



Resent: June 17, 2021
Originally sent: April 8, 2021

Mr. Mike Vail, CEO and President
Hannaford Supermarkets
145 Pleasant Hill Rd.
Scarborough, ME 04074

Dear Mr. Vail,

We, the undersigned investors representing \$121 billion in assets under management, are writing to urge Hannaford (“the Company”) to address material reputational and compliance risks related to the human rights of workers in their dairy supply chain by joining the [Milk with Dignity \(MD\)](#) program. MD stands apart from any other compliance program, supplier code of conduct, or company run audit by directly engaging workers in the business of protecting their own rights and wellbeing.

As investors we are concerned with environmental, social and governance risks including human rights issues which can affect the long-term performance of companies. Additionally, we recognize that the health and welfare of the agricultural workforce is integral to the sustainability of our food system and the agricultural industry, yet agricultural workers face ongoing, egregious human rights abuses. In the US, agricultural workers are highly dependent on their employers for access to basic human needs. Research shows that dairy workers are provided unsafe and unsanitary housing and work excessive hours in dangerous conditions, with limited access to safety equipment and virtually no access to medical care or paid sick leave. Specifically, surveys of Vermont dairy workers found that:

- Nearly a quarter lack 8 consecutive hours to rest and nearly a third of workers have no days off
- 40% were paid below minimum wage and 20% have experienced wage theft¹
- 1 in 5 reported running out of food at some point and 1 in 14 lived in housing without heat
- 83% of workers reported harm from a chemical or biological risk, while few received training on those risks (25% and 8% respectively);
- 78% reported harm related to animals, while only 50% received training on such risks
- 85% reported harm to themselves or a colleague from a workplace safety issue, while only 12% received training related to those risks
- In spite of these health and safety risks, only 16% had medical insurance coverage²

All of the survey results cited above are from before the outbreak of the Covid-19 pandemic which greatly exacerbates workforce related risks. As 335 global investors with over \$9.5 trillion in assets under

¹ <https://migrantjustice.net/sites/default/files/FinalSurveyMay2015.pdf> note the wage theft statistic was reported in a 2014-2015 survey; the remainder of the statistics came from a 2018-2019 survey and the 2020 MD Report

² https://migrantjustice.net/sites/default/files/2020%20Flyer%20Health%20and%20Safety%20Surveys%20-%20pg_0.pdf; <https://migrantjustice.net/sites/default/files/2020MDReport.pdf>

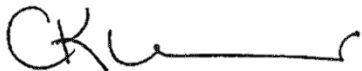
management expressed in a statement on Coronavirus Response, businesses should seek to protect workers and protect communities by working with suppliers.³ These issues also implicate international standards for human rights protections, including the UN Guiding Principles, on which Hannaford's parent company Ahold Delhaize has built its own human rights policies.

As one of the largest supermarket chains in the Northeast and an important regional purchaser, Hannaford has an opportunity to play a critical role in addressing these risks. While we appreciate the Company's Standards of Engagement, and Hannaford spokesperson Ericka Dodge's comments that suppliers are expected to adhere to provisions for "how they treat and compensate workers; maximum allowable working hours and days; premium pay for overtime; and workplace health and safety",⁴ it would appear that given the state of the industry the risk of violations remains unacceptably high. MD has demonstrably reduced these risks on participating farms and would thus seem like a strong choice to fulfill the Company's existing commitments.⁵

We urge the Company to join leaders like Ben & Jerry's and AholdUSA⁶ in supporting worker driven solutions by becoming a member of MD. As a member, Hannaford would extend its leadership in sustainability and provide essential support to systemic solutions to human rights risks in the Vermont dairy industry.

We would welcome the opportunity to discuss these matters in greater detail or to provide any additional information. Please contact Corey Klemmer (cklemmer@domini.com) and Nadira Narine (nnarine@iccr.org), to facilitate a follow up discussion.

Sincerely,



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Interfaith Center on Corporate Responsibility
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Investor signatories

Adrian Dominican Sisters, Portfolio Advisory Board

BAYADA Hospice / Retired Clergy

Benedictine Sisters of Mount St. Scholastica Monastery

Boston Common Asset Management

³ www.domini.com/covid19-statement

⁴ <https://www.burlingtonfreepress.com/story/news/2020/07/02/migrant-justice-urges-hannaford-supermarkets-join-milk-dignity-program-during-pandemic/3265094001/>

⁵ See 2020 MD Report: <https://migrantjustice.net/sites/default/files/2020MDReport.pdf>

⁶ https://www.aholddelhaize.com/media/2220/ahold_usa-fair_food_program_factsheet.pdf

Boston Trust Walden	Change Finance
Chicory Wealth	Comitato Lady Lawyer Village
Committee on Mission Responsibility Through Investment of the Presbyterian Church U.S.A.	Congregation of Sisters of St. Agnes
CommonSpirit Health	Congregation of St. Joseph
CorpGov.net	Domini Impact Investments
Daughters of Charity, Province of St. Louise	Dominican Sisters ~ Grand Rapids
Dominican Sisters of Sparkill	Dragonfly Venture Holdings
Felician Sisters	Figure 8 Investment Strategies LLC.
Franciscan Sisters of Allegany NY	GENUS Capital Management Inc.
Grey Nuns of the Sacred Heart	Heartland Initiative
Investor Advocates for Social Justice	Lady Lawyer Fashion Archive
Lady Lawyer Foundation	Maryknoll Sisters
Mercy Investment Services, Inc.	Miller/Howard Investments, Inc.
Natural Investments	NN Investment Partners
NorthStar Asset Management, Inc.	Northwest Coalition for Responsible Investment
OIP Trust	Pension Fund of the Christian Church
Province of St. Mary of the Capuchin Order	Region VI Coalition for Responsible Investment
Responsible Sourcing Network	Robert F. Kennedy Human Rights Compass Investor Program
School Sisters of Notre Dame	Seventh Generation Interfaith Coalition for Responsible Investment
SHARE	SharePower Responsible Investing
Sisters of Charity of New York	Sisters of Charity, BVM
Sisters of Charity of Saint Elizabeth	Sisters of Notre Dame de Namur
Sisters of Mary Reparatrix	

Sisters of St. Dominic of Blauvelt, New York
Sisters of St. Francis, Oldenburg

Sisters of St. Joseph of Peace

Sisters of the Humility of Mary

Sisters of the Order of St. Dominic

Sisters of the Presentation of the Blessed Virgin
Mary, New Windsor, NY

Sisters of the Presentation of the BVM of
Aberdeen SD

Socially Responsible Investment Coalition

Stance Capital, LLC

T'ruah: The Rabbinic Call for Human Rights

Unitarian Universalist Association

United Church Funds

Ursuline Sisters of Toledo

Zevin Asset Management

Sisters of Saint Joseph of Chestnut Hill,
Philadelphia

Sisters of St. Dominic Racine, WI

Sisters of St. Dominic of Caldwell

Sisters of St. Francis of Philadelphia

Sisters of the Holy Names of Jesus and Mary

Sisters of the Precious Blood

Social Justice Committee, UU Congregation at
Shelter Rock

St. Mary's Institute

Sustainable Advisors Alliance

United Church of Canada (UCC) Pension Fund

Unitarian Universalist Service Committee (UUSC)

University at Buffalo