



# LACEY ACT COMPLIANCE PROGRAM

Not only is our Lacey Act Compliance program comprehensive, it's also the first in the essential oils industry that has been reviewed and accepted by the government. It is the gold standard for compliance programs, and we are proud to have gone above and beyond any of our competitors to establish it. We are engaging top legal experts around the world to keep us advised of the most current laws, as well as to inform us how to appropriately apply them to our most important business needs.

Our team has been working collaboratively with our corporate-owned farms, partner farms, Seed to Seal-certified suppliers and the government for more than a year to develop this new program.

We also continually work with environmental experts around the world to keep us advised on the protection of delicate landscapes, and plants.

The Lacey Act Compliance Program consists of five general steps that when followed will help ensure our essential oil, products and partners comply with all laws and regulations in the jurisdictions in which we do business.

These five steps are:

## SUPPLIER EDUCATION

- Provide all suppliers with the basic requirements of the Lacey Act.

## SUPPLIER EVALUATION

- Determine which products to source and which suppliers to partner with by evaluating "product risk" and "supplier risk" factors.

## SUPPLIER CERTIFICATION

- After providing training on the Lacey Act and our Compliance Program, suppliers will be required to execute the Young Living Lacey Act Compliance Certification.

## RISK ASSESSMENT

- As part of the certification, each supplier and plant product will be assigned a risk category that will determine the level of approvals needed to partner with, or source plant products for, Young Living. Both suppliers and plant products are independently assessed.

## AUDITING/MONITORING

- Based on the risk factors, Young living has developed an ongoing auditing and monitoring program. The new Lacey Act Compliance Program is designed to cover all individuals and organizations in the supply chain.

This gold standard program sets the precedent for the industry and demonstrates Young Living's commitment to lead the essential oils movement by protecting delicate landscapes and plants.