

Agreement of Cooperation

Ben & Jerry's shares Migrant Justice's belief that all farm labor must work under fair, just and dignified conditions. Both parties acknowledge the challenging conditions for farmworkers and family dairy farms in Vermont.

This Agreement, dated June 19, 2015, is between Migrant Justice, a Vermont-based non-profit organization with offices located at 294 North Winooski Avenue, Burlington, VT, 05401 and Ben & Jerry's, a Vermont-based corporation with offices located at 30 Community Drive, South Burlington, VT 05403.

This document represents Ben & Jerry's commitment to work with Migrant Justice towards a written agreement to further detail and realize the essential elements of Migrant Justice's *Milk with Dignity* program that will be adopted within Ben & Jerry's Northeast dairy supply chain.

The *Milk with Dignity* program's essential elements include:

- Farmworker defined standards under a Code of Conduct that covers the human right to work with dignity and fair housing for all farm labor
- Farmworker and farmer education about workers' rights under the defined Code of Conduct
- Third-party monitoring that provides assurance that the program is being implemented and enforced
- Economic relief in the form of premiums that benefit both farmworkers and farmers
- Legally-binding Agreement that defines the program

Ben & Jerry's and Migrant Justice commit to work together to produce a written Participation Agreement that defines and details the rights and responsibilities of Ben & Jerry's and Migrant Justice under the *Milk with Dignity* Program.

Ben & Jerry's is proud of its longstanding relationship with the family farms within its Northeast supply chain. Ben & Jerry's recognizes that the family farms within its supply chain share the values of providing a dignified work-life for all working in the Vermont dairy industry. Our shared vision is to ensure that everyone within Ben & Jerry's Northeast dairy supply chain work under fair, just and dignified conditions.

Signed,

The image shows several handwritten signatures in black ink. One signature is clearly legible as "Bernie O'Neill". There are other less legible signatures below it.

[Migrant Justice]

A large, stylized handwritten signature in black ink, which appears to be "Jostein Solheim".

[Jostein Solheim, CEO, Ben & Jerry's]