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

March 22, 2017

Dear Mr. Penegor,

I write to you today as a representative of T'ruah: The Rabbinic Call for Human Rights. T'ruah is a national human rights organization of more than 1800 rabbis and the major Jewish ally of the Coalition of Immokalee Workers. Since 2013, we have repeatedly reached out to Wendy's senior leadership, asking them to commit Wendy's to the Fair Food Program. The Fair Food Program is the only proven solution to human rights abuses in the Florida tomato industry, with the full participation and leadership of the workers themselves.

Our outreach has been met with silence, and as a result, T'ruah became one of the first faith groups to endorse the boycott of Wendy's in March, 2016. As faith leaders guided by values such as human dignity and respect for workers, we insist that higher wages and human rights are non-negotiable ingredients of a just, sustainable food industry. Last spring, we delivered a copy of this endorsement to the offices of the chairman of your board, Nelson Peltz, signed by more than 300 rabbis, cantors, rabbinical students, and Jewish leaders.

In the intervening months, we have been deeply disturbed by Wendy's continued failure to commit to the comprehensive human rights protections offered by the Fair Food Program. We believe that your conscious decision to move Wendy's tomato purchases to Mexico to avoid the FFP, knowing that human rights abuses including violence and slavery are endemic in Mexico's produce industry, is deeply immoral. We are equally disturbed that you continue to adapt your own code of conduct, rather than join your competitors in supporting a proven, internationally recognized model for protecting human rights in corporate supply chains. The first principle enshrined in the very first chapter of the Torah teaches equal and infinite respect. As a result, we believe that corporate social responsibility must begin with a commitment to the

human rights of workers, rather than merely a desire to assuage the guilt of consumers or protect the reputation of a brand. By that measure, Wendy's has failed.

I write to you as I prepare to join the CIW in Columbus, where Ohio State University students and Fair Food allies have been fasting on your doorstep to bring attention to Wendy's failure to join the Fair Food Program, which now covers more than 34,000 workers harvesting tomatoes, peppers and strawberries in seven states. We stand in solidarity with faith communities across the country as we join together on Friday for a National Day of Prayer and Fasting in support of CIW.

The Jewish holiday of Passover is nearly upon us, when we celebrate our people's journey from slavery to redemption. When T'ruah's rabbis tell the story of freedom, we include a tomato on our *seder* plates to symbolize the worker who picked it and their leadership in harvesting justice in our world. On behalf of T'ruah and Jewish communities everywhere, I urge Wendy's to seize the moment to finally be part of the solution. If not now, when?

Sincerely,

A handwritten signature in black ink, reading "Rachel Kahn-Troster". The signature is written in a cursive style and is placed on a light gray rectangular background.

Rabbi Rachel Kahn-Troster
Director of Programs
T'ruah: The Rabbinic Call for Human Rights