
Ethical Charter on Responsible Labor Practices

*A Framework for Operations in the
Fresh Produce and Floral Supply Chains*



Beginning of Our Labor Initiative

- PMA, United Fresh began work on this project in late 2015
- Appointed joint committee balanced among buyers and sellers
- Hired expert consultants with experience in social responsibility area
- Worked under direction of both associations' Boards of Directors



Our Mission

- Create an industrywide framework that supports the dignity of workers
- Work together with trading partners across full supply chain
 - Develop consensus on appropriate common expectations for worker welfare in our industry
- Align the industry around a set of principles applicable across the global produce and floral industry



Stakeholder Engagement

- U.S. grower associations
 - Multiple meetings with U.S. grower associations
 - Multiple individual association meetings
 - Presentation to NCAE in 2016
- International grower organizations
 - Multiple meetings at industry events
 - Collaboration with groups such as AHIFORES advancing Mexican social responsibility programs
- Public online consultation open to anyone



www.EthicalCharter.com

- A common set of labor principles
 - Statement of values and principles that we believe in, rather than a series of rules or regulations
 - Labor expectations that all produce/floral companies could and should meet, and that are supported by retail/foodservice buyers
 - Broad enough to provide a global industry framework, without dictating local terms
 - Based on input across industry, with consensus among industry stakeholders



Framework of Ethical Charter

- Begins with a strong *Statement of Values*
 - Supporting the dignity of workers
 - Employer-worker cooperation and communication
 - Transparency in supply chains
 - Continual improvement and accountability



Principles of Ethical Charter

Respect for Laws at Work

Legal Compliance

Safety & Health

Working Hours

Respect for Professional Conduct

Communication & Worker Protections

Ethical Recruitment

Responsible Purchasing

Respect for Human Rights

Employment Freely Chosen

Freedom of Association

Humane Treatment

Non-Discrimination

Protection of Children

Sample of Endorsing Companies

- **Buyers:**

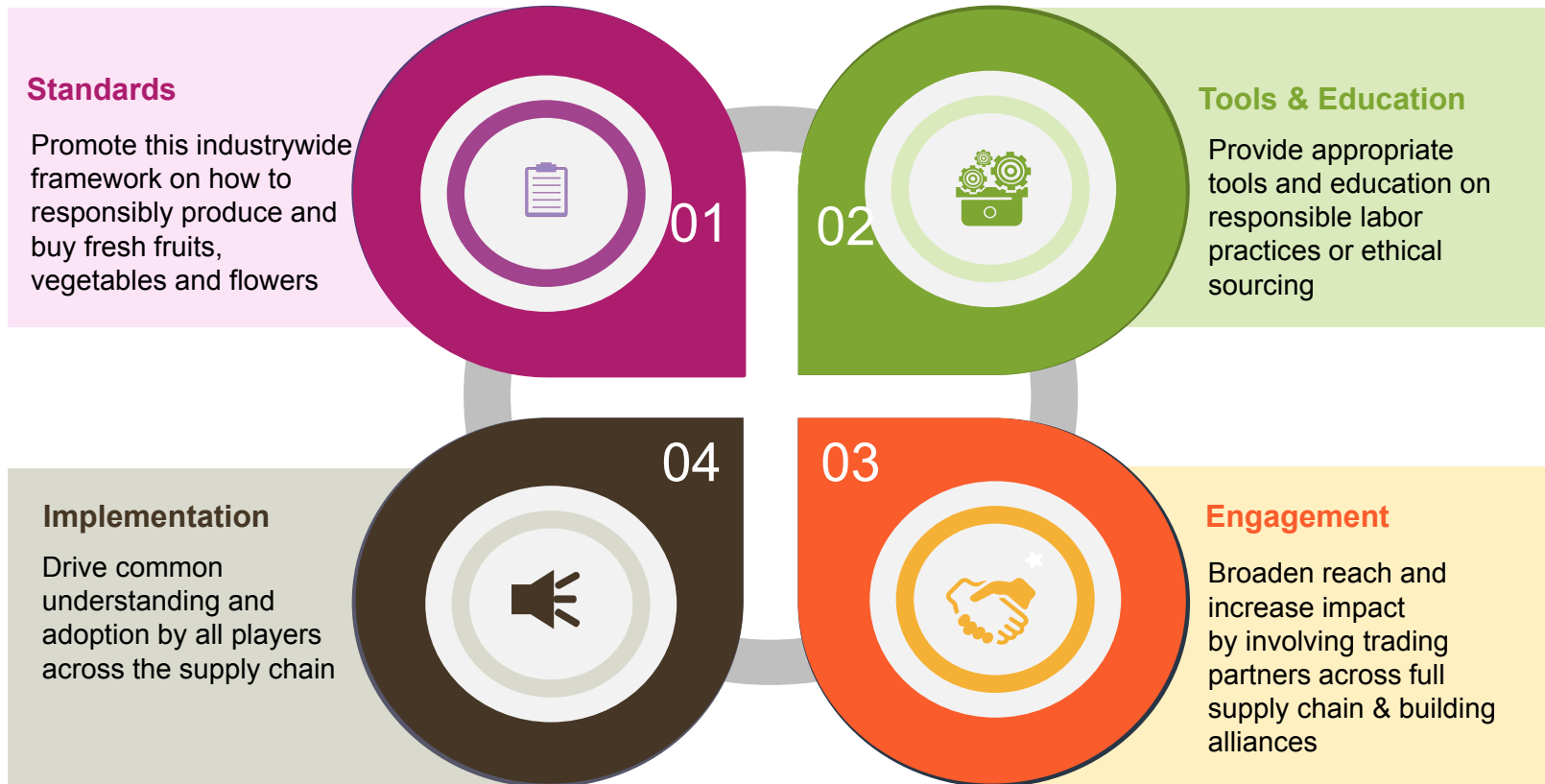
- Albertsons
- Castellini Companies
- Costco
- Kroger
- McDonald's
- Metro Richelieu, Inc.
- Raley's
- Sam's Club
- Walmart
- Wegmans

- **Suppliers:**

- Del Monte Fresh Produce
- Dole Food Company
- Driscoll's
- JV Smith
- Lipman
- Mastronardi/Sunset
- Naturipe Farms
- Tanimura & Antle
- Taylor Farms
- The Wonderful Company



Our Vision Going Forward



Tools Available on Website

Measurement Criteria

- Measurement benchmarks for each principle, bringing the Charter to life

Employer Self-Assessment

- Checklist for employers to measure their operations against the Charter's principles

Responsible Purchasing Guidelines

- Bringing visibility to the impact of purchasing practices on supply chains

Free Webinar for Industry

- Tuesday, December 4, 2:00 EST
- Overview of what we're discussing today
- Real-world perspectives from companies
 - Driscoll's
 - Sun World
 - Costco
- Q&A with all participants
- Sign up at www.ethicalcharter.com/news/webinar



And In Conclusion...

- We do NOT conduct audits or support any one auditing or labor program
 - We DO want to drive harmonization across audits and acceptance by multiple buyers
- We DO want to encourage companies to adopt these labor practices if not already in place
 - We DO want harvesting/packing work in the fresh produce industry to be a respected and desired job
- We do NOT tell buyers or suppliers how to make business decisions



Thank You Very Much!

Let us hear from you:

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