



November 2003

To Our Valued Supplier Partners:

As the holiday season approaches, we are mindful of the longstanding tradition observed by many of our suppliers who give gifts not only to friends and relatives, but also to business associates and customers.

We believe that as responsible business people, we must ensure that there is absolutely no question as to the objectivity of our decisions. For that reason, we do not believe it is appropriate for our Team Members to accept from our suppliers any gifts with a value greater than \$25, either during the holiday season or at other times during the year.

We also request your cooperation in refraining from offering or sending gifts to our Team Members that may be contrary to our Code of Conduct and Ethics. A complete copy is available on our public website at [Code of Conduct and Ethics](#). See section 1.4 about vendor gifts and section 1.0 for the definition of disallowed gifts.

We request that you circulate this letter, along with a request for cooperation, to those individuals in your company who have business relations with Team Members of Whole Foods Market. We have notified our Team Members that they are obligated to disclose any disallowed gifts from suppliers as well, and have established a protocol and tracking process for doing so.

It is not our intention to lessen the tradition of warmth associated with this season, but this is a matter we all must treat seriously. Some of our suppliers have adopted the policy of making a gift to a charitable organization instead of sending holiday presents. This is an idea that we encourage. However the gift we appreciate most is your continuing effort to help us serve our customers and grow together.

On behalf of all of the Team Members of Whole Foods Market, we would like to extend to you and your organization our sincere wishes for a happy holiday season and a healthy and prosperous New Year.