

Whole Herb Company Sustainable Supplier Program



Fundamental Principles:

- Commitment to sustainable practices that protect the environment, enhance social well-being and drive **economic** prosperity.
- Commitment to zero deforestation.
- Record keeping in accordance with legal requirements.
- Record keeping of Crop production.
- Training provided to all personnel so as to promote optimal safety and productivity.

Social

1. Health and Safety

Goal: Protection of the health and safety of workers.

Support the health of the farm workers and their families through information and access to medical care

Support the health of the farm laborers, by establishing proper hygiene and sanitation.

2. Employment Conditions

Goal: Protection of worker rights and reasonable treatment

Working hours are managed and comply with regulatory requirements.

Assurance that farm workers are receiving their compensation.

The work environment is supportive of diverse cultures and religions.

3. Community

Goal: Improvement of local community through positive social impact.

Build Positive relationships with the local community

Social-2

4. Employment Practices

Goal: Protection of worker rights and uphold employment practices.

Ensure all farm workers are of legal age and that youth workers are appropriately protected.

Zero tolerance for discrimination and harassment toward Farm Workers.

Economic

1. Farm Management

Goal: A management system which provides stability and effective planning.

The farming operation has a long term farm business strategy.

Ensure basic productivity, efficiency, and stability of the current operation.

Annual financial statements are audited by accredited third party.

2. Efficiency

Goal: Maximize production with minimal losses.

Maximize efficiency at time of Harvest.

Minimize crop loss during harvest, storage and transport.

3. Commercial Relationships

Goal: Establish stable and mutually beneficial relationships along the value chain

Maintain clear agreements with customers, suppliers, and producers on production and commercial terms.

Environmental

1. **Agrochemicals**

Goal: Optimize agrochemical use through an Integrated Pest Management system.

Develop and maintain an Integrated Pest Management Plan.

Maintain agrochemical inventory and application records

Maintain agrochemical application equipment clean and calibrated to ensure accurate application.

2. **Air**

Goal: Manage air emissions to minimize adverse effects on environment.

Implement farm practices to reduce the generation of particulate matter.

Conduct an air quality assessment of the farm operation.

3. **Biodiversity:**

Goal: Maintain a healthy, balanced ecosystem by ecofriendly practices.

Conduct a biodiversity assessment of the farm operation

Develop and maintain a biodiversity management plan.

Environmental-2

4. **Energy**

Goal: Reduce overall farm energy consumption and reliance on fossil fuel.

Reduce energy use where possible.

Strive to increase the use of renewable energy sources while decreasing the use of non-renewable energy sources.

5. **Nutrients**

Goal: Optimize the use of organic and inorganic nutrients through a nutrient management plan.

Untreated Biosolids or resultant sludge are Not applied to farmland.

The use of process wastewater and treated Biosolids on agricultural land meets all relevant legal requirements.

Maintain nutrient application machinery, clean and calibrated

6. **Soil**

Goal: Preserve and improve soil quality by sustaining or improving soil organic matter.

Develop and maintain a soil erosion prevention and control plan.

Soil landslides or slope failures are managed so mass movement does not exceed naturally occurring rates.

Soil quality is preserved by managing organic matter, compaction, and inorganic compounds.

Environmental-3

7. **Waste**

Goal: Improve farm economics and minimize adverse effects on the environment and local community through optimized waste management.

Develop and maintain a waste management plan.

Dispose of waste products in a way that minimizes any negative effects on the environment.

Design and manage the temporary waste storage areas on the farm to reduce the risks of environmental contamination.

Where feasible, establish and maintain a recycling program.

In selection of products, consideration is given to recycled or recyclable materials.

8. **Water**

Goal: Optimize the use of water through a management plan that balances ecosystem resources and community needs.

Test water sources supplying the operation for pollutants, (Microbial, mineral and chemical) by an accredited lab, at a suitable frequency to ensure quality consistent with intended water use.

Steps are taken to address water test results that fall outside acceptable limits.

Keep source water quality testing results.

A water discharge and disposal risk assessment is conducted, prior to discharging wastewater.

Develop and maintain an irrigation water management plan.

Maintain water conveyance structures and avoid mixing of clean and dirty water.

Better- Safer- Sustainable

To promote solid partnerships between Suppliers and Whole Herb.

To foster programs that will provide opportunities for future generations within the farming community.

To provide customers and consumers with Safe, Quality products that are produced by practices as herein laid forth.

WHOLE HERB COMPANY

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