



December 10, 2010

Lucas Benitez
Coalition of Immokalee Workers
110 South 2nd Street
Immokalee, FL 34142

Dear Mr. Benitez:

We at Ahold USA are deeply concerned about allegations that have been made concerning field workers in the Immokalee region. We have given careful and serious consideration to the conversations that we have had with you and others on this issue. As you are aware, earlier this year Ahold announced that it was reviewing its relationships with tomato growers in Florida's Immokalee region. During this review, Ahold suspended all tomato purchases from the Immokalee region. Ahold's review focused on compliance with the Ahold Standards of Engagement, which require our suppliers and their growers to treat all employees fairly and with dignity and respect in accordance with all applicable laws and regulations, including the following:

- ÷ Employees shall be paid for all time worked and wages paid shall meet or exceed applicable legal minimums;
- ÷ Growers must establish and follow a clear set of procedures regarding the health and safety of their employees;
- ÷ Growers are prohibited from employing child labor or exploiting children in any manner in violation of applicable laws; and
- ÷ Working conditions resembling all forms of forced labor are forbidden.

A copy of the Ahold Standards of Engagement is attached for your information.

As part of Ahold's review, we spoke with government officials and met with some of the largest growers in the Immokalee region. We were pleased that the growers we met with demonstrated a commitment to comply with the Ahold Standards of Engagement. This commitment is evidenced not only by substantial documentation of compliance, but by programs the growers have implemented to attract and retain productive workers and to support their families, such as educational workshops and computer centers.

On November 16, the Florida Tomato Growers Exchange, which represents all of Ahold's major tomato growers and suppliers, announced an agreement with CIW to accept CIW's Fair Food Code of Conduct. We are pleased to learn about this agreement and believe that it is entirely consistent with our findings, specifically, that the growers from whom we source tomatoes in the Immokalee region are committed to treat employees and other workers fairly and with dignity and in accordance with the Ahold Standards of Engagement.

As a result of the findings of our review,



- ÷ Ahold USA will resume purchases of tomatoes from the Immokalee region in Florida from growers who are in compliance with our Standards of Engagement.
- ÷ Ahold will pay a fair market price for tomatoes from growers who are in compliance with our Standards of Engagement, but will not enter into direct wage negotiations with the growers' employees. We will not, therefore, participate directly with the growers' employees in CIW's proposed penny-a-pound program. We expect our growers to negotiate wages and benefits directly with their own employees and in a manner consistent with our Standards of Engagement.
- ÷ Ahold will continue to diligently monitor compliance with the Ahold Standards of Engagement across our vendor community and will react promptly and appropriately to specific and credible evidence of wrongdoing. This diligence includes proactive monitoring, on-site visits and an active dialog with vendors and their suppliers. We will also continue to work with concerned organizations, industry groups, law enforcement and other governmental agencies to ensure the safety and fairness of our products.
- ÷ We will continue to take a leadership role by working with suppliers that have effective wage and hour compliance programs in place and meet the Ahold Standards of Engagement.

Sincerely,

A handwritten signature in cursive script that reads 'Harriet Hentges'.

Harriet Hentges, Vice President
Corporate Responsibility and Sustainability
Ahold USA