

Cultivate The Earth LLC – Code of Conduct & Supplier Ethics Policy

Cultivate The Earth LLC is committed to the highest standards of integrity, professionalism, and accountability. This Code of Conduct and Supplier Ethics Policy defines the ethical, social, and environmental expectations for all employees, contractors, suppliers, and business partners.

1. Ethical Business Conduct:

All employees and suppliers must act honestly, fairly, and in good faith in all business dealings. We strictly prohibit corruption, bribery, fraud, and unethical practices of any kind.

2. Compliance with Laws and Regulations:

Cultivate The Earth LLC complies with all applicable local, state, and federal laws, including those governing labor rights, environmental protection, occupational health, and safety standards.

3. Labor and Human Rights:

We respect the rights and dignity of all workers. Suppliers must ensure fair wages, voluntary employment, safe working conditions, and zero tolerance for child labor, forced labor, or discrimination.

4. Health and Safety:

We are dedicated to maintaining a safe, healthy, and productive workplace. Suppliers are expected to provide appropriate safety training, protective equipment, and enforce safe operational procedures.

5. Environmental Stewardship:

Cultivate The Earth LLC prioritizes sustainable practices and encourages all suppliers to minimize waste, reduce emissions, and responsibly manage resources to protect the environment.

6. Confidentiality and Data Protection:

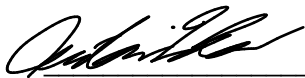
All business partners must safeguard confidential and proprietary information. Sharing, misuse, or unauthorized access of such information is strictly prohibited.

7. Reporting Violations:

Any violations of this policy must be reported immediately via the company's grievance mechanism, email, or hotline. All reports are handled confidentially, and retaliation is strictly prohibited.

8. Enforcement:

Failure to comply with this Code of Conduct may result in termination of contracts, partnerships, or employment. Cultivate The Earth LLC reserves the right to audit compliance as needed.



Antonio Woodmore

Owner & Founder, Cultivate The Earth LLC

Date: October 29, 2025