



May 10, 2019

The Honorable Mitch McConnell  
Majority Leader  
U.S. Senate  
Washington, D.C. 20510

The Honorable Charles Schumer  
Minority Leader  
U.S. Senate  
Washington, D.C. 20510

The Honorable Nancy Pelosi  
Speaker  
U.S. House of Representatives  
Washington, D.C. 20515

The Honorable Kevin McCarthy  
Minority Leader  
U.S. House of Representatives  
Washington, D.C. 20515

Dear Leader McConnell, Leader Schumer, Speaker Pelosi, and Leader McCarthy,

As member companies of the Sustainable Food Policy Alliance (SFPA), we are writing to express our strong support for H.R. 5 and S. 788, the Equality Act. We believe that providing the same basic protections to LGBTQ people as are provided to other protected groups under federal law is the right thing to do – for businesses and for society.

SFPA founding member companies Danone North America, Mars Incorporated, Nestlé USA, and Unilever United States know that our people are the force behind our success. We seek to build an inclusive workforce that offers opportunity to people of all backgrounds and identities, and allows them to support themselves and their families and to contribute to the health, strength, and resilience of their communities, which benefits businesses of all sizes and local economies.

As a core part of our business principles, we firmly believe that all people are equal and that every person deserves to be treated with respect, dignity, and fairness, regardless of race, color, religion, sex, sexual orientation, gender identity and expression, genetic information, age, national origin, disability, and military or veteran status. These principles guide the way we work, run our businesses, and engage with communities, and they contribute to our strength as we continually evolve alongside our consumers. SFPA encourages all institutions – companies, governments, and societies – to act similarly by embracing diversity, practicing acceptance, and respecting each person as an individual.

Policies that discriminate against LGBTQ individuals have a harmful impact on business operations and the ability of businesses to recruit and retain talent. Such policies are also increasingly out of step with the views of a growing number of American consumers. The enactment of the Equality Act would protect LGBTQ workers against discrimination not only at their jobs, but in their ability to access housing, credit, education, and federally-funded programs in the communities where they live and where our companies conduct business.



We respectfully urge you to enact the Equality Act and take this strong step forward towards ensuring that all people, in all settings, are treated with fairness, dignity, and respect. We believe this is the right thing to do for those communities, and for the country – for a stronger today and for a shared future that allows all Americans to contribute fully and equally.

Sincerely,

A handwritten signature in black ink that reads "Philippe Caradec".

Philippe Caradec  
Vice President  
Public Affairs and Sustainable Development  
Danone North America, PBC

A handwritten signature in black ink that reads "Brad G. Figel".

Brad G. Figel  
Vice President  
Public Affairs North America  
Mars, Incorporated

A handwritten signature in black ink that reads "Molly Fogarty".

Molly Fogarty  
Senior Vice President  
Corporate & Government Affairs, U.S.  
Nestlé USA

A handwritten signature in black ink that reads "Tom Langan".

Tom Langan  
North America Director  
Sustainable Business & External Affairs  
Unilever