

The Hershey Company (Hershey's)

TICKER
HSY

MARKET CAPITALISATION
US\$33.92 billion

HEADQUARTERS
United States of America

DISCLOSURES

UK Modern Slavery Act: [Yes](#)

California Transparency in Supply Chains Act: [Yes](#)

Australia Modern Slavery Act: Applicability not determined

OVERALL RANKING

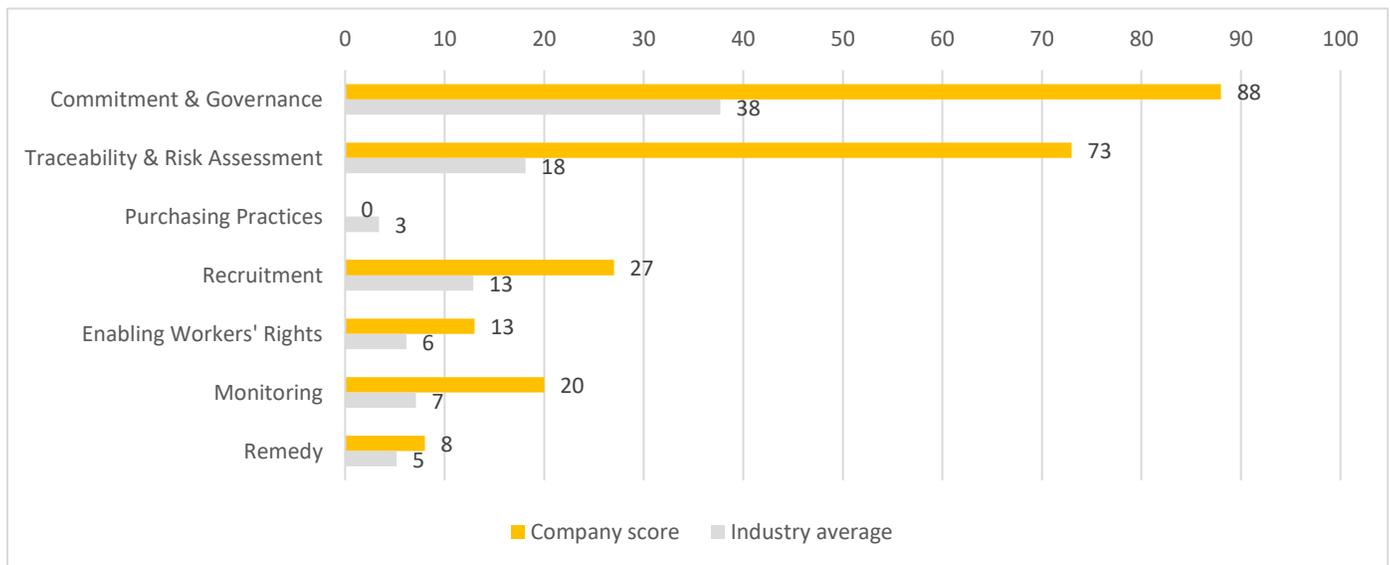
5 out of 45

2023 Rank: [6 out of 60](#)

OVERALL SCORE

41 out of 100

THEME-LEVEL SCORES



KEY DATA POINTS

FIRST-TIER SUPPLIER LIST

Yes (Names only, not addresses)

RISK ASSESSMENT

Yes

ENGAGED WITH KNOWTHECHAIN¹

Yes

NO-FEE POLICY

Yes (Employer Pays Principle)

REMEDY FOR SUPPLY CHAIN WORKERS

❌ No

HIGH-RISK COMMODITIES²

❌ Chile pepper, coffee, peanuts and others

SUMMARY

The Hershey Company (Hershey's), the largest chocolate company in the US, ranks 5 out of 45 companies.³ Compared to 2023, the company improved its score by three points. This is because the company began disclosing stronger detail under the themes of Commitment and Governance, Traceability and Risk Assessment, and Monitoring. Notably, it is the highest scorer on the theme of Traceability and Risk Assessment. However, the company did not improve across other themes, dropping its score on Recruitment, Enabling Workers' Rights and Remedy, while maintaining a score of 0 on Purchasing Practices.

KnowTheChain identified one allegation of forced labour in the company's supply chains. However, the company neither discloses engagement with affected stakeholders, nor remedy outcomes for workers. Additional steps the company could take to address forced labour risks in its supply chains, include disclosing policies and practices on the theme of Purchasing Practices.

LEADING PRACTICES

Supplier capacity-building: Hershey was one of two companies that disclosed participating in a specialist supplier capability programme in collaboration with AIM-Progress and administered by NGO Embode: the Ganapati Responsible Recruitment Project. As part of the project, five Malaysia-based suppliers for Hershey participated in capacity-building projects focused on responsible recruitment, hiring management systems and grievance mechanisms. Suppliers were supported to design action plans addressing non-compliances; Hershey states that "one supplier completed their corrective action plans which prioritized training their Human Resource team on legal requirements for foreign employment, developing pre- and post-arrival training for workers, and ensuring compliance with Malaysian labour laws regarding working hours and breaks." Hershey reports expanding the work into a second phase for three Malaysian suppliers with additional prioritised corrective action plans, as well as initiating a first phase for a Malaysian-based supplier and Thailand-based licensee.

Rights holder engagement: Hershey was one of only five companies to demonstrate better practice in engaging with affected rights holders in addressing forced labour rights. The company discloses several partnerships to address forced labour risks specific to commodities and to geographies including sugarcane in Brazil and in India, palm oil in Indonesia and Malaysia, and its cocoa supply chain in Côte d'Ivoire.

OPPORTUNITIES FOR IMPROVEMENT

Purchasing Practices: To address forced labour risks in its supply chains, the company is encouraged to adopt purchasing practices that decrease the risk of forced labour, such as improving planning and forecasting and prompt payment, and disclose quantitative data evidencing the implementation of responsible purchasing practices. While the company discloses that it pays a premium to farmers for independently verified cocoa as part of its contracts to purchase cocoa from suppliers, the company is further encouraged to take steps to ensure that pricing includes the full cost of production, including a living wage/income, and may consider ring-fencing labour costs such that they are not impacted during pricing negotiations. The company should consider integrating [responsible buying practices in its contracts](#) with suppliers, to ensure that the responsibility for respecting human rights is shared.

Freedom of association: To support collective worker empowerment, the company is encouraged to work with local or global trade unions to support freedom of association in its supply chains. Further, the company is encouraged to disclose examples, covering different supply chain contexts, of how it improved freedom of association and/or collective bargaining for its suppliers' workers. The company is also

encouraged to disclose the percentage of suppliers' workers covered by collective bargaining agreements. To guarantee protections for supply chain workers on freedom of association and collective bargaining, the company may consider entering into a global framework agreement or enforceable supply chain labour rights agreements with trade unions or worker organisations.

Grievance mechanism: The company is encouraged to take steps to ensure that a formal mechanism to report grievances regarding labour conditions in the company's supply chains is available and communicated to its suppliers' workers and relevant stakeholders (e.g., worker organisations or labour NGOs). Further, the company may consider taking steps to ensure that workers and/or their legitimate representatives are involved in the design and/or performance of the mechanism, to ensure that the workers trust the mechanism.

¹ Research conducted through April - September 2025, where companies provided additional disclosure or links. For more information, see the full dataset [here](#). For information on a company's positive and negative human rights impact, see the Business and Human Rights Centre [website](#).

² For further details on high-risk raw materials and sourcing countries, see [KnowTheChain's 2026 food and beverage benchmark findings report](#).

³ The number of companies assessed in the ranking has decreased from 60 in 2022 to 45 in 2026.