



EXECUTIVE VICE PRESIDENT—  
CHIEF FINANCIAL OFFICER

EXECUTIVE VICE PRESIDENT—  
CHIEF OPERATING OFFICER

OFFICE OF THE PRESIDENT  
1111 Franklin Street  
Oakland, California 94607-5200

February 3, 2021

Subject: Commitment to Worker Health and Safety during the COVID-19 Pandemic

Dear Supplier:

In 2018, the University of California (UC) announced a major update of the sustainable procurement requirements in its [Sustainable Practices Policy](#), with tangible, public goals around the economic, social, and environmental impacts of its supply chains. UC is committed to driving improvement in the social and environmental performance of both the management and operations across our supply base, and collaborating with our suppliers on improving the health and safety of our extended supply chains.

The current coronavirus pandemic has demonstrated the need for all stakeholders, from institutions to suppliers, to collaborate on tackling this global crisis. The pandemic has also caused UC to reflect on its mission and values as we have learned about COVID-19 outbreaks within our supply chains that have disproportionately impacted essential workers, vulnerable communities, and people of color.

We wanted to remind our suppliers of the University's mission, "to serve society as a center of higher learning, providing long-term societal benefits through transmitting advanced knowledge, discovering new knowledge, and functioning as an active working repository of organized knowledge." As stated in the UC Sustainable Practices Policy: "The University values the health and wellbeing of its students, staff, faculty and other academic appointees, visitors, and suppliers. The University seeks to provide healthy and accessible conditions for the communities it serves, and this will be considered as a fundamental factor when making procurement decisions." UC would like to thank the suppliers that are already taking worker safety seriously and who are implementing practices consistent with our values.

The resiliency and sustainability of our supply chains is important to UC. As such, we are looking to you, our suppliers who support us in the above mission, to ensure your business practices and policies create a safe, healthy, and equitable environment for your workers and the communities you serve. This commitment should at least include the following:

- The work environment should be safe and healthy and, at a minimum, comply with all relevant local, state, national, and international laws. If residential facilities are provided to workers, those facilities should be safe and healthy as well.
- There should be no discrimination in hiring, salary, benefits, performance evaluation, discipline, promotion, retirement or dismissal on the basis of age, sex, pregnancy, maternity leave status, marital status, race, nationality, country of origin, ethnic origin, disability, sexual orientation, gender identity, religion or political opinion.
- No worker should be subjected to any physical, sexual, psychological, or verbal harassment or abuse, including corporal punishment, under any circumstances, including, but not limited to,

retaliation for exercising their right to free speech, association and assembly.

- In addition to complying with relevant laws and regulation, your organization should adhere to public health guidance during (and subsequent to) the current pandemic and not prioritize financial considerations over the health and wellbeing of employees and their families.

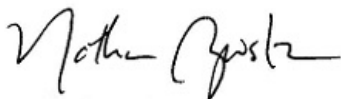
There are many resources available during these exceptionally difficult times, and we are here to help. Please review the resources below to verify that your company is meeting the UC's expectations, particularly during this pandemic:

- OSHA COVID-19 Control and Prevention: <https://www.osha.gov/coronavirus/control-prevention>
- Fair Labor Association (FLA) COVID-19 Pandemic Guidance Document: Workplace-Level Preparations and Safeguards: [https://www.fairlabor.org/sites/default/files/fla-guidance-covid-safeguards\\_0.pdf](https://www.fairlabor.org/sites/default/files/fla-guidance-covid-safeguards_0.pdf)
- Worker Rights Consortium (WRC) Effective Infection Control Practices and Policies for Operating Apparel and Textile Factories: <https://www.workersrights.org/wp-content/uploads/2020/04/WRC-MHSSN-Infection-Control-04102020.pdf>

If you identify areas for improvement based on the resources above, take action now. If you are not currently using a third-party supply chain assessment service as a way to understand your company's performance across these critical elements of sustainability, we strongly urge you to do so. The University uses EcoVadis (<https://ecovadis.com/suppliers/>) for assessing the economic, social, and environmental impacts of our supply chain.

UC continues moving firmly ahead to make its sustainable procurement practices best-in-class, and we ask our suppliers to take these leadership steps alongside us.

Sincerely,



Nathan Brostrom  
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Officer  
University of California



Rachael Nava  
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With the endorsement of the:

UC Procurement Leadership Council  
UC Sustainability Steering Committee  
UC Sustainable Procurement Working Group  
UC Code of Conduct for Trademark Licensees Steering Committee  
UC Sustainable Food Services Working Group  
UC Global Food Initiative  
UC Healthy Campus Network