



Mike Vail
 Chief Executive Officer
 Hannaford Supermarkets
 145 Pleasant Hill Road Scarborough, ME 04074

November, 2020

Dear Mike Vail,

We are writing to urge Hannaford supermarkets to join Milk with Dignity and eliminate human rights abuses from its supply chain.

We know from a 2018 survey of Vermont farmworkers that Hannaford's supply chain currently includes farms where workers are suffering from severe human rights abuses, including workplace injuries, substandard housing, and an egregious lack of safety equipment and training. As an organization working for economic and social justice for farmers, we are disturbed by the injustice of corporations at the top of the supply chain profiting from the labor of immigrant farmworkers who are regularly working long hours for little pay in dangerous conditions.

Milk with Dignity is a program created by Migrant Justice that provides a worker-led solution to the systemic problems plaguing the dairy industry. Milk with Dignity creates worker-defined standards for labor and housing, paid for by dairy companies and monitored by an independent

third-party that audits farms and responds to complaints. Standards are enforced through legally-binding contracts and strong market consequences for farms that don't comply. Milk with Dignity is good for everyone. It benefits companies by certifying that dairy products are sourced free from human rights abuses; it benefits farmers by providing a premium during a time of economic challenge, and it benefits workers by improving conditions and securing respect and dignity on the farm.

After two years of Milk with Dignity, there have been many documented improvements on participating farms, including:

- Paid sick days and vacations
- Increased wages and bonuses to raise farmworker income
- Repairs to worker housing and the construction of new housing
- Access to personal protective equipment for safer handling of chemicals and other hazardous materials
- Training and policies protecting workers from violence and sexual harassment
- A guaranteed day of rest every week
- New policies and practices ensuring access to medical treatment for workplace injuries

The Northeast Organic Farming Association of Vermont (NOFA-VT) is a non-profit organization that promotes organic agriculture in support of ecological resilience, economic viability, and social justice for all. Milk with Dignity aligns with our values of economic and social justice for all. We believe that, like everyone, farmworkers deserve to live and work in dignity. By signing on to Milk with Dignity, Hannaford has the opportunity to be a leader in taking responsibility for the rights and wellbeing of workers in their supply chain.

Farmworkers, consumers, and all who value human rights over profits are united in calling for Milk with Dignity. It is time for Hannaford to get with the program and ensure that farmworkers' human rights are protected. We urge you to join Milk with Dignity.

Sincerely,

Elizabeth Henderson, Leah Cohen - Agricultural Justice Project

Robin Hernandez - Crossroads Community Food Network

John E. Peck - Family Farm Defenders

Larissa McKenna - Food Animal Concerns Trust (FACT)

Jane DAntonio - Food Solutions New England

Jordan Treacle - National Family Farm Coalition

Steve Gilman - Northeast Organic Farming Association-Interstate Council

The Board of Directors - Northeast Organic Farming Association of New Hampshire (NOFA-NH)

Grace Oedel, Maddie Kempner - Northeast Organic Farming Association (NOFA-VT)

Hannah Weinronk - Real Food Challenge

Mollie Wills - Rural Vermont

Heather Day - South Hero Land Trust

Ellen Kahler - Vermont Sustainable Jobs Fund