

| | A | B | C | D |
|----|------------------------------------|--|--|---|
| 1 | Category | Info name | Field type | Score |
| 2 | Company data | Company name | Hershey | D |
| 3 | | Product type (check all that apply) | Scharffen Berger Nibby Bar | |
| 4 | | Company headquarters address | 914 Heinz Ave., Berkeley, CA | |
| 5 | | Company telephone | (1)(510) 981-4050 | |
| 6 | | Company fax | (1)(510) 981-4050 | |
| 7 | | CEO name | John Scharffenberger | |
| 8 | | Staff 1 name, title | Ray Major, responsible for initiatives in cacao sustainability and social responsibility | |
| 9 | | Staff 1 telephone, fax, email | rmajor@hersheys.com | |
| 10 | | Staff 2 name, title | text | |
| 11 | | Staff 2 telephone, fax, email | text | |
| 12 | | | | |
| 13 | Section A. Corporate policies | Does the brand have a Code of Conduct? | Y / N checkbox | 1 |
| 14 | | Does the Code apply to all levels of supply chain? | Y / N checkbox | 0 |
| 15 | | Code includes FOA and collective bargaining? | Y / N checkbox | 0 |
| 16 | | Code includes abolition of forced and compulsory labor? | Y / N checkbox | 0 |
| 17 | | Code includes elimination of child labor? | Y / N checkbox | 0 |
| 18 | | Code includes elimination of discrimination? | Y / N checkbox | 1 |
| 19 | | Company link to above information. | URL | http://phx.c |
| 20 | | Are suppliers required to pay living wage? | Y / N checkbox | 0 |
| 21 | | Please give the formula or calculator that is used for living wage. | URL | |
| 22 | | Is there a public list of suppliers or factories? | Y / N checkbox | 0 |
| 23 | | Give location of the public list. | URL | |
| 24 | | Does the brand have a program to improve the social responsibility of its sourcing practices? (This does not include auditing improvements; it refers to changes in sampling, order timelines or prices to improve business practices) | Y / N checkbox | 0 |
| 25 | | IF YES, please describe the program and goals. | Textarea | |
| 26 | | Section A SUBTOTAL | | 2 |
| 27 | | | | |
| 28 | Section B. Code Implementation | Is Code of Conduct included in supplier contracts? | Y / N checkbox | 0 |
| 29 | | Does the brand have a routine monitoring program? | Y / N checkbox | 0 |
| 30 | | List the types of monitors used. | Internal staff, 3rd party, MSI, | |
| 31 | | In addition to routine monitoring, does the brand use unannounced monitoring? | Y / N checkbox | 0 |
| 32 | | Monitoring program: describe coverage of raw materials and/or vulnerable parts of the supply chain. | Textarea | |
| 33 | | Company link to above information. | URL | |
| 34 | | Does brand participate in any multi-stakeholder initiative (MSI)? | Y / N checkbox | 1 |
| 35 | | Please list the MSI. | URL | ICI,WCF |
| 36 | | Section B SUBTOTAL | | 1 |
| 37 | | | | |
| 38 | Section C. Employee empowerment | Does the supply chain include some of the following: either worker-owned cooperatives or democratically elected unions?* (see definition below) | Y / N checkbox | 0 |
| 39 | | Does the supply chain include producer cooperatives? | Y / N checkbox | 0 |

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| 40 | | List the suppliers that have worker-owned cooperatives or democratically elected unions. | Textarea | |
| 41 | | Credit for listing suppliers in response to above request. | | 0 |
| 42 | | Do any suppliers with worker-owned cooperatives or democratically elected unions have collective bargaining agreements in place? | Y / N checkbox | 0 |
| 43 | | List the suppliers where collective bargaining agreements exist. | Textarea | 0 |
| 44 | | Credit for listing suppliers in response to above request. | | 0 |
| 45 | | There are NO reports of retaliation against employees who attempted to organize. | Y / N checkbox | 1 |
| 46 | | Please list site and location and/or media reports if any. | Textarea | |
| 47 | | Are there neutrality agreements in place in some factories in the supply chain? (These pledge non-interference if employees attempt to organize.) | Y / N checkbox | 0 |
| 48 | | Is there a framework agreement between the brand and an international independent union to support the protection of freedom of association? | | 0 |
| 49 | | Do suppliers use a communication/grievance procedure involving an outside party (brand or 3rd party) and having an anonymous option? | Y / N checkbox | 0 |
| 50 | | Brand guarantees a stable price to farmers regardless of world price fluctuation | Y / N checkbox | 0 |
| 51 | | Section C SUBTOTAL | | 1 |
| 52 | | | | |
| 53 | Section D. Child Labor Response | Does company have a child labor remediation policy? (i.e., policy that includes more than dismissal of the child) | Y / N checkbox | 0 |
| 54 | | For a company in a high-risk industry (agriculture, soccer ball, any product involving homework), does the company have local partnerships in place to rehabilitate child labor when it is found? | Y / N checkbox | 0 |
| 55 | | Please list partner organizations | Textarea | |
| 56 | | When child labor is removed from the workplace, is it later verified by unannounced monitoring? | Y / N checkbox | 0 |
| 57 | | If child labor is discovered, does the employer or buyer find a way to replace the lost income to the family? | Y / N checkbox + Text | 0 |
| 58 | | Company link to above information. | URL | |
| 59 | | Brand supports at least 1 community impact project in an area of cocoa bean sourcing | Y / N checkbox | 1 |
| 60 | | Section D SUBTOTAL | | 1 |
| 61 | | | | |
| 62 | Section E. Transparency | Brand can trace cocoa inputs back to farming region | Y / N checkbox | 0 |
| 63 | | Are monitoring benchmarks / results shared publicly? | Y / N checkbox | 0 |
| 64 | | Company link to above information. | URL | |
| 65 | | Are monitoring benchmarks / results verified by an outside organization? | Y / N checkbox + text | 0 |
| 66 | | Please give name of verifier. | Textarea | |
| 67 | | Does any third party trace inputs/commodities back to point of origin? | Y / N checkbox + text | 0 |
| 68 | | Are site audit reports and corrective action plans publicly accessible? | Y / N checkbox + URL | 0 |
| 69 | | Employee access to resources on child labor and forced labor: please list specific projects, trainings, countries, nongovernmental organizations, other partners and services provided | Textarea | |
| 70 | | Does buyer share supply chain and audit information (aggregate or specific) with government ministries such as labor or justice? | Y / N checkbox | 0 |

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| 71 | | Section E SUBTOTAL | | 0 |
| 72 | | | | |
| 73 | | TOTAL - ALL SECTIONS | | 5 |
| 74 | | SUBTOTAL BASELINE ISSUES | | 3 |
| 75 | | Grade A Company | | |
| 76 | | | | |
| 77 | * Democratically elected unions: independent unions which are decided upon by workers in a free and fair election process. Unions which are state-sponsored or employer-sponsored are not regarded as independent worker organizations. | | | |
| 78 | * Worker owned co-ops: these are production enterprises in which workers have ownership, a vote and a voice. This does not include enterprises which are centrally managed by a single person or company, even if those are local. | | | |
| 79 | | | | |