



# Code of Conduct

WildLead

## **Our Commitment to Ethical and Sustainable Business Practices**

At Wildleaf, we believe that ethical, sustainable, and socially responsible practices form the foundation of long-term success. This Code of Conduct outlines our commitment to fairness, integrity, and sustainability in all aspects of our operations, including our relationships with employees, suppliers, customers, and other stakeholders.

### **1. Human Rights**

- We comply with the **Civil Rights Act of 1964**, ensuring equal opportunities for all individuals, free from discrimination based on race, gender, religion, or national origin.
- We uphold the **Americans with Disabilities Act (ADA)** by fostering an inclusive and accessible environment for employees, clients, and customers.
- Our operations align with the principles of the **Universal Declaration of Human Rights**, promoting dignity, freedom, and equality for all.

### **2. Labour Rights**

- Wildleaf adheres to the **Fair Labor Standards Act (FLSA)**, ensuring fair wages, reasonable working hours, and overtime compensation for all employees.
- Employee health and safety are a top priority, and we comply with the **Occupational Safety and Health Act (OSHA)** to maintain safe and healthy working environments.
- Employees are provided with leave for family or medical needs as per the **Family and Medical Leave Act (FMLA)**.

### **3. Environment**

- We operate in strict compliance with environmental laws such as the **Clean Air Act (CAA)**, **Clean Water Act (CWA)**, and the **National Environmental Policy Act (NEPA)**.
- Our materials are sourced sustainably, handpicked with respect for local ecosystems, and given ample time to regenerate.
- From production to packaging, we use non-toxic, renewable, and recyclable materials to minimize our environmental impact.
- Our packaging solutions prioritize reused and recycled materials to reduce waste across the supply chain.

## **4. Anti-Corruption**

- We adhere to the Foreign Corrupt Practices Act (FCPA) and the Federal Bribery Statute, prohibiting any form of bribery, kickbacks, or unethical business practices.
- Wildleaf conducts all transactions transparently and in accordance with U.S. federal and state laws.

## **Commitment to Continuous Improvement**

Wildleaf is dedicated to continuously refining our practices to uphold the highest ethical and environmental standards. By integrating compliance with U.S. laws and sustainable business practices into our operations, we aim to contribute to a more equitable and environmentally conscious future.



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