

November 25, 2020

Dear CAST LA and Freedom United,

We are a group of companies that care about advancing responsible recruitment, and many of us are business members of the *Leadership Group for Responsible Recruitment*. Through that coalition, we are committed to advocating for and driving positive change in the way vulnerable migrant workers are recruited. Despite recent efforts by business, civil society and governments, significant issues still unfortunately exist with the recruitment practices of some foreign labor contractors around the world.

We understand that you are seeking support for expanding the scope of an existing California law (Section 9998 of the California Business and Professions Code) which was amended in 2014 to impose ethical and fair recruiting requirements on certain foreign labor recruiters. We support fair recruitment requirements and agree that they should apply to recruiters of all vulnerable migrant workers in California to the extent they do not currently do so. While we understand there are discussions ongoing regarding the appropriate scope of the law, as well as to what degree other regulations already address ethical recruiting in the state, the undersigned companies support the overall goal of improving California law to better protect vulnerable migrant workers in the recruitment process. We are committed to supporting efforts to provide necessary protections to vulnerable migrant workers.

- Danone North America, PBC
- Hewlett Packard Enterprise Company
- Mars, Incorporated
- Nestlé USA, Inc.
- PepsiCo, Inc.
- Unilever, United States