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### **Retailer Fair Food Michigan Pledge**

WHEREAS, Michigan's food service industry—growers, retailers, labor contractors, food processors, packagers, and handlers—relies on Migrant Seasonal Farmworkers (MSFWs) to hand harvest crops and process produce;

WHEREAS, MSFWs are a vulnerable class of workers who live in isolated areas, travel often, speak Spanish as their primary language, and encounter language and cultural barriers to justice;

WHEREAS, Employers of MSFWs contend with a multitude of local, state, and federal codes, rules, regulations and laws applicable to the agricultural industry;

WHEREAS, Michigan's food service industry and MSFWs share an interest for expedient fair resolution of active disputes that could disrupt production if not immediately addressed

**NOW THEREFORE**, the undersigned person or entity hereby pledges as follows:

1. To communicate our commitment to work with vendors, including employers of MSFWs, who are compliant with all Federal, State, and Local laws, rules, and regulations;

2. To designate a communications contact to receive and review notice of credible complaints and/or courtesy alerts of suspected legal violations and/or active labor disputes;
3. To communicate, as necessary, with a vendor employer suspected of legal violations or labor disputes our desire that the employer promptly address these complaints and that the employer take immediate corrective action to the extent possible;
4. To encourage vendor employers of MSFWs to respect the dignity of workers and treat them with fairness and equity, without threat of force, violence or retaliation;
5. To consider renewal of this pledge annually.

Date: 4/11/23

By: Bennett J. May

SVP, Chief Merchandising Officer

Effective Date: 7-1-2016