

January 17, 2020

The Honorable Bill Lee  
Governor of Tennessee  
State Capitol, 1<sup>st</sup> Floor  
600 Dr. Martin L. King, Jr. Blvd.  
Nashville, TN 37243

Dear Governor Lee,

As member companies of the Sustainable Food Policy Alliance (SFPA), Danone North America, Mars Incorporated, Nestlé USA, and Unilever United States urge you to veto the anti-LGBTQ adoption bill, HB 836/SB 1304. This legislation will negatively impact LGBTQ Tennesseans and we strongly oppose it.

This bill is also anti-business and will negatively impact our business operations and our ability to recruit and retain talent, thereby putting Tennessee at a competitive economic disadvantage. In different ways, several SFPA member companies have a significant presence in Tennessee, ranging from maintaining strong manufacturing, administration, research, and development operations in the state, to Tennesseans enjoying our products on a daily basis.

This issue is not political. 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. We encourage all institutions – companies, governments, and societies – to act similarly by embracing diversity, practicing acceptance, and respecting each person as an individual.

One of the reasons many of us value operating and conducting business in Tennessee is because we believe the State shares this philosophy – which had resulted in the State of Tennessee being a great place to do business. Signing this bill, or moving forward with the other discriminatory bills currently under consideration by the Tennessee legislature, jeopardizes that reputation. We strongly urge you to join us in opposing this anti-business legislation and to veto the bill.

Sincerely,



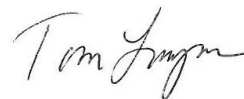
Philippe Caradec  
Vice President  
Public Affairs and Sustainable Development  
Danone North America, PBC



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



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



Tom Langan  
North America Director  
Sustainable Business & External Affairs  
Unilever

CC:

The Honorable Randy McNally, Lieutenant Governor and Speaker of the Senate

The Honorable Jack Johnson, Senate Majority Leader

The Honorable Jeff Yarbrow, Senate Minority Leader

The Honorable Cameron Sexton, Speaker of the House of Representatives

The Honorable William Lamberth, House Majority Leader

The Honorable Karen Camper, House Minority Leader