



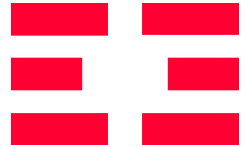
The Hershey Company (Hershey's)

Subsidiaries: Kit Kat

Locations: Pennsylvania (HQ)

Industries: Food Beverage and Tobacco

RISK LEVEL:



High Risk

DESCRIPTION:

The company is part of the Global Alliance for Responsible Media. Hershey's received criticism for featuring a transgender as part of its celebration of International Women's Day. Hershey's scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Hershey's increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Hershey's forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. America First Legal filed a letter with the EEOC requesting a civil rights investigation into Hershey's over discriminatory practices in hiring. Hershey's is a corporate partner of the Human Rights Campaign (HRC), a corporate partner of the National LGBT Chamber of Commerce, and supports the Equality Act. For these reasons, The Hershey Company receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **High Risk**

In February 2022, the Hershey Company allegedly fired employees that were unvaccinated against COVID-19 (12)(3)(4). The company received a score of 100 recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (5)(6).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

Hershey's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

Hershey's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). The

company also requires all employees to take unconscious bias trainings two times per year (3). Hershey's does not provide viewpoint protections for its employees (4). America First Legal filed a letter with the EEOC requesting a civil rights investigation into Hershey's over discriminatory practices in hiring (5)(6).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

Hershey's advocates for the Equality Act (1). On International Women's Day, Hershey's featured a trans woman in its promotion, drawing criticism (2). It has also posted blog posts on its website in support of LGBT causes (3). Hershey's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (4)(5). By doing so, the company risks dividing employees, alienating customers and harming shareholders.

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Hershey's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The Hershey Company is a member of the Global Alliance for Responsible Media and a bronze partner of the HRC (3)(4)(5)(6). Hershey has also pledged \$250,000 to the Black Lives Matter movement and related causes (7)(8). The company is also a corporate partner of the National LGBT Chamber of Commerce (9).

Uses corporate political contributions for ideological, non-business purposes.

High Risk

Hershey's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Hershey's has not used its political contributions for ideological purposes (3)(4)(5).

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