

March 13, 2017

Mr. Todd A. Penegor  
President and Chief Executive Officer  
The Wendy's Company  
One Dave Thomas Boulevard  
Dublin, Ohio 43017

Dear Mr. Penegor,

We write to you as representatives of the Presbyterian Church (U.S.A.), out of our longstanding commitment to the basic human rights and dignity of all who labor to provide food for our tables, here in the United States and across the world. Our concern, in this instance, is the failure of Wendy's to provide adequate protection and justice for the workers who labor in the fields to provide tomatoes for Wendy's products. Rather than join your primary competitors by signing on to the Fair Food Program in partnership with the Coalition of Immokalee Workers, Wendy's chose to move your sourcing to Mexico, where human rights violations are manifold and workers have little security or protection.

In your Supplier Code of Conduct, you state: "People are our most valuable asset. Collectively, it is the respect and dignity we hold for each individual and value we place on trusted relationships that enables our mutual success. To that end, we take all human rights and labor practices issues seriously and expect the same from our Suppliers." Clearly your decision to abandon U.S. workers who are protected by the Fair Food code of conduct rather than join the fourteen corporations who have recognized the fairness and effectiveness of the Fair Food standards belies the depth of your commitment in this regard. In fact, your decision led our church, in May 2016, to call for a nationwide boycott of Wendy's products until you agree to become a partner in fully protecting the rights of those who labor in the fields on your behalf. The shortcomings of your recent updates are made even more glaring given that the Fair Food Program has, time and time again, been recognized as the benchmark for the protection of human rights in supply-chains.

We write to you as the Coalition of Immokalee Workers (CIW) prepares to embark on their "Return to Human Rights Tour" on March 16-29, 2017. The tour, which will be hosted by people of faith, students and other consumers in 12 cities throughout the south and Midwest, is an effort to persuade your company to join the Fair Food Program, which now covers more than 34,000 workers harvesting tomatoes, peppers and strawberries in seven states.

As the farmworkers prepare for this two-week human rights tour, Presbyterians, other people of faith, and students in Columbus, Ohio prepare to fast outside of your headquarters for a week.

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We support these acts of conscience and faith, and pray for the health of the fasters, as we pray for a change of heart in the leadership of your company. We urge you to sit down with farmworkers and commit to joining the Fair Food Program before the tour embarks and the fast in Columbus begins

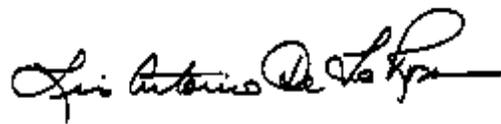
By now, this much should be clear: No matter how many half measures you might take to satisfy the growing consumer demand for real social responsibility, FFP remains the gold standard for social responsibility in produce supply chains. It has been recognized by human rights observers from the United Nations to the White House, the US State Department, the Equal Employment Opportunities Commission, and the Department of Labor. The Program has been acclaimed by two former presidents, and most recently received the Presidential Medal for “extraordinary efforts in combating human trafficking” from President Obama. Moreover, leading academic researchers have called the Program “the best workplace-monitoring Program” in the U.S.; “the best working environment in American agriculture,” and most recently, “substantially more successful than other corporate compliance programs.” **It is time for Wendy’s to make good on its stated commitments by joining the Fair Food Program.**

Until Wendy’s joins the Fair Food Program, the Presbyterian Church (U.S.A.) will continue to stand with CIW in urging Wendy’s to do the right thing. We hope very shortly to be able to announce that Wendy’s is part of the Fair Food Program and to celebrate with our members your support for the full human rights and dignity of all who labor on your behalf.

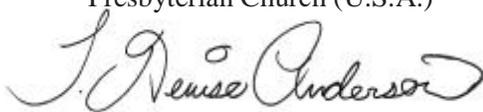
For the well-being of all God’s people,



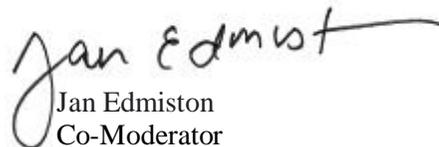
Rev. Dr. J. Herbert Nelson, II  
Stated Clerk of the General Assembly  
Presbyterian Church (U.S.A.)



Luis Antonio De La Rosa  
Interim Executive Director  
Presbyterian Mission Agency



Denise Anderson  
Co-Moderator  
222<sup>nd</sup> General Assembly (2016)



Jan Edmiston  
Co-Moderator  
222<sup>nd</sup> General Assembly (2016)