

*Changing the world one drop, one person, one community at a time.*



## Actively Preventing and Fighting Human Trafficking

dōTERRA  
**cō·impact**  
SOURCING

dōTERRA  
**healinghands**<sup>™</sup>



## About dōTERRA® International

dōTERRA is the world leader in the global essential oils market. Since its founding in 2008, dōTERRA has sourced, tested, manufactured, and distributed CPTG Certified Pure Therapeutic Grade® essential oils through sustainable sourcing practices. Through the life-enhancing benefits of essential oils and comprehensive ethical and responsible sourcing, dōTERRA has a vision to change the world one drop, one person, one community at a time.



dōTERRA adheres to sourcing guiding principles through its Cō-Impact Sourcing® model for creating and maintaining long-term, shared value supplier partnerships which in turn support stronger local economies and healthier, more stable supply chains. dōTERRA's Healing Hands initiatives offer resources and tools to global sourcing communities and charitable organizations for self-reliance, healthcare, education, sanitation, and the fight against human trafficking.

In 2018, dōTERRA celebrated its 10-year anniversary with over 3,200 corporate employees, 80 percent based in Pleasant Grove, Utah, USA. In addition, dōTERRA places great value on the expert knowledge of growers and distillers whom are part of its Global Botanical Network, responsibly supporting approximately one hundred thousand jobs around the world.

## **UNITED NATIONS OFFICE ON DRUGS AND CRIMES DESCRIPTION OF HUMAN TRAFFICKING:**

Trafficking in Persons is defined as the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.

***dōTERRA adamantly abhors any and all human trafficking throughout the world and is formally committed to positively impacting its eradication through daily business operations, practices, and philanthropic initiatives.***

### **dōTERRA's Sourcing Guiding Principles Support Anti-Trafficking Global Efforts by:**

- Generating Jobs
- Providing Fair and On-Time Payments
- Building Supplier Capacity
- Sustaining Long-Term Partnerships
- Ensuring Fair Labor Conditions
- Promoting Cooperatives
- Ensuring Environmental Stewardship
- Facilitating Community Development

**Total jobs supported through dōTERRA's global sourcing efforts 2018: about 122,095**

**Total lives impacted through dōTERRA's global sourcing efforts 2018: about 541,349\***

As the world leader in essential oils, dōTERRA has emerged as a guide for other businesses who choose to meet consumer demand for responsibly sourced high quality products. Priorities for fair, safe, and healthy working conditions and environmental responsibility extend throughout dōTERRA's global supply chain where supply chain partners commit to a Supplier Code of Conduct. In turn, sourcing partners become part of the dōTERRA family, enjoying greater inclusivity and shared value through the production of each essential oil.

dōTERRA works with suppliers who are committed to continuous improvement in their sustainability journey. dōTERRA pledges to help its suppliers improve labor, health and safety, and environmental conditions in the workplace, and to help suppliers understand how to move from basic to leadership sustainability practices.

dōTERRA seeks at all times to exercise the best possible practices for the respectful and ethical treatment of workers and promotes sustainable conditions in which workers earn fair wages in safe and healthy workplaces.

**[sourcetoyou.com](http://sourcetoyou.com)**

\*Based on most recent UN Data on average number of household members per country

# Code of Conduct

Based on International Labor Organization (ILO) standards and internationally accepted good labor practices. Requirements in this Code apply to the whole supply chain, including sub-suppliers, sub-contractors, and farms. Standards equally apply to permanent, temporary, and agency workers, as well as piece-rate, salaried, hourly paid, legal young workers (minors), part time, night, and migrant workers.

High standards for fair, safe, and healthy working conditions and environmental responsibility throughout dōTERRA's supply chain are detailed in the official Code of Conduct signed by contracted sourcing partners. Full compliance is expected in the following areas of concern:

- I. ALL APPLICABLE LAWS AND CODES
- II. CHILD LABOR LAWS
- III. NO FORCED LABOR
- IV. NO HARASSMENT OR ABUSE AND SAFE DISCIPLINARY PRACTICES
- V. NO DISCRIMINATION:
- VI. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING:
- VII. RESPECTFUL AND SAFE EMPLOYMENT RELATIONSHIPS
- VIII. FAIR WAGES AND BENEFITS
- IX. COMPENSATION FOR OVERTIME
- X. REGULAR AND ALLOWED HOURS OF WORK
- XI. SAFE AND HEALTHY WORKPLACES
- XII. ENVIRONMENTAL POLICIES AND STANDARDS
- XIII. COMMUNITY SUPPORT
- XIV. PRE-APPROVED SUBCONTRACTING
- XV. ANIMAL WELFARE
- XVI. TRACEABILITY
- XVII. CODE OF CONDUCT COMMUNICATION AND EDUCATION
- XVIII. QUALITY CONTROL SYSTEMS



# Assessment of Human Trafficking Risk

Globally, the International Labor Organization (ILO) estimates that there are 14.2 million people trapped in forced labor in industries including agriculture, construction, domestic work and manufacturing. dōTERRA is a leader in the fight against human trafficking and is on watch constantly as the global risks for labor trafficking in the essential oils supply chain are real. To combat the risk, dōTERRA adheres to guiding principles and works with suppliers who are willing to align with dōTERRA® Code of Conduct.

dōTERRA deliberately strives to be a world leader in responsible sourcing through building partnerships with suppliers around the world who are willing to follow a comprehensive Code of Conduct. As dōTERRA continues to work closely with those who are seeking improvements in their sustainable management and agree to report and track their operations, dōTERRA expects to see continued improvement in compliance and higher standards of excellence.

dōTERRA pledges to help its suppliers improve labor, health and safety, and environmental conditions in the workplace, and to help suppliers understand how to move from basic to leadership sustainability practices. We recognize that this effort requires listening to our suppliers and their employees' needs, and requires a collaborative approach using capacity-building tools such as root-cause analysis, training, and management-system development to drive meaningful change.

dōTERRA seeks at all times to exercise the best possible practices for the respectful and ethical treatment of workers and promote sustainable conditions in which workers earn fair wages in safe and healthy workplaces. For more information on dōTERRA corporate responsibility please visit [www.doterra.com](http://www.doterra.com).

## Governance

A full team of global sourcing experts are directly employed by dōTERRA and supported by representatives from across the business including legal, compliance, audit and assurance, government relations, and human resources. Each area of expertise in the company support the oversight and compliance of risk factors to ensure that humans are treated with respect and dignity. All layers in the dōTERRA business model, from the seven founding executives to contracted supply chain management, are designed to support and expand human rights.

## Overseeing Third Parties

dōTERRA continually invests in developing long-term relationships and seeks to work with third parties that share the commitment to high ethical standards and operate in responsible ways. The Cō-Impact Sourcing® initiative is designed to work with individual sourcing communities and meet the specific needs of the areas. Because of this, teams are on the ground regularly working hand-in-hand with sourcing partners. This continuously builds strong relationships where everyone benefits through shared value creation.



Trainings take place during on-site visits, through partner organizations, and annual summits. Members of the Sourcing Team regularly visit our suppliers globally. During those visits, they will conduct evaluations of the work conditions, conduct informal and formal trainings on the Sourcing Guiding Principles, and work with partners on various improvements that can be made.



## The dōTERRA® Strategic Sourcing team conducts annual group trainings, regular on-site visits, and regular evaluations.



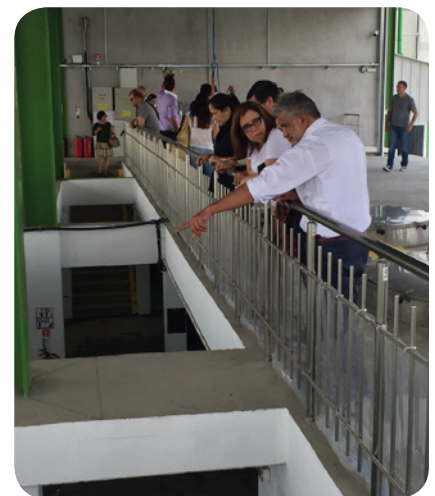
dōTERRA's Strategic Sourcing team which includes 19 employees operating out of 8 countries\*; interact with suppliers through regular on-site visits, annual trainings, and ongoing communication. The Strategic Sourcing team travels the globe to build personal relationships with suppliers and other members of the supply chain, including farmers, harvesters, and distillers. Their time on the ground, in essential oil-producing areas, allows them to witness firsthand the employment practices and any potential exploitation and then provide immediate feedback to partners. Sourcing team members can recommend ending partnerships with suppliers if there is any question of possible exploitation or slavery.

***In 2018, dōTERRA's Sourcing Team traveled 1,237,840 miles and to over 40 sourcing countries. Additionally, dōTERRA's Founding Executives visited many countries on more than ten global trips where they met with suppliers.***

dōTERRA's founding executives and other high level corporate management regularly visit sourcing locations for various purposes. While on location, they have the opportunity to meet with suppliers, tour farms and distillation sites, interview employees, and train in-country management. These sourcing site visits include, but are not limited to, specific trainings, due diligence, or participation in site visits at various locations. In addition, the Executive team meets regularly with the Sourcing team to discuss global sourcing initiatives and progress reports.



Annual summits are held for dōTERRA's supply partners. During these summits, suppliers learn about high standards and have the opportunity to communicate with each other about sourcing practices. Suppliers commit to ensuring that their supply chain is free from slavery and exploitation. Once trained, supply partners conduct on-site trainings on best practices for fair labor conditions and sustainability. Partner organizations are also asked to conduct evaluations and audits of farmers, harvesters, distillers, and others in the essential oil supply chain.



\*US, China, Australia, Kenya, Tanzania, Luxembourg, Nepal, Brazil

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