



We take our responsibility seriously when it comes to how our independent growers treat their farm workers. We've been family owned and operated for more than 100 years and remain deeply committed to worker welfare, as we know first-hand how valuable farmworkers are to us, their families and their local communities.

We greatly appreciate those that take a sincere effort to learn more about the complex issues around worker welfare, how we are improving our supply chain and our efforts to demonstrate industry leadership.

In this spirit, we remain disappointed that inaccurate information regarding our independent growers and the treatment of their farmers in Mexico continues to be shared. As part of our core values of passion, humility and trustworthiness, we welcome the opportunity to meet and learn from any group who may have concerns about the practices of our network of independent growers. In fact, we've extended numerous invitations to meet with several groups who continue to communicate a misleading portrayal of our operations in Mexico – including Gloria Gracida directly – which have been declined repeatedly.

While we agree there is still much work to be done, our hope is everyone can work towards transparency and partnership.

Baja farmworker leaders, the Mexican federal government and growers representing the fruit and vegetable industry reached an agreement in June 2015 to achieve better wages and working conditions for local farmworkers in that region. This agreement ended a strike across all crops, not just berries, or only those berries sold under the Driscoll's brand.

Our independent grower in Baja California, BerryMex, has consistently served as a progressive leader within the agriculture community. BerryMex is committed to transparency with its workers in regard to wages and earning potential for its workers, as well as building infrastructure that benefits local communities across Baja, including those that provide access to clean water and better sewer systems.

As well, Driscoll's worked with Fair Trade USA to develop its Fair Trade certified Organic Program, a pilot initiative that delivered more than \$200,000 to farmworkers in Baja, Mexico to fund community projects that they voted upon. Because of its initial success, we have expanded the program to include more independent growers, retail distribution and increase sales of Fair Trade Certified organic and conventional strawberries, raspberries, blueberries and blackberries.

Our vision is a world in which all agriculture workers are treated with dignity, fairness and respect, and that employment within the Driscoll's business enterprise provides income opportunities that meet or exceed local standards.

The comprehensive set of global guidelines and Worker Welfare Standards that we've introduced speak to our commitment to the fair, legal and ethical treatment of individual workers, and a dedication to make a positive impact within the communities where we operate. In addition to addressing our role when it comes to unions, freedoms of association and collective bargaining, the standards provide another layer of protection for workers and feature a zero-tolerance policy towards child labor, unsafe working conditions and the abuse of workers.

We invite you to read more on our efforts to support positive worker welfare here: www.driscolls.com/workerwelfareupdate.

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Other links:

- [Driscoll's to Include More Growers in Fair Trade Berry Program](#), Fresh Fruit Portal, Oct. 14, 2016
- [Driscoll's Fair Trade Pilot Extends Social Responsibility Reach](#), The Packer, Feb. 2, 2016
- [Driscoll's Underscores Commitment to Worker Welfare](#), Fresh Plaza, Feb. 1, 2016
- [A Year After a Violent and Costly Strike, Baja Farm Laborers See Uneven Gains](#), LA Times, May 21, 2016
- [Baja Farmworkers Win Raises, Benefits in Landmark Deal](#), LA Times, June 5, 2015