



# It's time to Join Milk With Dignity!

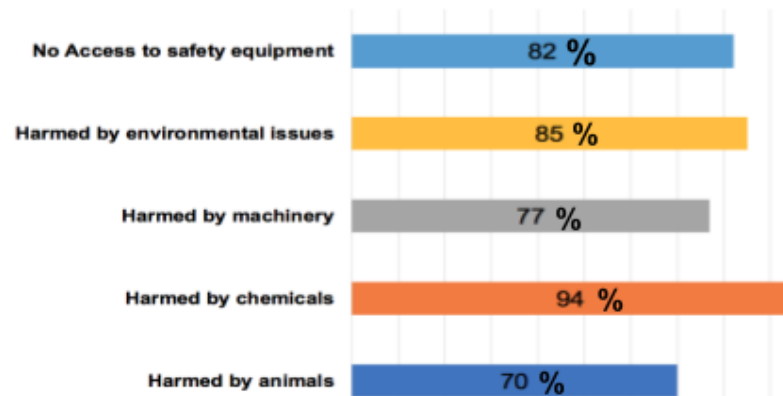


## Milk with Dignity for Everyone! Time to Expand!

Corporate power in the food industry allows large retail brands to buy milk for low prices, pushing down farm incomes and creating a downward pressure on farmworker wages and working conditions. After years of organizing farm by farm, **Migrant Justice created the Milk with Dignity Program as a systemic solution to ensure protections for human rights in the dairy industry, and bring economic equity.** Ben & Jerry's became the first company to join Milk with Dignity in 2017 covering 20% of Vermont's dairy industry. However, too many farms and farmworkers are still left out. In the fall of 2018, Migrant Justice farmworker leaders designed and carried out a survey with dairy farmworkers across Vermont to collect **detailed information about the working and living conditions faced by workers outside the Milk with Dignity Program.** The results of this survey show high rates of workplace injuries and illnesses and a severe **lack of safety equipment and training.** Dairy buyers must address these urgent health and safety challenges in their supply chains by joining Milk with Dignity, the only program with a proven record of securing human rights for farmworkers.



2019 Health and Safety Survey



**These conditions are intolerable. Hannaford must take responsibility and join with farmers and farmworkers to expand Milk with Dignity**



Hannaford has a tremendous opportunity to live up to its promises of responsible sourcing. With nearly 200 stores, Hannaford is one of the largest supermarket chains in the Northeast and an important regional buyer of dairy products. Hannaford is owned by Ahold Delhaize, a Dutch

**multinational with \$75 billion in global sales, mostly from U.S. supermarkets.** Through its Responsible Retailing Program, Ahold has committed to sourcing practices that respect human rights. Several brands owned by Ahold Delhaize have signed the Coalition of Immokalee Workers' Fair Food Program, committing to source their tomatoes from this internationally-renowned human rights program.



Hannaford brand milk is produced on farms where workers are suffering severe human rights abuses. By paying a premium and ensuring that its suppliers comply with the Program, Hannaford can take responsibility for the rights and wellbeing of the dairy workers in its supply chain. This opportunity to join Milk with Dignity, will provide the company a guarantee that its dairy products will be produced free from human rights violations.





# Milk with Dignity

## Human Rights for Farmworkers



Since the program launched in February 2018, Migrant Justice and the Milk with Dignity Standards Council have been educating all farmworkers covered by the program on their rights, investigating and resolving complaints, and ensuring real improvements to working and housing conditions throughout Ben and Jerry's northeastern dairy supply chain.

### In the Program's First Year

- ~70 farms enrolled (representing 100% of Ben and Jerry's northeast supply chain)
- Over 250 farmworkers protected under the program's Code of Conduct
- 20% of Vermont's total dairy industry covered by Milk with Dignity
- Over \$650,000 in Milk with Dignity Premium passed through to workers in bonuses and raises in order to meet the standard set in the program's Code of Conduct

### Significant improvements include:

- A day off per week and access to paid sick days and vacation
- Training regarding health and safety with machinery, chemicals and animal handling
- Personal protective equipment for safer handling of chemicals and other hazardous materials
- Training and zero tolerance policies protecting workers from violence and sexual harassment
- Increased wages and bonuses to raise farmworker income
- Improvements to worker housing and the construction of new and more spacious housing

Farmers are seeing the program's benefits as well. The premium paid by buyers to the participating farms is providing crucial economic support in a time of uncertainty for the industry, and employers are benefiting from reduced turnover and a better-trained workforce.



### The Milk with Dignity Program it's only effective with these 5 core elements:

- **Farmworker-Authored Code of Conduct:** Farmworkers' definition of work with dignity
- **Education:** Workers and farmers, know their rights and responsibilities and learn how to enforce them
- **Third Party Monitoring Body:** Monitors, enforces and audits compliance with Code of Conduct
- **Economic relief:** Participating corporations pay a premium directly to participating farmers
- **Legally-binding Agreements:** Participating Corporations sign a legally binding agreement

## Milk with Dignity Program

Milk with Dignity Standards Council + Structure

Farmer education, support and audits to ensure compliance with Program. Work with workers and farmers on complaint resolution

MWD Working Group

Participant farmers and workers providing ongoing feedback for improvement of the Program

MWD Education

Farmers and workers education about their rights and responsibilities under the Program

Participant Buyers

Agree to pay MD Premium to Participant Farmers in their supply chain

"A lot has changed under the Milk with Dignity Program. Before we didn't have a day off. Now we get rest days and vacation time and I can spend more time with my baby."

LUISA

