



550 BOWIE STREET, AUSTIN, TEXAS 78703
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California Transparency in Supply Chains Act Disclosure

Whole Foods Market is committed to responsible sourcing and eradicating forced labor – whether slave, prison, indentured, bonded, or otherwise – from every aspect of its supply chain. Accordingly, Whole Foods Market expects suppliers to comply with the laws regarding slavery and human trafficking in the countries in which suppliers are doing business. Whole Foods Market engages with suppliers that are committed to Whole Foods Market’s same principles and standards, as stated in its [Supplier Code of Conduct](#) which is derived from the United Nations Guiding Principles on Business and Human Rights and the Core Conventions of the International Labour Organization (ILO), including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.

Whole Foods Market evaluates suppliers of products manufactured on its behalf to determine the level of risk associated with slavery and human trafficking in their supply chains, and requires those suppliers to represent that they and the producers of goods and materials used by them in products they sell to Whole Foods Market comply with Whole Foods Market's standards with respect to slavery and human trafficking. Further, Whole Foods Market engages third party auditors to perform announced audits of its suppliers’ facilities. These audits are performed according to internationally recognized social responsibility assessment standards, with an emphasis on suppliers of ingredients, raw materials, and other components used in products manufactured on behalf of Whole Foods Market, and suppliers located in those countries where there is a high risk for slavery or human trafficking. High risk audits are performed by independent third-party auditors who specialize in social responsibility audits and workplace condition assessments.

Whole Foods Market is committed to ethical and socially responsible conduct in the workplace. In addition to following Whole Foods Market’s [Supplier Code of Conduct](#), all employees and contractors must adhere to its [Code of Business Conduct](#), which requires compliance with all laws, including laws addressing slavery and human trafficking. Violations of the [Code of Business Conduct](#) by employees may result in disciplinary action up to discharge. Violations by contractors may result in their dismissal.

Whole Foods Market has implemented a training program regarding its responsible sourcing guidelines, which underlines Whole Foods Market’s standards regarding slavery and human trafficking. In addition, responsible sourcing training documentation is available to all Whole Foods Market employees who manage supplier relationships.