

**WHOLE
FOODS**
MARKET
CODE
*of Business
Conduct*



To report concerns about potential violations of the Code and any other ethics or integrity issues, including questions or concerns involving the Company's accounting, auditing, financial reporting or internal controls, Team Members should contact their Team Leader, email the Ethics Committee at ethics@wholefoods.com, or call the Team Member Tipline.

Calls to the Team Member Tipline may be made confidentially and anonymously.

Executive officers should contact WFM's General Counsel to raise questions or report a potential Code violation or ethical issue.

Company policy prohibits retaliation against individuals who report violations of this Code.

This Code of Business Conduct (the "Code") applies to all Team Members, consultants, contractors and agents of Whole Foods Market, Inc. and its subsidiaries ("WFM" or the "Company") and excludes Amazon and its other subsidiaries ("Amazon").

The Code does not cover all relevant laws or WFM policies. Other Company policies and procedures, such as those found in the General Information Guide, the Amazon Insider Trading Guidelines applicable to WFM and the Company's Anti-Bribery Policy, supplement this Code.

The information contained in the Code is not a contract or an offer of a contract. **Violation of this Code may result in corrective action, up to and including discharge.** The terms of the Code concerning the employment relationship are implemented at the sole discretion of WFM and may be withdrawn or changed at any time with or without notice.

WFM expects all of its Team Members to act in accordance with and to comply with WFM's policies and procedures and all laws, rules, and regulations of any applicable international, federal, provincial, state or local government.

Team Members who have questions about the Code should contact their Team Leader or email the Ethics Committee at ethics@wholefoods.com unless a particular provision of the Code says otherwise.

Any WFM Team Member in the U.S. or Canada may confidentially and anonymously report ethics matters by calling the Team Member Tipline at 1-844-470-6772 or emailing ethics@wholefoods.com

U.K. Team Members can do the same by calling 0808-234-3523.

All Team Members can access the tipline using the QR code below



Table of Contents

Message from Whole Foods Market's CEO	1
ABOUT THE CODE OF BUSINESS CONDUCT	2
Purpose	
Your Responsibilities	
Obtaining Additional Information	
Reporting Code Violations	
No Retaliation	
Waivers	
Ethics Committee	
CONFLICTS OF INTEREST	4
General	
Gifts & Entertainment	
Doing Business with Spouses, Relatives, Friends or Your Own Business Outside	
Employment or Service as Director or Officer	
Financial Interest in a Competitor	
Donations and Other Payments	
Opportunities Related to the Company's Business	
Extensions of Credit	
Leasing Property and Equipment Consulting and Other Professional Services	
LEGAL COMPLIANCE	9
Bribes and Improper Payments	
Antitrust Laws	
Fair Dealing	
Complaints to Government Agencies	
Workplace-Related Laws and Policies	
COMPANY INFORMATION AND ASSETS	11
Confidentiality	
Insider Trading	
Online Forums	
Financial Integrity; Maintaining Books and Records	
Improper Influence on Audits	
Company Property	
WHOLE FOODS MARKET CONTACT INFORMATION	13
APPENDIX	14
Our Core Values	

Message from Whole Foods Market's CEO



At Whole Foods Market, we all have a responsibility to support our purpose of nourishing people and the planet.

To do this, we need to ensure we ground all our actions and interactions with customers, Team Members, suppliers, and other stakeholders in our core values (see Appendix). We've always been a purpose-driven organization and it's important to reconnect back to those roots. By championing our culture and values, we can help lead our company into the future.

We must continue to strive to make healthy and ethical choices every day – for our people, communities, and the planet. We have issued this Code of Business Conduct to restate our longstanding commitment to follow the law and to act ethically in all situations. The Code is intended to provide guidance to all Whole Foods Market Team Members, as well as consultants, suppliers and agents doing business for WFM. Please review the code carefully and reach out to your Team Leader or contact the Ethics Committee directly at ethics@wholefoods.com.

Thank you for your help and commitment in ensuring we live up to our highest ethical standards and continue to share our passion for great food with our customers.

Best regards,

A handwritten signature in black ink that reads "Jason". The signature is written in a cursive, flowing style.

Jason Buechel

About the Code of Business Conduct

Purpose

The Code of Business Conduct (“the Code”) is designed to promote a responsible and ethical work environment for all Whole Foods Market (“WFM” or the “Company”) Team Members. The Code contains guidelines on proper behavior in the workplace and contact information to be used in the event you have questions or concerns (see “Whole Foods Market Contact Information” at the end of the Code). The Code applies to all WFM Team Members. The Code also applies to third parties doing business on behalf of WFM, such as consultants, contractors, and agents. If you hire a third party, you should take reasonable steps to ensure the third party is aware of the Code, has a reputation for ethical behavior, and acts in a manner consistent with the Code.

Your Responsibilities

In performing your duties for WFM, you are responsible for abiding by WFM policies and all local and national laws in all countries in which the Company does business. You are also obligated to comply with all other applicable laws, rules and regulations of any regulatory organization, licensing agency, or professional association governing your professional activities. You are responsible for knowing and following the laws and policies that relate to your duties, including the policies in the Code and all other Company policies, such as those found in the General Information Guide (“GIG”). If you have questions about specific laws that may apply to your activities or about whether particular circumstances may involve illegal conduct, contact WFM’s General Counsel. You should also contact WFM’s General Counsel if you think a provision of this Code may conflict with an applicable legal requirement or a provision in the GIG or another Company policy.

Violating the Code or other Company policies may result in corrective action up to and including discharge, and WFM may seek to recover damages or file criminal charges. However, most problems can be easily avoided by simply using good judgment and seeking guidance when questions arise. It is your responsibility to raise questions, make appropriate disclosures and bring potential problems to the Company’s attention.

Obtaining Additional Information

If you have questions about the policies outlined in the Code or would like additional information, talk with your Team Leader, or contact the Global Ethics and Compliance team by email at ethics@wholefoods.com unless a particular provision of the Code says otherwise.

Reporting Code Violations

As part of our shared fate philosophy, we believe that we all share responsibility for ensuring that WFM as a whole conduct itself according to the highest ethical standards and strives to avoid even the appearance of impropriety. If you know of or suspect a violation of the Code, you must report it through one of the means provided in the Code. You may report suspected violations of the Code, and any other ethics or integrity issues, to your Team Leader, Team Member Services, by email to the Ethics Committee at ethics@wholefoods.com or by calling the Team Member Tipline. The Team Member Tipline can also be used to report questions or concerns involving the Company’s accounting, auditing, financial reporting or internal controls. Reports to the Tipline may be made confidentially and anonymously, although you are encouraged to provide your name to facilitate investigation and follow-up. The Company will not take any action against you for reporting suspected misconduct in good faith. Information about how to contact the Ethics Committee and the Team Member Tipline appears under “Whole Foods Market Contact Information” at the end of the Code along with other important contact information.

If you are an executive officer, you should contact WFM’s General Counsel.

Reports of potential misconduct will be taken seriously and investigated promptly and thoroughly. Except where disclosure is required to investigate a report or by applicable law or legal process, all reports will be kept confidential to the extent reasonably possible.

Open Door Communications Policy

As described in the GIG, it is WFM's policy that you can speak with anyone in the Company about your concerns. If you have questions about the Code, we encourage you to discuss with your Team Leader or raise it through one of the other means described in the Code or GIG. Team Leaders must maintain this "open door" policy for any Team Member who has a question or wishes to raise a concern.

No Retaliation

It is against Company policy, and in some cases against the law, for the Company to take any action against a Team Member, vendor or agent of the Company for reporting or threatening to report a violation of this Code or cooperating in investigations relating to Code violations, provided that the person has acted in good faith and with a reasonable belief that the information provided is true. Refer to the GIG for more information about our prohibition on retaliation.

Waivers

Waivers of this Code will be granted only in exceptional circumstances. The provisions of this Code may only be waived by the Ethics Committee or another appropriate committee. Any waiver of this Code for an executive officer will be promptly disclosed in accordance with applicable legal requirements. Waiver requests must include the relevant details and facts supporting the request.

Ethics Committee

The Ethics Committee is responsible for setting policy related to the Code of Business Conduct, reviewing questions and issues submitted by Team Members or others, and promoting awareness of and compliance with the Code of Business Conduct throughout the Company. Although membership may vary over time, the Committee is generally comprised of executive leaders in various areas of operations. Team Members may contact the Ethics Committee by email at ethics@wholefoods.com.

Conflicts of Interest

General

All business decisions should be made solely in the best interests of the Company, not for personal benefit. Therefore, you should avoid any actions that create, or appear to create, conflicts of interest with the Company. A “conflict of interest” may occur when an activity could cast doubt on an individual’s ability to act objectively and their own interests (including the interests of a family member or an organization with which an individual has a significant relationship) interfere or appear to interfere with the interests of the Company.

Many conflicts of interest or potential conflicts of interest may be resolved or avoided if they are appropriately disclosed and approved. In some instances, disclosure may not be sufficient, and the Company may require that the conduct in question be stopped or that actions taken be reversed where possible.

Questions about potential conflicts of interest and disclosure of these situations as they arise should be directed to the Ethics Committee or your Team Leader or Team Member Services representative. Executive officers should contact WFM’s General Counsel.

While it is not possible to list all potential conflicts of interest, several examples of different situations are presented in the sections below. Regional policies may also apply to the situations described below, and Team Members should consult their GIG for information about any such policies.

Gifts & Entertainment

Team Members should not give anything of value to anyone, or accept anything of value from anyone, when doing so might compromise or appear to compromise the objectivity of business decisions. Except as specifically noted below, this includes giving to, or accepting from, a current or prospective supplier, vendor, vendor representative (including but not limited to organizations representing multiple vendors or producers, such as a regional food group), landlord or competitor of the Company any gifts, entertainment, travel, or any form of compensation. All samples and gifts must be sent to a Team Member’s primary office location. Team Members are prohibited from accepting any loans or services from any WFM vendor who is not otherwise in the business of providing such loans or services, and any such loans or services provided must be provided on fair market value terms. Team Members are prohibited from buying products directly from any WFM vendor at a discounted rate not available to all Team Members.

Some gifts, entertainment and other forms of compensation are allowed as follows:

- (1) Gifts with an established value of \$50 USD (or the local currency equivalent of \$50 USD) or less are generally allowed.
- (2) Business-related meals are allowed if they are reasonable and customary and occur infrequently. Gift baskets or flowers may be accepted within reason, but they must be made available for sharing with everyone at the Team Member’s store or location. Promotional items, such as those bearing a vendor’s logo, may be accepted up to total estimated value of \$50.
- (3) Existing Team Members may accept samples of new or reformulated products, and new Team Members may accept samples of existing products (one time only). It is not acceptable for Team Members to receive for their personal use multiple samples of the same product from a vendor.
- (4) Travel and other expenses paid for by a consortium of vendors or a trade association/organization is generally not allowed. Any exceptions must be approved by a Senior Vice President or Regional President or above and advance notice is sent to ethics@wholefoods.com to allow for the Ethics Committee to confirm that the exception applies.

- (5) Travel and other expenses paid for by a government agency or organization is generally not allowed. Any exceptions must be approved by a Senior Vice President or Regional President or above and WFM's General Counsel and advance notice is sent to ethics@wholefoods.com to allow for the Ethics Committee to confirm that the exception applies.
- (6) For purposes of examples #4 and #5, allowable expenses would be expected to include, as applicable, transportation, lodging, food, conference admission and/or continuing education/classes, and/or reasonable incidentals.
- (7) Team Members that accept gifts outside of the U.S. may do so according to local customs and must report any gifts valued at more than \$50 to their leader to determine if they can retain the gift or appropriately dispose of the gift.

If someone tries to give you a prohibited gift, you should also tell your Team Leader. Then, either return the gift or personally reimburse the giver of the gift for its full value.

EXAMPLES

Question: A Team Member on the Front-End team creates greeting cards which he sells to the Whole Body team. Is this permitted under the code?

Answer: Yes. Since the Team Member is on a different team than the one purchasing the products, this is a permitted situation, and it should be monitored by the STL and regional Whole Body Coordinator.

Question: An STL has a side business and has created a line of gourmet mustards that several stores in his region are interested in carrying. Is this permitted under the Code?

Answer: Yes. The STL's scope of making purchasing decisions is assumed to extend only to his own store, so he may sell to stores other than his own without conflict. To sell to his own store, he must first obtain the approval of the Ethics Committee.

Question: The regional Construction Coordinator's brother is a carpenter and has bid on some millwork being installed in several stores during their remodels. If his is the winning bid, would he be permitted to do the work under the Code?

Answer: No. Assuming the Construction Coordinator has oversight of the remodels including making purchasing decisions, this would be considered a conflict that would not be permitted under the Code.

Doing Business with Spouses, Relatives, Friends, or Your Own Business

Team Members should not use their positions at WFM for personal gain. Generally, it is not permissible to conduct business with a Team Member or Team Member's spouse, relatives, or friends if the Team Member's role allows him or her or a Team Member that he or she directly supervises to make purchasing decisions for the team, store, facility or region where he or she works. Team Members with any concerns about improper influence are encouraged to contact the Ethics Committee, or, if the situation involves a member of the Whole Foods Leadership Network (WFLN), contact WFM's General Counsel. Other Team Member/vendor relationships should be evaluated as follows to determine whether they are permitted:

a. **Investment in a company that is a vendor** – This is allowed as long as the Team Member or someone the Team Member directly supervises does not make the purchasing decisions surrounding these products or services.

b. **Team Member has a business and sells products or services to WFM**

This is allowed as long as the Team Member or someone the Team Member directly supervises does not make the purchasing decisions surrounding these products or services. For example, it would be allowed for a frontend Team Member to sell products to the grocery team as long as the Team Member does not impact grocery purchases.

Team Members with any concerns about improper influence are encouraged to contact the Ethics Committee, or, if the situation involves a member of WFLN, contact WFM's General Counsel.

For permitted situations, it may be necessary to inform the Store or Facility Team Leader and appropriate regional executive leader so that they may monitor and evaluate any relevant changes in circumstances. Team Members are prohibited from being involved in any formal or informal negotiations or related discussions between WFM and a vendor when the Team Member has any employment relationship, board membership or direct or indirect ownership interest in the vendor.

Additionally, it is considered a conflict of interest for any WFLN member, or his or her spouse or child, to hold a 5% or greater investment interest in any vendor, lender, or major customer of WFM unless approved by the WFM General Counsel with advice from the Ethics Committee. It is also considered a conflict of interest for any WFLN member, or his or her spouse or child, to actively engage with WFM on behalf of a vendor (they actively own or merely work for) unless approved by the WFM General Counsel with advice from the Ethics Committee.

Team Members (other than executive officers) may apply to the Ethics Committee for approval of particular transactions or situations, and executive officers may apply to the WFM General Counsel.

Certain Outside Employment or Service as Director or Officer

Except in situations permitted under the section above entitled "Doing Business with Spouses, Relatives, Friends or Your Own Business" or under the Moonlighting Policy or other WFM policies approved by the WFM executive team, the Ethics Committee must approve any circumstance in which a Team Member (other than an executive officer) serves as an employee, director, officer, partner, agent or consultant to any WFM vendor, lender or competitor (as defined below). The WFM General Counsel must approve of any circumstance in which an executive officer serves as an employee, director, officer, partner, agent, or consultant to any WFM vendor, lender or competitor.

In all cases, outside employment or service as a director or officer must not create or appear to create a conflict of interest.

Team Members may serve on the board of a not-for-profit organization without prior approval, as long as the organization does not have a relationship with WFM that creates a conflict of interest. A Team Member serving on such a board should be aware of Company policies regarding donations and other payments, which are discussed below. Notwithstanding the foregoing, Team Members do not need prior approval to serve on the boards of WFM's foundations.

Financial Interest in a Competitor

A conflict may exist if a Team Member (or any of their immediate family) holds a financial interest in a competitor, other than a financial interest which constitutes not more than 5% of the outstanding voting securities of a competitor. Team Members should contact the Ethics Committee for guidance on whether a particular financial interest represents a conflict of interest. Executive officers should contact the WFM General Counsel. For purposes of this Code, except for Amazon and its direct and indirect subsidiaries, a business shall be a 'competitor' if it is engaged in the ownership or operation of any retail supermarket, retail food store, retail natural food enterprise, grocery delivery, or other retail/grocery delivery outlet associated with natural foods; it being understood that a business which is predominately manufacturing or wholesaling in foods with less than 10% of their revenue derived from retail sales, or which is a restaurant business, shall not be deemed competitive.

Donations and Other Payments

Team Members are prohibited from authorizing donations or other payments from WFM to outside organizations such as not-for-profits with which they or a member of their immediate family serve as an officer or employee. Additionally, any WFM donation in excess of \$50,000 per year shall be approved by two or more of WFM's executive officers. No contributions, gifts or payment may be made from WFM to any political party or candidate without the prior approval of WFM's CEO. No payments may be made from WFM to any lobbying firms for the purpose of lobbying on WFM's behalf without the prior approval of WFM's CEO.

Opportunities Related to the Company's Business

Team Members may not take for themselves opportunities related to the business of WFM or opportunities that they discover through their positions with WFM or through the use of WFM property or information.

Extensions of Credit

Team Members are prohibited from extending any form of credit from WFM to any organization with which they or a member of their immediate family have a personal affiliation. Further, no extension of credit from WFM may be made to any organization without the specific prior approval of the CEO. The only exceptions to this rule are accounts receivable from customers arising in the ordinary course of business and loan programs previously approved by the CEO.

Leasing Property and Equipment

Any property or equipment lease between WFM and a Team Member (other than a member of the executive team, which is dealt with in the following paragraph) or the Team Member's immediate family or any organization with which they are affiliated other than Amazon must be approved by the Ethics Committee.

Any property or equipment lease between WFM and a member of the executive team, the executive's immediate family, or any organization with which they are affiliated other than Amazon must be approved by the WFM General Counsel.

Consulting and Other Professional Services

Team Members are prohibited from providing consulting or other professional services to WFM for payment outside of their normal compensation.

Any situation in which WFM would retain the services of a professional services firm with which a Team Member (other than a member of the executive team, which is dealt with in the following paragraph), or a Team Member's immediate family is affiliated must be approved by the Ethics Committee.

Any situation in which WFM would retain the services of a professional services firm with which a member of the executive team or executive's immediate family is affiliated must be approved by the WFM General Counsel.

Examples of professional services include (but are not limited to) accounting, auditing, architectural or design, engineering, investment or commercial banking, legal services, project management and computer programming.

Legal Compliance

Bribes and Improper Payments

WFM has enacted an Anti-Bribery Policy which applies to all Team Members and agents and representatives of WFM. A bribe is money, or a favor given in order to influence the judgment or conduct of a person in a position of authority or trust. No Team Member or third party acting on WFM's behalf may offer, give, or receive a bribe under any circumstances. This applies to every Team Member at every level at every location. A bribe is not limited to a cash payment. Bribes can also include anything of value, such as discounts, services, gifts, charitable or political contributions, travel, and excessive meals and entertainment. Bribery is not only prohibited under WFM's policy, but it is also against U.S. law and against the law in some countries where WFM does business.

If a vendor or government official implies that a bribe is just the way business gets done in his or her country, the answer is simple: WFM does not do it. WFM has the same standards for international business that we do for business we conduct in the U.S.

WFM could be responsible for the actions of third parties acting on its behalf. Accordingly, all contracts or arrangements with third parties acting on behalf of WFM must be conducted with due diligence to ensure that the third party is capable of complying with WFM's Anti-Bribery Policy.

Team Members and agents and representatives of WFM should consult and comply with the WFM Anti-Bribery Policy. Any Team Member or agent or representative of WFM who knows of or suspects any non-compliance with the Anti-Bribery Policy, or any applicable anti-bribery law should report the incident or suspicion to the General Counsel or anonymously via email to ethics@wholefoods.com.

Antitrust Laws

Team Members are required to comply with the antitrust and competition laws of the countries where we do business. In general, WFM Team Members must avoid agreements, understandings or plans with competitors that limit or restrict competition, including price fixing and allocation of markets.

Anti-Money Laundering

Team Members must comply with anti-money laundering law and policies. Money laundering is defined as the process of converting illegal proceeds so that funds are made to appear legitimate and allowing them to enter the stream of commerce. Money laundering is not limited to cash transactions. Team members must act diligently to prevent our products and services from being used to further money laundering and to detect and report any related concerns to the Global Ethics and Compliance Team at ethics@wholefoods.com.

Fair Dealing

Team Members should always deal fairly with WFM's customers, suppliers, vendors, competitors, and employees. They should not take unfair advantage of anyone through manipulation, concealment, abuse of confidential information, falsification, misrepresentation of material facts or any other practice involving intentional unfair dealing. This provision does not alter existing legal relationships between the Company and its Team Members, including any at-will employment arrangements.

EXAMPLE

Question: Can I tip a local government office worker for agreeing to process our application for a permit needed to open a new store more quickly?

Answer: No. You may not tip any government worker in any country.

Complaints to Government Agencies

Occasionally, a job applicant, customer, or current or former Team Member may file or threaten to file a complaint against WFM with the government. If a Team Member is notified about such a complaint, they should immediately contact WFM's General Counsel.

Whistleblowers

A whistleblower is any person who reports an activity by a Team Member, officer of the Company, public official, government body, contractor, supplier or supplier employees and agents that they consider to be illegal or dishonest. Examples of illegal or dishonest activities include billing for services not performed or for goods not delivered and other fraudulent financial reporting.

If a Team Member has knowledge of or a concern of illegal or dishonest fraudulent activity, they are encouraged to contact their leadership team, Team Member Services, WFM's Tipline and/or the Global Ethics and Compliance Team at ethics@wholefoods.com. Non-Team Members should report any activity directly to the Ethics and Compliance Team at ethics@wholefoods.com. If possible, the confidentiality of the whistleblower will be maintained. However, their identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal right of defense. The company will apply reasonable means to protect any person against retaliation who has reported a suspected or actual concern in good faith. This includes, but is not limited to, protection from retaliation in the form of adverse employment action, such as termination, compensation decreases, poor work assignments and threats of financial, reputational, or physical harm. A whistleblower's protection against retaliation does not include protection for any personal wrongdoing that is alleged and investigated.

Workplace-Related Laws and Policies

Team Members should consult the GIG for information regarding the Company's equal employment opportunity policy and compliance with other employment-related laws and policies such as the Immigration Reform and Control Act of 1986, as well as Company policy on drugs and alcohol, workplace violence, weapons, harassment, open door communications, solicitation and distribution, and nepotism and favoritism.

Company Information and Assets

Confidentiality

Team Members are expected to protect confidential or proprietary information about WFM, Amazon or its subsidiaries, to use this information only for business purposes, and to limit dissemination of the information (both inside and outside WFM; and Amazon) to those who have a need to know the information for business purposes.

Team Members are also expected to protect any confidential or proprietary information that comes to them, from whatever source, in the course of performing their responsibilities for WFM. This includes information received from or relating to third parties (such as vendors) with which WFM has or is contemplating a relationship.

Confidential or proprietary information includes all non-public information relating to WFM, Amazon or a third party. Examples include material non-public information about store operating results, new store development plans, and most Team Member information. If you are unsure whether information is confidential, contact your Team Member Services representative or email the Ethics Committee. Team Members should consult the GIG for information about additional policies on confidentiality.

Insider Trading Policy

Federal and state laws prohibit trading (buying or selling) in securities by persons who have material information that is not generally known or available to the public.

Without express authorization by Amazon, Team Members may not a) trade in stock or other securities (buy or sell) while in possession of material nonpublic information or b) pass on material nonpublic information to others. Team Members are prohibited from recommending to others that they trade in stock or other securities (buy or sell) based on material nonpublic information.

Amazon has adopted guidelines designed to implement this policy. All Team Members are expected to review and follow the Amazon Insider Trading Guidelines applicable to Whole Foods Market. Certain Team Members must comply with trading windows and/or preclearance requirements when they trade (buy or sell) Amazon securities.

For questions about the guidelines, email ethics@wholefoods.com, or reach out to the Amazon Legal Department at stockpolicy@amazon.com.

Online Forums

The Company realizes the importance of communicating proactively and responsively on the Internet and at the same time the importance of communicating responsibly—i.e., avoiding misrepresentations of facts as well as the intentional or inadvertent violation of laws, regulations, or company policies. Accordingly, we have a strict policy regarding postings by Company Leadership to non-Company-sponsored Internet chat rooms, message boards, web logs (blogs), or similar forums, concerning any matter involving the Company, its competitors, or vendors, as follows:

- Postings by a member of Company Leadership must be approved by Chief Financial Officer or General Counsel. A posting by any of these three individuals must be approved by one of the other two.
- Any postings which refer to a governmental agency or any legal matter must be approved by the General Counsel.
- Postings made anonymously, under a screen name or through another person are prohibited.

Violation of this policy will be grounds for dismissal. For purposes of this policy, “Company Leadership” includes each executive team member, Senior Vice President, and Regional President. For other Team Members, other policies may apply, and they should consult their GIG.

Financial Integrity; Maintaining Books and Records

Accurate records are essential to the successful operation of WFM. Team Members are responsible for preparing accurate and complete Company records, information, and accounts. For example, claims on an expense report or time record, payments and other transactions must be correctly recorded and accounted for, and properly authorized in accordance with Company policies.

All business records should be clear, truthful, and accurate. Keep in mind that business records and communications may become subject to public disclosure through government investigations, litigation, or the media. Business records are Company assets and must be retained or destroyed in accordance with applicable policy. Team Members must act to promote full, fair, accurate, timely and understandable disclosure and reporting of Company information, including, but not limited to, the Company’s financial results and financial condition, in reports and documents that the Company or Amazon files with or submits to the Securities and Exchange Commission and other government agencies, and in the Company’s and Amazon’s other public communications. All Team Members must comply with Company policies, procedures and controls designed to promote accurate and complete recordkeeping. Accounting for, and financial reporting of, actual transactions and forecasts must follow the Company’s accounting policies as well as all applicable generally accepted accounting principles and laws.

If you have questions or concerns about the Company’s accounting, auditing, financial reporting, or internal controls, you may contact your Team Leader, email the Ethics Committee, or call the Team Member Tipline.

No Improper Influence On Audits

All Team Members are expected to cooperate fully with WFM’s internal and external auditors. You must not directly or indirectly take any action to coerce, manipulate, mislead, or fraudulently influence any public accountant engaged in the performance of an audit or review of WFM’s financial statements. Further, any Team Member involved in the preparation of financial statements or WFM’s independent audit should avoid a personal relationship with any member of the audit engagement team, other than a casual friendly relationship.

Company Property

WFM property (for example, inventory, supplies and equipment) should be used for business purposes. WFM property should be cared for and used responsibly, and it should be protected from misuse, improper disclosure, theft, and destruction. Taking or using Company property of any value for personal purposes without appropriate permission from the Company is stealing. However, using WFM property (such as telephones, computers, and fax machines) for incidental personal activities is permitted. Regional policies also apply to the use of various kinds of Company property, and Team Members should consult the GIG for information about policies related to company property.

Whole Foods Market Contact Information

Team Member Tipline for Team Members in the U.S. or Canada	1-844-470-6772
Team Member Tipline for Team Members in the U.K.	0808-234-3523
WFM Ethics Committee	ethics@wholefoods.com
WFM General Counsel	1-512-477-4455 legal@wholefoods.com
Corporate Communications Team	1-512-487-9333 media@wholefoods.com

APPENDIX

Our Core Values

Our Core Values reflect what is truly important to us as an organization. They represent our deeply held beliefs, and we use them to guide us fulfilling our mission and higher purpose as a company. Our six stated Core Values are as follows:

- We sell the highest quality natural and organic foods
- We satisfy and delight our customers
- We promote Team Member growth and happiness
- We practice win-win partnerships with our suppliers
- We create profits and prosperity
- We care about our communities and the environment