



Dairy Sourcing Program Overview

From:



A Ben & Jerry's Initiative

Continuous Improvement Model

Happy Cow, Happy Farmer, Happy Planet

- | | |
|------------------|----------------------------|
| Animal Husbandry | Pest Management |
| Biodiversity | Farm Worker |
| Energy | Soil Fertility & Health |
| Farm Economics | Soil Loss |
| Nutrients | Community |
| Water | Farmer & Family Livelihood |



To:

3rd Party Industry Verification/
Certification Model incorporated
under B&J Dairy Logo



(Examples of potential Pillar Standards)

These Principles are at the *core* of the Dairy Sourcing Program:

Livelihoods

- **Worker Driven Social Responsibility Labor Standard**

Dignified life for the farmworker: good pay, safe job, part of the community

- Support vibrant rural economies

Animal Care

- **Third-party certified (TBD)**

- Highest standards for animal care
- Healthy, productive animals
- Access to pasture
- High quality milk
 - Low SSC
 - High butterfat %

Environment

- Farms diverse in size, keep land in agriculture
- **SOIL HEALTH; Soil fertility is maximized**
- **Third-party soil health certified (TBD)**
- Low input agriculture is utilized – including no/low tillage, diverse cropping, rotations, and cover cropping
- Nutrient balances are maintained
- Protect freshwater and foster biodiversity
- Toxic chemical use is minimized
- The impacts of dairy operations fit within ecological limits
- Leading management practices are utilized
- Resilient farms to a carbon impacted future

Non-GMO

- **Non-GMO Project Verified certification**

- Financially viable sourcing model
- Traceability
- Certification recognizable to the consumer
- Globally applicable sourcing approach

OUTCOMES: Dignified life for the farmer:

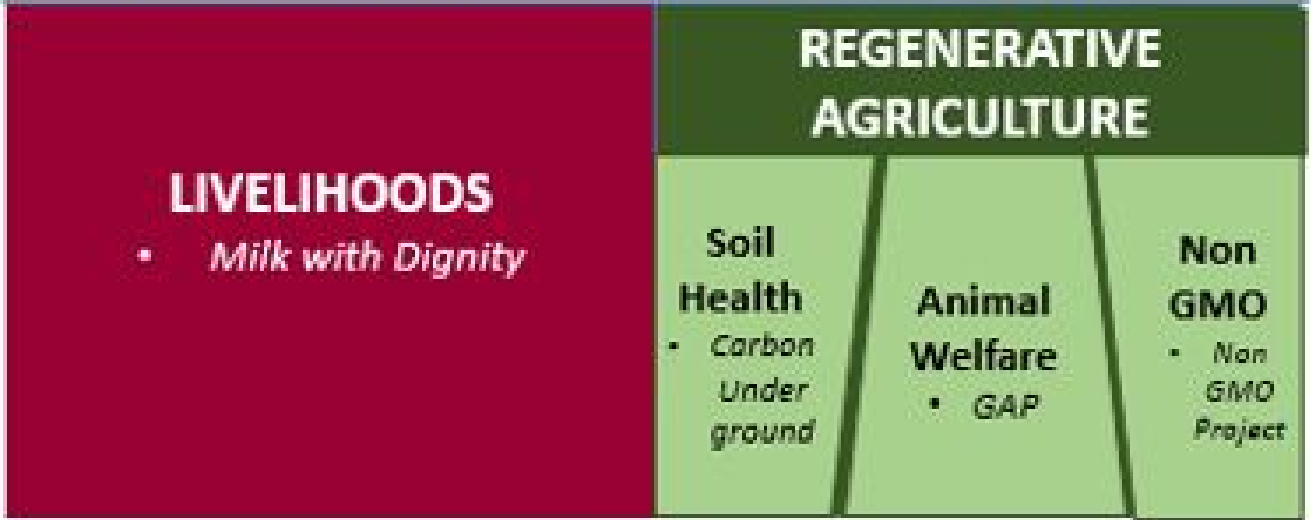
stable income, desirable job, succession pathway, family owned.

These Principles provide linked prosperity for everyone that's connected to our business: suppliers, employees, farmers and farmworkers, franchisees, customers, and neighbors alike.



DAIRY SOURCING PROGRAM

3rd Party Certification Standards with Pillar Partners



Milk with Dignity Program

Milk with Dignity Standards Council

Supporting and educating participating farmers

Assessing farmer compliance with the Code and developing attainable plans to come into compliance

Managing worker information & support line

Resolving worker complaints to implement rights in Code

MD Working Group

A group of participating farmers and workers provides ongoing feedback to improve program implementation

MD Worker Education

Worker education about their rights & responsibilities conducted by Migrant Justice and the MDSC

Participating Buyers

Agree to pay MD Premium to Participating Farmers in their supply chains

Participating Farmers are paid a premium for agreeing to:

- ☑ Support program education to ensure workers understand their rights and responsibilities;
- ☑ Work with MDSC and workers to comply with the MD Code of Conduct's labor standards;
- ☑ Allow workers to access MDSC support line and work with MDSC to resolve complaints;
- ☑ Collaborate with MDSC's annual Code compliance audit, any complaint investigations, and implementation of corrective action plans (CAPs) to make steady progress to come into compliance.

In addition, the Program creates a new mechanism to facilitate and improve communication and creative problem solving between workers and farmers that serves to improve the overall farm operations and proactively identify and mitigate risks.

Steps for Joining the Milk with Dignity Program

Step 1

[Explanation of enrollment to be adjusted as steps for joining MD in new DSP context are defined]

Step 2

MDSC schedules and conducts farm visit providing farmers with Program orientation.

Step 3

MD Program works with farmer to schedule farmworker education session.

Step 4

After education session, farmer promotes the MDSC's support line to farmworkers.

Step 5

Farmer begins receiving MD Farmer Premium from Buyer and pays workers Worker Premium.

Step 6

MDSC works with farmers to schedule a baseline audit to assess labor and housing conditions and then create a collaborative plan to achieve compliance with the Code.