

The Hershey Company Makes Pledges to Further Equality in the Workplace
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Participation in White House Equal Pay Pledge and Other Workforce Initiatives Highlight Company's Commitment to Creating a Contemporary Workplace

The Hershey Company (NYSE: HSY) announced its support of three major White House workforce equality initiatives, including the [White House Equal Pay Pledge](#), [First Job Compact](#) and [Fair Chance Pledge](#). Through participation in these initiatives, The Hershey Company continues its commitment to equal pay for equal work, give more people opportunities to gain experience and confidence in the workforce, and eliminate unnecessary employment barriers.

"At The Hershey Company, we believe in bringing goodness to the world, and that starts with our employees and having a workplace that encourages and supports opportunity for everyone," said Michele Buck, Executive Vice President, Chief Operating Officer at The Hershey Company. "Hershey is a place where people want to work because of our belief in fair, equitable and competitive pay. We offer people rewarding job opportunities from the start and develop employees throughout their professional career."

White House Equal Pay Pledge

Despite passage of the Equal Pay Act of 1963, which requires equal pay for equal work, the gender pay gap in the United States persists. The White House Equal Pay Pledge acknowledges that women working full-time earn only 79 percent of men's wages. The Pledge encourages organizations across the American economy to take action to advance equal pay and help close this gap.

"We are proud to participate in the White House Equal Pay Pledge as it affirms The Hershey Company's policy to extend job opportunities to qualified applicants and employees on an equal pay basis, regardless of an individual's race, color, gender or age, or any other distinction protected by law," said Kevin Walling, Chief Human Resources Officer at The Hershey Company. "Our pledge is an important indicator of our aspiration to be a diversity and inclusion leader by 2020."

First Job Compact Pledge

The First Job Compact Pledge encourages organizations to take steps to give young people opportunities in the hiring process. The goal of this effort is to help the one in seven young people in America who are not in school or working to secure a meaningful first job as a foot in the door for future opportunities.

As a founding member of the First Job Compact Pledge, The Hershey Company actively recruits and partners with nonprofits, school districts and others to identify youth for jobs that require little-to-no prior experience. In addition, Hershey's Business Resource Groups (BRGs) serve as a way for leadership to engage in ongoing dialogue with first-time employees, providing valuable on-boarding and mentoring.

Hershey provides jobs and internships suitable for first-time job seekers in manufacturing, sales, retail, human resources and corporate administration functions in and around Hershey, Pa., as well as other communities. It also develops pathways for new employees to move up in the organization using a variety of resources, including job-specific professional and technical training courses, tuition reimbursement and leadership programs.

Fair Chance Pledge

Approximately 70 million Americans – almost one in three Americans of working age – are individuals who are transitioning from incarceration back to society. Often, their previous record disqualifies them from participating in their communities – even if they have paid their debt to society. As a result, millions of Americans have difficulty finding employment. The Fair Chance Pledge calls on organizations to invest in their communities, eliminate unnecessary hiring barriers and provide meaningful opportunities for individuals with criminal records. Through the Fair Chance Pledge, The Hershey Company affirms its commitment to giving these individuals a second chance at finding a good job.

For more information on The Hershey Company's equality commitments, visit [Hershey Careers](#).

About The Hershey Company

The Hershey Company, headquartered in Hershey, Pa., is a global confectionery leader known for bringing goodness to the world through its chocolate, sweets, mints and other great-tasting snacks. Hershey has approximately 21,000 employees around the world who work every day to deliver delicious, quality products. The company has more than 80 brands around the world that drive more than \$7.4 billion in annual revenues, including such iconic brand names as *Hershey's*, *Reese's*, *Hershey's Kisses*, *Jolly Rancher*, *Ice Breakers* and *Brookside*. Building on its core business, Hershey is expanding its portfolio to include a broader range of delicious snacks. The company remains focused on growing its presence in key international markets while continuing to extend its competitive advantage in North America.

At Hershey, goodness has always been about more than delicious products. For more than 120 years, Hershey has been committed to operating fairly, ethically and sustainably. Hershey founder, Milton Hershey, created the Milton Hershey School in 1909 and since then the company has focused on giving underserved children the skills and support they need to be successful. Today, the company continues this social purpose through 'Nourishing Minds,' a global initiative that provides basic nutrition to help children learn and grow. From neighborhoods across the United States to the streets of Shanghai and Mumbai and villages of West Africa, our goal is to nourish one million minds by 2020.

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