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
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

**Standards**
Promote this industrywide framework on how to responsibly produce and buy fresh fruits, vegetables and flowers

**Tools & Education**
Provide appropriate tools and education on responsible labor practices or ethical sourcing

**Implementation**
Drive common understanding and adoption by all players across the supply chain

**Engagement**
Broaden reach and increase impact by involving trading partners across full supply chain & building alliances
### Tools Available on Website

<table>
<thead>
<tr>
<th>Measurement Criteria</th>
<th>• Measurement benchmarks for each principle, bringing the Charter to life</th>
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<tbody>
<tr>
<td>Employer Self-Assessment</td>
<td>• Checklist for employers to measure their operations against the Charter’s principles</td>
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<tr>
<td>Responsible Purchasing Guidelines</td>
<td>• Bringing visibility to the impact of purchasing practices on supply chains</td>
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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:

tstenzel@unitedfresh.org; cburns@pma.com