

April 28, 2021

The Honorable Bill Lee
Governor of Tennessee
State Capitol, 1st 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 oppose HB 1233 / SB 1367 and SB 126 / HB 1027. These bills will negatively impact transgender Tennesseans and we strongly oppose them.

These bills are 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 has resulted in the state of Tennessee being a great place to do business. Signing these bills, or moving forward with other discriminatory bills currently under consideration by the Tennessee legislature, jeopardizes that reputation. We strongly urge you to join us in opposing these anti-business bills.

Sincerely,



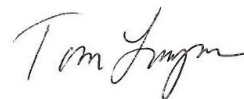
Philippe Caradec
Vice President
Public and Government Affairs
Danone North America, PBC



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