



The Fair Food Program is the only program of its kind that is backed by real data and measurable impact. Through partnerships between growers, buyers, and workers, the Fair Food Program delivers the most innovative and effective social responsibility program available in U.S. agriculture.

PRESIDENTIAL  
MEDAL FOR  
COMBATTING  
HUMAN  
TRAFFICKING



2015

JAMES  
BEARD  
AWARD



2016

MACARTHUR  
"GENIUS  
AWARD"



2017

*One of the 15 "most important social-impact success stories of the past century."*



# FAIR FOOD PROGRAM

*Internationally recognized as the leader in risk prevention in food supply chains*

## WHY JOIN THE FAIR FOOD PROGRAM AS A PARTICIPATING GROWER?

- Participating Growers receive purchasing preference from Participating Buyers such as Whole Foods, Compass Group, and Wal-Mart (products and states covered vary by Buyer).
- Participating Growers are featured on the Fair Food Program website.
- Fair Food Program Premium provides a bonus to farmworkers, paid by Participating Buyers.
- The Fair Food Program label provides a powerful certification recognized and sought after by consumers who value ethical business practices, transparency, and sustainability.



*Participating Buyers*

## ADDITIONAL BENEFITS OF THE FAIR FOOD PROGRAM FOR PARTICIPATING GROWERS

The Fair Food Program has been successfully adopted by growers of all sizes, ranging from farms with one employee to operations as large as 2,000 workers.

Participating Growers in the Program become employers of choice, gaining:

- Increased worker retention.
- Work environments free of sexual and verbal harassment, violence, and discrimination.
- Decrease in workers compensation cases.
- Early identification of potential risks, with a corresponding reduction in legal and administrative actions and fines. Current Participating Growers in the Program have reported zero class action lawsuits, Department of Labor or EEOC cases since the Program's inception.
- Improved management systems.
- Improved health and safety.





## ELEMENTS OF THE FAIR FOOD CODE OF CONDUCT FOR PARTICIPATING GROWERS

- Direct hiring of all workers
- Coalition of Immokalee Workers (CIW) and company training on Fair Food Program rights and responsibilities for supervisors and workers
- Zero tolerance for forced labor and child labor;
- A work environment free of violence, sexual harassment, discrimination and verbal abuse
- Time registration devices that workers control;
- Improvements in health and safety
- Collaborative complaint mechanism with the Fair Food Standards Council (FFSC)
- Distribution of Fair Food Program Premium, paid by Participating Buyers
- Worker Health and Safety Committees

*“I think of FFSC as the lanes on the road, to keep us on the right path. Without the lanes, you hit a wall and then people wonder what happened.”*

DIRECTOR OF HUMAN RESOURCES,  
PARTICIPATING GROWER

## JOINING THE FAIR FOOD PROGRAM

The grower commits to implement the FFP Code of Conduct (Code) and FFSC conducts an entry audit to confirm:

- Implementation of a direct hire system;
- Implementation of a timekeeping system in which workers control their registration device;
- Training for the grower’s supervisors by the company and the FFSC on FFP policies;
- An education session conducted for workers by the CIW Education Committee;
- Purchase or order of adequate shade structures; and
- Resolution of any known outstanding complaints.

Following successful audits, corrective action plans are created. Growers continue to align their operations with the Code and receive the benefits of FFP participation.