income Position Statement</a></li> <li>• <a href="#">Palm Oil Grievance Process</a></li> <li>• <a href="#">Palm Oil Sourcing</a></li> <li>• <a href="#">Responsible Palm Oil Sourcing Policy</a></li> <li>• <a href="#">Responsible Pulp and Paper Sourcing Policy</a></li> <li>• <a href="#">Responsible Recruiting &amp; Employment Policy</a></li> <li>• <a href="#">Responsible Sourcing Program Guidebook</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	A2.4, A2.5, B1,
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 38</li> <li>• Responsible Sourcing and Human Rights: Responsible Sourcing, page 45</li> <li>• Responsible Sourcing and Human Rights: 2023 Non-compliance issues by category (data), page 57</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Child Labor Monitoring and Remediation System</a></li> <li>• <a href="#">Cocoa</a></li> <li>• <a href="#">Hershey's Commitment to Human Rights</a></li> <li>• <a href="#">Palm Oil Grievance Log</a></li> <li>• <a href="#">Responsible Palm Oil Sourcing Policy</a></li> <li>• <a href="#">Responsible Recruiting &amp; Employment Policy</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> </ul>	B4, C1.1, C2, C2.3, C3, C3.1, C3.2, C4, C4.2, C4.3, C5, C5.1, C6, C6.1, C6.2, C6.3, C6.4, C6.5
<b>RIGHTS OF INDIGENOUS PEOPLES</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 38</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Corporate Governance</a></li> <li>• <a href="#">Deforestation and Conversion-Free Policy</a></li> <li>• <a href="#">Hershey's Commitment to Human Rights</a></li> <li>• <a href="#">Human Rights Policy</a></li> <li>• <a href="#">Responsible Palm Oil Sourcing Policy</a></li> <li>• <a href="#">Responsible Pulp and Paper Sourcing Policy</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1	Incidents of violations involving rights of indigenous peoples	<p>In 2023, The Hershey Company identified 1 palm oil grievance involving the rights of indigenous peoples.</p> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Palm Oil Grievance Log</a></li> </ul>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>HUMAN RIGHTS ASSESSMENT</b>				
<b>MATERIAL TOPICS: HUMAN RIGHTS (SUPPLY CHAIN), FARMER LIVELIHOODS</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa, pages 21-36</li> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Responsible Sourcing and Human Rights, pages 37-58</li> <li>• Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 38</li> <li>• Responsible Sourcing and Human Rights: Responsible Sourcing, page 45</li> <li>• Responsible Sourcing and Human Rights: Sourcing Our Priority Ingredients and Materials, pages 48-52</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Corporate Governance</a></li> <li>• <a href="#">Deforestation and Conversion-Free Policy</a></li> <li>• <a href="#">Ethics &amp; Compliance: Hershey's Concern Line</a></li> <li>• <a href="#">Hershey's Commitment to Human Rights</a></li> <li>• <a href="#">Human Rights Due Diligence: Mandatory Employee Training</a></li> <li>• <a href="#">Joining Forces to Protect Human Rights</a></li> <li>• <a href="#">Living Wage and Income Position Statement</a></li> <li>• <a href="#">Procedures For Submission And Handling Of Complaints Regarding Compliance Matters</a></li> <li>• <a href="#">Responsible Sourcing Supplier Program</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> <li>• <a href="#">The Hershey Company Terms</a></li> </ul>	B2, C2, C4.2,
<b>LOCAL COMMUNITIES</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Community, pages 108-113</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Responsible Sourcing and Human Rights: Responsible Sourcing, page 45</li> <li>• Youth, pages 103-107</li> </ul>	
<b>GRI 413: Local Communities 2016</b>	413-1	Operations with local community engagement, impact assessments, and development programs	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Community, pages 108-113</li> <li>• Youth, pages 103-107</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Community Impact</a></li> </ul>	C2.2,
	413-2	Operations with significant actual and potential negative impacts on local communities	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa, pages 21-36</li> <li>• Environment, pages 59-82</li> <li>• Making Good For Our Future: Our ESG Approach and Priorities, page 7</li> <li>• Responsible Sourcing and Human Rights, pages 37-58</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Palm Oil Grievance Log</a></li> </ul>	A2, C2.1, C2.2, C3.1, C4,

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>SUPPLIER SOCIAL ASSESSMENT</b>				
<b>MATERIAL TOPIC: RESPONSIBLE SOURCING; HUMAN RIGHTS (SUPPLY CHAIN)</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa: Cocoa For Good, page 22</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Responsible Sourcing and Human Rights, pages 37-58</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Human Rights Due Diligence</a></li> <li>• <a href="#">Human Rights Policy</a></li> <li>• <a href="#">Responsible Recruiting &amp; Employment Policy</a></li> <li>• <a href="#">Responsible Sourcing</a></li> <li>• <a href="#">Responsible Sourcing Supplier Program Guidebook</a></li> <li>• <a href="#">Responsible Sourcing Supplier Program</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> </ul>	A1, A1.1, A1.2, A1.3, A2.1, A2.2, A2.4, B2, C1.1, C2, C4.1, C6, C6.1
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1	New suppliers that were screened using social criteria	<p>All Hershey commercial contracts include language that requires suppliers to adhere to our Supplier Code of Conduct, which outlines our expectations with respect to social issues.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Responsible Sourcing and Human Rights, pages 37-58</li> <li>• Responsible Sourcing and Human Rights: Sourcing Our Priority Ingredients and Materials, pages 48-52</li> <li>• Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 38</li> <li>• Responsible Sourcing and Human Rights: Our Progress, pages 53-58</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Responsible Sourcing Supplier Program</a></li> <li>• <a href="#">Statement Against Slavery &amp; Human Trafficking</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> </ul>	B3, C1, C2.1, C6.5
	414-2	Negative social impacts in the supply chain and actions taken	<p>Assessing social impact is part of Hershey's Responsible Sourcing Supplier Program due diligence. In 2023, The Hershey Company identified 12 palm oil grievances involving social impacts in the supply chain.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Responsible Sourcing and Human Rights, pages 37-58</li> <li>• Responsible Sourcing and Human Rights: Sourcing Our Priority Ingredients and Materials, pages 48-52</li> <li>• Responsible Sourcing and Human Rights: Human Rights Across Our Value Chain, page 38</li> <li>• Responsible Sourcing and Human Rights: Our Progress, pages 53-58</li> <li>• Responsible Sourcing and Human Rights: 2023 Non-compliance issues by category (data), page 57</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Palm Oil Grievance Log</a></li> </ul>	
<b>PUBLIC POLICY</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Advocacy Expenditure Reports</a></li> <li>• <a href="#">Corporate Governance</a></li> <li>• <a href="#">Lobbying Disclosure Act Database</a></li> <li>• <a href="#">Political Action Committee Annual Report 2023</a></li> </ul>	
<b>GRI 415: Public Policy 2016</b>	415-1	Political contributions	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our Company: Lobbying and Transparency, page 16</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Advocacy Expenditure Reports</a></li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Political Action Committee Annual Report 2023</a></li> </ul>	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>CUSTOMER HEALTH AND SAFETY</b>				
<b>MATERIAL TOPICS: FOOD SAFETY AND QUALITY; NUTRITION AND HEALTH</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Our Company: Excellence in Food Safety, page 15</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">2023 Form 10-K</a>, pages 4-6</li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Packaging Supplier Quality Expectations Manual</a></li> <li>• <a href="#">Supplier Code of Conduct</a></li> <li>• <a href="#">Supplier Quality Expectations Manual</a></li> </ul>	
<b>GRI 416: Customer Health and Safety 2016</b>	416-1	Assessment of the health and safety impacts of product and service categories	<p>100% of our products are designed and produced under a “hazard analysis and risk-based preventive controls” approach.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our Company: Excellence in Food Safety, page 15</li> </ul>	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our Company: Food Safety (data), page 20</li> </ul>	
<b>MARKETING AND LABELING</b>				
<b>MATERIAL TOPICS: FOOD SAFETY AND QUALITY; NUTRITION AND HEALTH</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p>Our Consumer Relations department reviews and answers all consumer-related questions and concerns about the ingredients and labeling on our products. It also proactively reviews social media posts and engages with individual consumers to ensure our labeling and marketing practices align with their expectations.</p> <p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Our Company: Excellence in Food Safety, page 15</li> <li>• Our Company: Marketing Responsibly, page 18</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Children’s Food and Beverage Advertising Initiative: The Hershey Company Pledge</a></li> <li>• <a href="#">Corporate Governance</a></li> <li>• <a href="#">Hershey Frequently Asked Questions, Nutrition</a></li> <li>• <a href="#">SmartLabel™</a></li> <li>• <a href="#">The Ingredients Inside your Favorite Hershey Products</a></li> </ul>	
<b>GRI 417: Marketing and Labeling 2016</b>	417-1	Requirements for product and service information and labeling	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Our Company: Marketing Responsibly, page 18</li> <li>• Our Company: Satisfying Consumer Needs, page 14</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Hershey Position Statement on GMO Disclosures</a></li> <li>• <a href="#">Hershey Frequently Asked Questions, Nutrition</a></li> <li>• <a href="#">SmartLabel™</a></li> </ul>	
	417-2	Incidents of non-compliance concerning product and service information and labeling	In 2023, there were no material noncompliances with labeling laws or regulations.	
	417-3	Incidents of non-compliance concerning marketing communications	In 2023, there were no material noncompliances with marketing codes.	

GRI Standard	Reference	GRI Disclosure	2023 Hershey Response	UNGPRF
<b>GENERAL DISCLOSURES</b>				
<b>CUSTOMER PRIVACY</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> </ul> <p><b>See also:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Hershey Website Privacy Policy</a></li> </ul>	
<b>GRI 418: Customer Privacy 2016</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Hershey has not received any substantiated complaints concerning breaches of customer privacy.	
<b>BUSINESS OPERATIONS AND SUPPLY CHAIN RESILIENCE</b>				
<b>Disclosures on Material Topics 2021</b>	3-3	Management of Material Topics	<p><b>Hershey 2023 ESG Report:</b></p> <ul style="list-style-type: none"> <li>• Cocoa, pages 21-36</li> <li>• Environment: Action on Climate Change, page 60</li> <li>• Environment: Water: An Invaluable Resource, pages 67-68</li> <li>• Making Good for Our Future, pages 3-11</li> <li>• Making Good for Our Future: Our ESG Governance, page 10</li> <li>• Our Company: Excellence in Food Safety, page 15</li> <li>• Responsible Sourcing and Human Rights, pages 37-58</li> </ul>	